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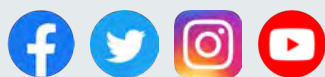
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# ra today

The Official Newspaper of the 2022 NEA Representative Assembly



## AMENDMENTS TO THE CONSTITUTION, BYLAWS, & STANDING RULES

### Constitutional Amendment 1

Defeated

In any year, the NEA Board may determine that the Annual Meeting may be conducted in person, virtually, or a combination of both.

### Bylaw Amendment 1

Withdrawn

All secret ballot elections in which delegates vote may be conducted in person, on a voting machine, or on a secure electronic system that protects the secrecy of an individual's vote from any NEA or affiliate officer, delegate, or staff member.

### Bylaw Amendment 2

Adopted

Title:  
To provide that the Board of Directors may determine if the Annual Meeting shall be conducted in person, virtually, or a combination of both, and further to provide that secret ballot elections can be conducted via secure electronic means protecting the secrecy of any individual vote.

Bylaw 3. Representative Assembly 3-16. New Subsection

### Standing Rule Amendment 1

Withdrawn

### Standing Rule Amendment 2

Defeated

# AMENDMENTS TO THE STANDING RULES

## Standing Rule Amendment 3

Withdrawn

## Standing Rule Amendment 4

Defeated

## Standing Rule Amendment A

Adopted as Amended

### Rule 6. New Business Items (NBIs)

New business relating to substantive policies or programs for the Association shall be specific in nature and terminal in application, shall concern issues beyond one (1) local area, 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.

## Standing Rule Amendment B

Adopted as Amended

### Rule 6. New Business Items (NBI)

#### 1. Submission

New business items shall be submitted no later than 15 days prior to the opening of the Representative Assembly at 4:00 p.m. in the time zone of the host city to the Committee on Constitution, Bylaws, and Rules via a process communicated in advance to all delegates. 12 noon on the second day of the Representative Assembly.

Revisions by the maker of a new business item may be submitted no later than three (3) days prior to the opening of the Representative Assembly at 4:00 p.m. in the time zone of the host city. Revisions must address the same issue as the original new business item, but may include different actions reasonably related to the action in the original NBI. Revisions and will replace the original submission and will become the main motion.

NBIs shall be submitted supported by one (1) of the following to be turned in no later than two (2) hours before the opening of the first day of the Representative Assembly:

- (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.

Amendments to proposed new business items may be submitted no later than (2) 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.

## Standing Rule Amendment C

Not Considered

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# AMENDMENTS TO THE POLICY STATEMENTS

## Policy Statement on Safe, Just, and Equitable Schools

Adopted as Amended

### Amendment A-1

Adopted

Title: Proposed Policy Statement on Safe,  
Just, and Equitable Schools  
Amend page 7, line 30

... institutions, mental health and wellness organizations, churches  
faith-based organizations, alternative schools/juvenile correctional...

### Amendment A-2

Adopted

Title: Proposed Policy Statement on Safe,  
Just, and Equitable Schools  
Amend page 7, line 19

The emotional, social, physical, mental, and spiritual needs of the  
whole student must be strengthened and supported through educa-  
tion, family partnerships, and relationship building.

## Amendment E-1

Adopted as Modified

Title: Teacher Evaluation and Accountability  
Amend page 21, lines 21-22, 45, 50

Section II, High Quality Teacher Accountability Systems, d.  
a prompt hearing before an impartial ~~decision-maker~~ third party,  
such as an arbitrator.

Section II, e.  
should have the right to contest that denial before an impartial ~~dec-~~  
~~ision-maker~~ third party, such as an arbitrator.

Section II, e.  
...the teacher may be counseled out of the profession or dismissed  
pursuant to a fair, transparent, and efficient ~~dismissal~~ procedure  
that provides due process before an impartial third party such as an  
arbitrator.

The NEA recognizes and celebrates these accomplished educators for their work in supporting students in public schools. Congratulations to the 2022 Teacher of the Year, ESP of the Year, and Higher Educator of the Year!



**KURT RUSSELL**  
**2022 TEACHER OF THE YEAR**  
High School History Teacher  
Oberlin High School  
Ohio Education Association



**DEBRA WARD-MITCHELL**  
**2022 EDUCATION SUPPORT  
PROFESSIONAL OF THE YEAR**  
Paraeducator; Assistant Director  
District 205 Infant Care Center  
Illinois Education Association



**BONNIEJEAN ALFORD**  
**HIGHER EDUCATOR OF THE YEAR**  
Instructor  
College of DuPage  
Illinois Education Association

# RA ELECTION RESULTS/NEA DELEGATE VOTING INFORMATION

NEA delegates who were onsite for the 2022 Representative Assembly voted on Amendments to the NEA Constitution and Bylaws, candidates for NEA Executive Committee, and At-Large Seats to the NEA Board of Directors.

- July 28 tabulation date for mail ballots and in-person delegates
- August 4 runoff mail ballots delivered to all NEA delegates with full voting rights
- August 26 tabulation date for mail ballot runoff election

Virtual delegates with full voting rights will also have the opportunity to vote for candidates via mail-in ballot as follows:

All voting for amendments to the NEA Constitution and Bylaws were conducted electronically at the 2022 Representative Assembly and are available below. Results for NEA Executive Offices will be shared electronically upon completion of those elections.

- June 30 mail ballots delivered to virtual delegates

## AMENDMENTS TO NEA CONSTITUTION AND BYLAWS - JULY 3/4

CONSTITUTIONAL AMENDMENT		YES	NO
DEFEATED	CONSTITUTIONAL AMENDMENT 1	1,895 (43.8%)	2,436 (56.2%)
BYLAW AMENDMENTS		YES	NO
WITHDRAWN	BYLAW AMENDMENT 1		
ADOPTED	BYLAW AMENDMENT 2	3,787 (87.0%)	567 (13.0%)

## EXECUTIVE COMMITTEE AND NEA OFFICER ELECTIONS

SINCE THE NUMBER OF CANDIDATES EQUALED THE NUMBER OF AVAILABLE SEATS, THE FOLLOWING CANDIDATES WERE DECLARED ELECTED AT THE 2022 REPRESENTATIVE ASSEMBLY.

### FOR ESP AT-LARGE, 3-YEAR TERM:

MIKE GLABERE (WI)

VANESSA JIMENEZ (AZ)

TEMIKA LANGSTON-MYERS (NJ)

CHIFFON WINSTON (KY)

JACQUELINE BURTON (TN)

MARITZA BARRERA (TX)

### FOR ADMINISTRATOR AT-LARGE

CYNTHIA HENDERSON (LA)

### FOR ALTERNATE ESP AT-LARGE

ANASTASIA JIMENEZ (AZ)

### FOR ALTERNATE HIGHER ED AT-LARGE

RITA DANIELS (WA)

# 2023 RA ELECTION CANDIDATES

## Candidates for President (1 position)

**Name:** Becky Pringle  
**Community and state of residence:**  
Alexandria, Virginia  
**Current and previous employment:** NEA President, Vice President, Secretary-Treasurer; 8th Grade Science Teacher



**Association experience:**

**Local:** President  
**State:** PSEA Board of Directors, Regional Chair, Leadership Development Committee Chair, Minority Representation Task Force  
**National:** President; Vice President; Secretary-Treasurer; Executive Committee; Board of Directors; Chair, Member Benefits Board; CAEP Treasurer; Chair, GPS Oversight Committee; Chair, Leadership Summit; Education International, OECD Committee; Chair, Ballot Initiative/Legislative Crisis Committee; National Board for Professional Teaching Standards; National Labor Leaders Initiative Advisory Committee; White House Commission on Education Excellence for African Americans; Officer Lead, Racial Justice in Education; Officer Lead, ESSA; Liaison, NEA Standing, Board Strategic, and Social Justice Committees

## Candidates for Vice President (1 position)

**Name:** Princess Moss  
**Community and state of residence:**  
Alexandria, Virginia  
**Current and previous employment:** NEA Vice President; Music Teacher, Louisa County Public Schools



**Association experience:**

**Local:** President, Vice President, Secretary-Treasurer  
**State:** VEA President, Vice President, UniServ Council Chair  
**National:** NEA Vice President; NEA Secretary-Treasurer; NEA Executive Committee; Chair, NEA Member Benefits Board; Chair, NEA Summit Design Team; Co-Chair, NEA Task Force on Future of Assessment; NEA Program and Budget Committee; NEA Audit Committee; NEA PAC Fundraising Committee; Officer Lead for Issue-Organizing; NEA Great Public Schools Oversight Committee; Academy of Arts and Sciences Board; Women Innovating Labor Leadership Advisory Board; NEA Sexual Orientation and Gender Identity Committee; NEA Human and Civil Rights Committee

## Candidates for Secretary-Treasurer (1 position)

**Name:** Mark Norberg  
**Community and state of residence:**  
Burbank, California  
**Current and previous employment:** John Muir Middle School (Burbank, CA) – 2015 to Present; Los Angeles Times (Los Angeles, California) – 1994 to 2013



**Association experience:**

**Local:** Burbank Teachers Association (BTA) Site Rep; BTA Organizing Committee; BTA Endorsement Committee; BTA Justice and Equity Team; Bay Valley Service Center Steering Committee; Bay Valley Equity Team; BTA Executive Board  
**State:** California State Delegate; CTA Financing Public Education Committee; CTA BATS Caucus VP  
**National:** RA California State Delegate

**Name:** Noel Candelaria  
**Community and state of residence:**  
Austin, Texas



**Current and previous employment:** National Education Association, Secretary-Treasurer; Texas State Teachers Association President, Vice President; Ysleta Independent School District: Special Education Teacher; Teacher Aid

**Association experience:**

**Local:** Ysleta Teachers Association: President, Vice President, Association Representative, Board of Directors, PAC Chair  
**State:** Texas State Teachers Association: President; Vice President; Region President; Board of Directors; Budget Committee Chair; Constitution, Bylaws, and Elections Committee; Advisory Committee; Aspiring Educators Liaison  
**National:** NEA Executive Committee; National Council of State Education Associations: President, Vice President; NEA MB Board; Vice Chair; NEA HCR Committee; Racial Justice in Education Language Stakeholder Group; NEA-RA NBI Costing Committee; NEA PAC Executive Committee; NEA Members Insurance Trust Chair

# 2023 RA ELECTION CANDIDATES

## Candidates for Executive Committee (2 positions)

**Name:** Mark Jewell

**Community and state of residence:** I am from Greensboro, North Carolina, and currently reside in Raleigh.

**Current and previous employment:** Guilford County Schools, Greensboro NC (1997-Present); Mingo County Schools, Williamson, West Virginia (1987-1997)

**Association experience:**

**Local:** Guilford County Association of Educators (NC), President (2004-2009); Executive Committee (2000-2004); Association Representative (1998-2004); Mingo County Education Association, West Virginia, President (1989-1992); Executive Committee (1989-1997); Association Representative (1987-1997)

**State:** North Carolina Association of Educators (NCAE), State President (2016-2020); NCAE State Vice President (2012-2016); NCAE State Board of Directors (2006-2020)

**National:** NEA Executive Committee (2020-Present); NEA Board of Directors (2009-2012)



**Name:** Kevin Deely

**Community and state of residence:** Allentown, Pennsylvania

**Current and previous employment:** High School English Teacher, Easton Area High School (2004 – present); Admissions Counselor, Arcadia University (2000-2002); Asst. Manager, Off-Campus Degree Programs, Peirce College (1998-2000)

**Association experience:**

**Local:** PAC Chair; Communications Chair; President-Elect (2-yr); President (12-yrs, current); negotiations team

**State:** Legislative Committee (2006 -2016; PAC Liaison to Legislative Committee; Legislative Committee Chairperson); Advocates for Children in Education (ACE – educator lobbyists) Regional Chairperson; PSEA Board of Directors (2017 – present)

**National:** RA Delegate (10 years); NEA Board of Directors (2017 – 2023); NEA Board PAC Representative; NEA Legislative Committee; NEA ESP Conference Planning Team



**Name:** Teresa Razo

**Community and state of residence:** San Antonio, Texas

**Current and previous employment:** August 2019: Neal Elementary School Head Start Program, Pre-K Dual Language. 2012-2019: Sanchez Elementary School, 4th Grade Dual Language and Pre-K Dual Language, Lucy Read Demonstration School Pre-K, McBee Elementary School Pre-K Dual Language. 2008-2010: Corpus Christi College Preparatory High School-Por Vida, Inc., Spanish/Electives, Principal. 1996-2001: Nueces County Community Action Agency-Head Start Program, Preschool teacher.

**Association experience:**

**Local:** 2021-2022 Alliance Leadership and Policy Program, 2021-2022 Early Career Leadership Fellows, Elementary School Teacher Representative, Member Organizer EC

**State:** TSTA State Delegate, 2022 TSTA House of Delegates, 2021 TSTA House of Delegates

**National:** 2022 TSTA NEA-RA Delegate, 2021 TSTA NEA-RA Delegate



**Name:** Shannon McCann

**Community and state of residence:** Seattle, Washington

**Current and previous employment:** Middle School Special Education Teacher, Special Education Post-Secondary Liaison

**Association experience:**

**Local:** Local President of the Federal Way Education Association (representing ESPs, Certificated Members, Athletic Coaches); Past Bargaining Member and PAC Chair

**State:** WEA Legislative Committee, WEA Board of Directors, Immediate Past Co-President of WEA LGBTQ+ Caucus, WEA Pride Coordinator, WEA Executive Committee and Budget Committee, WEA Racial Justice Committee, Membership Matters member organizer, Art Build Committee

**National:** Chair, NEA Legislative Committee; NEA Strategic Plan and Budget Committee; NEA Board of Directors; Safe, Just and Equitable Schools Policy Statement Task Force; NBI-A Small Governance Group; NEA Racial Justice in Education Internal Language Stakeholder Group; Future-Forward Think Tank







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# LEGISLATIVE AMENDMENTS

## Legislative Amendment 1

Adopted as Modified

Section: Public Employee Rights  
Amend page 19, line 10  
Add new item: NEA Supports

improvement in the federal employment compensation law for public education and other public employees that ensures a living wage to include increasing the federal minimum wage (FMW) to at least \$15/hour.

## Legislative Amendment 2

Withdrawn

## Legislative Amendment 3

Adopted as Modified

Section: Human and Civil Rights/Specific Populations  
Page 28, line 20  
Add new item: NEA Supports

federal legislation to hold the federal government accountable for, to redress, and to heal the historical and intergenerational trauma inflicted on American Indian families and tribes, Alaska Natives, and Native Hawaiians from federal boarding school policies.

## Legislative Amendment 4

Adopted as Modified

Section: Judiciary  
Page 29, line 24  
Add new item: NEA Supports

Adding seats to expand the federal judiciary to protect civil rights and democracy in order to meet the needs of a growing nation.

## Legislative Amendment 5

Adopted

Section: Children's Safety  
Page 17, line 48  
Add new item: NEA Supports

legislation that protects children and youth from the harmful impacts of social media including, but not limited to, exploitation, cyberbullying, and violent radicalization.

## Legislative Amendment 6

Withdrawn

## Legislative Amendment 7

Adopted as Modified

Section: Affordable Housing  
Page 22, line 41  
Add new item: NEA Supports

revision of the current U.S. Department of Housing and Urban Development (HUD) definition of eligibility for programs like the Good Neighbor Next Door Program to include all postsecondary educators, educational support professionals in preK-12th grade and postsecondary institutions, and all school personnel in preK-12th grade and postsecondary institutions with assistance in becoming homeowners and sustaining home ownership.

## Legislative Amendment 8

Adopted as Modified

Section: Child Poverty/Homelessness  
Page 18, line 16  
Add new item: NEA Supports

legislation to ban no-cause evictions.

## Legislative Amendment 9

Adopted

Section: For the General Public  
Page 29, line 49  
Add new item: NEA Supports

funding for organizations that help to feed the hungry and displaced after natural disasters or wars in this country and worldwide, and recognition of their efforts by congressional resolutions.

# LEGISLATIVE AMENDMENTS

## Legislative Amendment 10

Adopted

Section: Children's Nutrition

Page 18, line 4

Amend existing item: NEA Supports

federal support for fully funded school meal programs including child nutrition programs when school is not in session that follow age-appropriate guidelines to provide adequate, appetizing, and nutritious foods.

## Legislative Amendment 11

Adopted as Modified

Section: Affordable Housing

Page 22, line 43

Add new item: NEA Opposes

NEA supports regulations limiting corporate behavior designed to artificially inflate housing and rental markets, such as the mass purchasing of homes above market value or keeping rental units intentionally vacant.

## Legislative Amendment 12

Adopted

Section: Equal Rights, Non-Discrimination, and Protection from Violence

Page 28, line 3

Add new item: NEA Supports

the reporting of use of force.

## Legislative Amendment 13

Adopted

Section: Public Health and Well-Being

Page 24, line 49

Amend existing item: NEA Opposes

any discrimination in health care based on gender or gender identity, sexual orientation; and

## Legislative Amendment 14

Withdrawn

## Legislative Amendment 15

Defeated

**Public education is  
under political attack.**

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# RESOLUTIONS

## Amendment 1

Referred to the Resolutions Committee

Title: New Resolution C

NEA believes national identification (ID) initiatives and laws which include the provision of a card displaying IDA (Invisible Disabilities Association) logo or symbol on a lanyard or drivers license helps to keep students and employees with disabilities safe when confronted by or communicating with law enforcement and/or medical personnel.

## Amendment 2

Referred to the Resolutions Committee

Title: D-8. Hiring Policies and Practices for Teaching Positions Summary of Winter Actions  
Page 53, line 16

NEA supports hiring teachers with emergency work authorizations, including undocumented immigrants, who meet all other credential requirements, especially in teacher shortage areas.

## Amendment 3

Adopted as Modified

Title: F-1. Nondiscriminatory Personnel Policies/ Affirmative Action Summary of Winter Actions  
Page 58, line 20

The National Education Association believes that, except as otherwise provided below, personnel policies and practices must guarantee that no person be employed, retained, paid, dismissed, suspended, demoted, transferred, retired, or harassed because of race, color, national origin, cultural diversity, accent, religious beliefs, residence, physical disability, ...

## Amendment 4

Adopted as Modified

Title: F-37. Protection of Education and Other Public Employees from Workplace Bullying Final Report  
Page 21, lines 23-26

g. Retaliation.

## Amendment 5

Adopted

Title: F-50. Stress Management and Wellness Programs Summary of Winter Actions  
Page 66, line 82

F-50. Stress Management, Self-Care, and Wellness Programs

## Amendment 6

Adopted as Modified

Title: New Resolution F

The National Education Association believes that employees experiencing disabilities are entitled to medically necessary and reasonable accommodations necessary to perform the essential duties of their jobs.

## Amendment 7

Referred to the Resolutions Committee

Title: New Resolution F

NEA believes that in all 50 states and territories, human rights commissions, professional ethics boards, or related government agencies should fine school districts when they fail to fully provide disabled employees with medically necessary and reasonable accommodations necessary to do their jobs.

## Amendment 8

Referred to the Resolutions Committee

Title: H-11. Environmental Responsibility Summary of Winter Actions  
Page 73, line 45

The Association also believes that mass mailings by post should be discontinued whenever email is a viable alternative. The Association further believes it is necessary for all aspects of society to phase out this waste of paper and other resources whenever possible in order to conserve our environment and reduce waste. The Association believes that it should be a leader in limiting paper waste by reducing its own mass mailings and that of its affiliates.

# RESOLUTIONS

## Amendment 9

Referred to the Resolutions Committee

**Title: I-13. Civil Rights  
Summer of Winter Actions  
Page 75, line 52**

Therefore, the Association believes that racial equity principles as well as affirmative action policies that support all protected classes of minorities, should be implemented at all levels of policymaking.

## Amendment 10

Referred to the Resolutions Committee

**Title: J-4. Minority Participation in the Association  
Summary of Winter Actions  
Page 103, line 99, 101, 104**

The National Education Association believes that at every phase of governance and on all decision-making levels of the Association there should be minority participation at least proportionate to the identified ethnic protected class minority population of that geographic level. Ethnic All protected classes of minorities should be included as candidates for positions at all levels. The Association should promote minority participation in program development and should employ diverse minorities and including women in staff positions consistent with Association affirmative action policies....

## Amendment 11

Adopted

**Title: J-7. Promotion of Teaching as a Career Choice  
Summary of Winter Actions  
Page 84, line 18**

J-7. Promotion of Teaching Education as a Career Choice

## Amendment 12

Adopted as Modified

**Title: B-5. Dropout Prevention  
Final Report  
Page 7, line 40**

The Association believes that student pregnancy impacts the educational, social, and economic lives of young people, as well as their health. Therefore, any dropout prevention efforts should also provide resources and supports for pregnant students and students who give birth, including, but not limited to, social-emotional support, new parent counseling, lactation support, guidance on navigating or accessing medical treatment, clean and comfortable lactation spaces, support with childcare, and support in finding and accessing other community resources. These students should also have access to extended learning, flexible hours, hybrid learning, or other continuing education options.

## Amendment 13

Adopted

**Title: B-10. Effective Communication  
Final Report  
Page 8, line 1**

The National Education Association believes that it is critical that students and educators become effective communicators in school and in life through all forms of expression.

## Amendment 14

Adopted

**Title: B-12. Diversity  
Final Report  
Page 8, line 11**

The National Education Association believes that a diverse society enriches all individuals. Similarities and differences among race, ethnicity, color, national origin, language, geographic location, religion, gender, sexual orientation, gender identity, age, physical and mental ability, size, occupation, and marital, parental, or economic status form the fabric of a society.

# RESOLUTIONS

## Amendment 15

Referred to the Resolutions Committee

Title: B-15. American Indian/Alaska Native Education  
Final Report  
Page 9, line 9

Opposition to the “poverty” draft, which has historically led to over-representation of military recruiters in schools with higher rates of Indigenous students

## Amendment 16

Referred to the Resolutions Committee

Title: B-16. Hispanic Education  
Final Report  
Page 9, line 44

Opposition to the “poverty” draft, which has historically led to over-representation of military recruiters in schools with higher rates of Brown students

## Amendment 17

Referred to the Resolutions Committee

Title: B-17. Asian, Native Hawaiian,  
and Pacific Islander Education  
Final Report  
Page 10, line 15

Opposition to the “poverty” draft, which has historically led to over-representation of military recruiters in schools with higher rates of AAPI students

## Amendment 18

Referred to the Resolutions Committee

Title: B-18. Micronesian Education  
Final Report  
Page 10, line 39

Opposition to the “poverty” draft, which has historically led to over-representation of military recruiters in schools with higher rates of Micronesian students

## Amendment 19

Referred to the Resolutions Committee

Title: B-19. Black American Education  
Final Report  
Page 11, line 22

Opposition to the “poverty” draft, which has historically led to over-representation of military recruiters in schools with higher rates of Black students

## Amendment 20

Withdrawn

## Amendment 21

Adopted

Title: B-45. Journalism Education  
Summary of Winter Actions  
Page 35, line 44

The National Education Association believes that freedom of speech and press are fundamental principles in our democratic society granted by the First Amendment of the United States Constitution, and these freedoms provide all people, including students, with the right to engage in robust and uninhibited discussion of issues in student various media.

The Association encourages schools to include a comprehensive journalism curriculum that fosters unbiased freedom of the press by educating a new generation of journalists and includes opportunities for student-created media and publications.

## Amendment 22

Adopted as Modified

Title: New Resolution B. Classroom and School Awards

The National Education Association believes that student recognition fosters a positive school culture in which students feel seen and valued. It also contributes to strong relationships among students, families, faculty, and the community. The Association also believes that using student-centered processes focused on equity, community, and leadership prepare students to be global citizens and contributing members of society. The Association further believes that equitably promoting and celebrating student successes creates inclusive learning environments.

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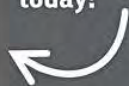
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# NEW BUSINESS ITEMS

## NBI A

### Adopted

The NEA shall issue a National Call to Action to ensure that all students, educators, schools, campuses, and communities are safe from gun violence.

The Call to Action shall:

- Include a cross section convening of national, state, local leaders, and staff to create a unified, national set of strategies and tactics at every level of the Association that keep the threat of gun violence to our students and educators at the forefront of policy discussions until we can ensure the safety of our communities.
- Expand upon our current federal advocacy work by planning joint organizing actions and activities with our state and local affiliates and partners in communities across the country.
- Acknowledge and identify in our written materials, speeches by governance leaders, partner strategy, and resources the connections and tactics related to the disparate impact gun violence has on communities of color, as well as the nation's overall student population.
- Provide members with resources and information across our digital and social media properties to access the professional development and professional practice supports needed to educate and support students as they return to schools and campuses for the 2022-2023 school year, particularly, support related to trauma-informed instruction, mental health supports, and engagement with parents and communities.
- Hold accountable elected officials and candidates in the 2022 elections by, for example, including appropriate questions on candidate questionnaires and placing op-eds and ads in their local media to make sure they are willing to put an end to gun violence on school campuses and in our communities.
- Support organizing and education efforts with and to parents, communities, elected officials, business leaders, faith leaders, and allied organizations by providing staff assistance, written materials, and funding as appropriate.
- Provide staff assistance and written materials to state and local affiliates to assist them in mobilizing members to take action.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$498,407.

## NBI 1

### Defeated

## NBI 2

### Adopted

Move that the NEA create a lobbying cadre of one (1) Active and one (1) Retired member from each impacted state, recommended by state presidents, focused solely on the repeal of Government Pension Offset-Windfall Elimination Provision (GPO-WEP).

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$130,100.

## NBI 3

### Withdrawn

## NBI 4

### Adopted

NEA will advocate for changes that would allow members who have successfully completed a probationary period of their contract to retain their contract status when they switch jobs to work in new districts. In addition, utilizing NEA's existing means of communicating with members, such as the digital version of *NEA Today*, social media, and electronic communications, NEA will provide to its members:

- An explanation of what the barriers are to make this change.
- What work, if any, that NEA historically has done related to this issue.
- Recommendations of steps to bring about the change.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$9,750.

## NBI 5

### Adopted

NEA will use its existing communication vehicles to educate the public about the plight of contingent higher education faculty in the United States. Part of this campaign will include collecting and disseminating "horror" stories from the trenches of higher education faculty.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,750.

# NEW BUSINESS ITEMS

## NBI 6

Withdrawn

## NBI 7

Defeated

## NBI 8

Defeated

## NBI 9

Referred to the Executive Committee

NEA will use existing digital communication to highlight and feature members and affiliates for their work in advocating for the rights of Palestinian children and families and personal stories of Palestinian NEA members and students.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$7,000.

## NBI 10

Adopted

NEA will use existing resources to assist and guide state affiliates seeking to add or amend special education class size and caseload/workload caps in their state education code language during the 2022-2023 school year.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$9,250.

## NBI 11

Adopted as Modified

I move that NEA review its current School Board Institute and See Educators Run training program to ensure that it includes curriculum on recruiting a diverse set of candidates. They will also develop strategies, which will be shared in these trainings, that are specific to the recruitment of Board of Education candidates that are queer and people of color.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$3,500.

## NBI 12

Adopted as Modified

NEA shall publish, through existing NEA media, an article to inform members about the developing understanding of the impact of gender on neurodivergent individuals with Autism Spectrum Disorder (ASD).

Topics that should be covered by the article include:

- The exclusion of female research participants in developing diagnostic criteria.
- Characteristics of female, transgender, and gender nonconforming autistic behavior.
- The impact of gender roles on the pressure for females with ASD to mask.
- The intersection of ASD and gender identity.
- Barriers to diagnosis, including cost.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$15,375.

## NBI 13

Adopted

NEA will support members who educate students and other members about the history, geography, and current state of affairs of the Palestinian people. NEA will provide state affiliates with a clear protocol for members doing this work to utilize when they are under attack.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$9,000.

## NBI 14

Adopted as Amended

The NEA shall strongly urge the Department of Education to be proactive and provide better resources and interventions to prevent vaping on campus to create a more healthy and positive learning environment for students.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$250.

# NEW BUSINESS ITEMS

## NBI 15

### Adopted

NEA shall compile research to create fact sheets about the largest 25 organizations that are actively working to diminish a students' right to honesty in education, freedom of sexual and gender identity, and teacher autonomy. These fact sheets should include, but not be limited to, information about these organizations' funding sources, their leaders within the organizations, connections to known entities that are seeking to dismantle public education, organization headquarters and chapter locations, characteristics of employed campaign strategies used by these organizations, and connections to known entities that are seeking to dismantle public education. The fact sheets will be made available to state affiliates electronically as needed to help be armed with information to organize against attacks on public education.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$140,625.

## NBI 16

### Adopted

NEA will, by using existing resources, explore possible solutions to the ESP substitute shortage and publicize the need for substitutes for all ESP classifications, including but not limited to paraprofessionals, transportation services, secretarial and clerical, health services, information technology, food services, security services, skilled trades, maintenance, and custodial services.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$1,000.

## NBI 17

### Adopted as Modified

NEA shall explore the development of a mentor program for Aspiring Educators that involves the development of a portal to pair students with veteran NEA members.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$53,000.

## NBI 18

### Adopted as Modified

NEA shall write a sample letter for locals and states encouraging school districts and state lawmakers to provide funding for educa-

tors to receive advanced degrees.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$2,000.

## NBI 19

### Adopted

NEA shall write a letter to the U.S. Department of Education, as well as the state Departments of Education to promote the appropriation of funding for Aspiring Educators to matriculate in a education preparation program.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$4,000.

## NBI 20

### Adopted as Modified

NEA shall publish, through existing NEA electronic platforms, an article discussing the different viewpoints about the use of applied behavioral analysis (ABA) therapy, including describing the approach, why some advocates support its use, why other advocates oppose its use, and current advocacy and work being done to diversify the practice.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$16,125.

## NBI 21

### Referred to the Appropriate Committee

NEA shall establish an additional category in the Human and Civil Rights Awards program that honors an individual or group whose work specifically impacts education and the achievement of equal opportunity for Native Hawaiians and/or Pacific Islanders.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$17,613.

## NBI 22

### Adopted

Using existing digital communications tools, NEA will work to find ways to support and spotlight the efforts of our fellow teacher union colleagues within the Palestinian and Israeli teachers unions affli-

# NEW BUSINESS ITEMS

ated with Education International, focusing on their efforts to create safe learning environments for both Palestinian and Israeli children by striving to build trust, empathy, and dialogue.

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,000.

## NBI 23

### Adopted

That National Education Association shall, where applicable, appropriate, and legal, use the words “murderer” and “murder(s)” or “alleged murderer” and “alleged murder(s)” in referring to occurrences such as those recently occurring in Buffalo at the Tops Market, Uvalde, Texas, and too many others.

## Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2024 Strategic Plan and Budget at no additional cost.

## NBI 24

### Referred to the Appropriate Committee

NEA shall use its existing media resources, including the digital version of *NEA Today* and *NEA Today Retired*, *NEAToday.org*, and *NEA Today Express*, in addition to its social media platforms, to promote NEA’s existing blended learning and webinar opportunities available to all members including retirees.

## Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2024 Strategic Plan and Budget at no additional cost.

## NBI 25

### Adopted as Modified

NEA shall publish, through existing NEA media, an article to inform members about the movement in states to add high school graduation requirements related to financial literacy and personal finance, in order that educators may have a more informed voice in advocating for the creation of, or amending of, financial literacy standards in their states.

Items that should be covered in the article include:

- Data related to the states that guarantee, and others who have committed to guaranteeing, all high school graduates will take a standalone personal finance course as a requirement for graduation.
- Highlighting Florida’s “Dorothy Hukill Financial Literacy

Act,” which will guarantee, beginning in the 2023-2024 school year, a personal finance course for all Florida high schoolers.

- Call attention to the divide in access to personal finance education in the 42 states that do not currently require a standalone personal finance course for BIPOC students, students eligible for free and reduced lunch, and based on locale type (rural, suburb or town, and urban).

- Spotlight resources for educators including, but not necessarily limited to, Next Gen Personal Finance and Council for Economic Education.

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$62,508.

## NBI 26

### Referred to the Appropriate Committee

NEA will expand its blended learning classes and/or webinars for educators of English language learners to include information on language acquisition, articulation, and developmental milestones for preschool students.

## Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2023 Strategic Plan and Budget at no additional cost.

## NBI 27

### Adopted

NEA will use existing resources to amplify the issue of inadequate and under-resourced mental health resources at higher education institutions, especially for Black, Latinx, Asian American/Pacific Islander, American Indian/Alaska Native, and LGBTQ+ communities. Among its efforts, NEA will:

- Provide Aspiring Educator members with information about accessing support for mental health needs at their colleges or educator preparation programs.
- Conduct research on the shortage of mental health providers of color, its relationship with the stigmatization of mental health care in communities of color, as well as its effect on the victimization, oppression, and criminalization of Black and Latinx communities, and its impact on the educator pipeline.
- Provide members with resources and information via *NEA Today*, digital communications, and social media about the disproportionate shortage of health care, especially mental health care, at HBCUs across the country and its impact on the Black educator pipeline.
- Expand professional development opportunities for members

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about restorative self-care, mindfulness-based practices, and burnout prevention and mitigation in the profession, as well as during clinical experiences and student teaching.

- Advocate for enhanced training for mental health practitioners serving in schools about affirming and supporting LGBTQ+ students, particularly transgender students.
- Call on colleges and universities to hire more counselors, mental health providers, and trauma-response professionals, particularly those that identify with Black, Latinx, Asian American/Pacific Islander, American Indian/Alaska Native, and LGBTQ+ communities.

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$73,163.

## NBI 28

### Adopted

NEA shall amend the “A Brief History of NEA” timeline located on the nea.org website to include the year “1892” as the year that the NEA Committee of Ten was formed. The accompanying text for this notation should include an explanation about the Committee of Ten, how resulting decisions shaped our public school system, and some of the positive and negative results from these decisions, including movement away from classic Greek curricula that expanded the scope of who became educated but created a standardization framework that was based in a white colonialist mindset.

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$5,000.

## NBI 29

### Adopted as Amended

The NEA will publicly denounce current and forthcoming Anti-LGBTQ+ legislation, working with states to fight against it in multiple ways, including, but not limited to the following:

- Upon request, the NEA will work with state affiliate leadership to write a letter to the leaders of each state legislature about the harm anti-LGBTQ+ bills will have on LGBTQ+ students and members.
- Upon request, the NEA will work with state affiliates to challenge state legislatures that adopt anti-LGBTQ+ legislation by filing amicus briefs where appropriate.
- Upon request, the NEA will assist state and local affiliates in actively organizing to defeat anti-LGBTQ+ bills through lobbying efforts such as but not limited to letter writing campaigns, social media campaigns, protests, etc.

- Utilize the *NEA Today* publication to educate members about the harm anti-LGBTQ+ bills have on LGBTQ+ students and members and showcase the work affiliates and members are doing to organize around defeating these bills.

- Work with current LGBTQ+ partners in organizing against anti-LGBTQ+ legislation.

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$32,000.

## NBI 30

### Adopted

NEA will conduct research and collect stories from members who have experienced significant trauma during their childhood in order to highlight the strategies and supports that helped them. NEA will also ask these educators if they believe that experiencing trauma at a young age contributed to their ability to support students who have adverse childhood experiences and social-emotional learning needs more effectively. After conducting this research, NEA will publish an article about its findings.

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,500.

## NBI 31

### Referred to the Appropriate Committee

I move that the NEA create a committee and a plan to work with AFT to strongly consider a national merger of the two (2) education unions.

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$10,000.

## NBI 32

### Referred to the Appropriate Committee

NEA will expand its blended learning courses for educators of long-term English learners within the K-12 and higher education systems to maximize student progress in English language development.

## Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2024 Strategic Plan and Budget at no additional cost.

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## NBI 33

Withdrawn

## NBI 34

Adopted

NEA will publicly stand in defense of abortion and reproductive rights and encourage members to participate in activities including rallies and demonstrations, lobbying and political campaigns, educational events, and other actions to support the right to abortion, contraception, and a person's decision about their health.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$4,500.

## NBI 35

Adopted

NEA will collect, disseminate, and elevate, via existing communication channels, best practices for educators to use at varying levels of the pre-kindergarten through grade 12 system that support students who are unable to engage with school learning due to trauma that impacts their social emotional well being. Locals can use the information to advocate and bargain for supports for members that have research based foundations.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$12,315.

## NBI 36

Referred to the Appropriate Committee

NEA shall develop and implement optional pre-Representative Assembly webinars and/or optional in-person meetings for new and veteran delegates that explain NEA Standing Rules and relevant Robert's Rules of Order as it relates to the NEA Representative Assembly, as well as the different floor strategies that could be seen.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$23,250.

## NBI 37

Defeated

## NBI 38

Referred to the Appropriate Committee

NEA will fund training materials and space for two (2) four (4)-hour safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2023.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$6,000.

## NBI 39

Adopted

The NEA will demonstrate its support for the right to asylum for migrants from Venezuela and Central America now arriving at the U.S. southern border and demand an end to Title 42 and the Trump "Remain in Mexico" policies by working with affiliates to publicize the impact of such policies on students and families in their communities.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$1,000.

## NBI 40

Adopted

NEA will work with state affiliates to oppose the attempts by school boards and politicians across the country to "downsize" school districts and close campuses permanently. Specifically, NEA will use existing media channels to publicize and oppose such school closure plans, support direct community actions to keep them open, and advocate for smaller class sizes and public schools in every neighborhood.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$10,000.

## NBI 41

Adopted

The NEA will take all necessary steps to defeat and overturn the "Don't Say Gay" law in Florida and other homophobic and anti-transgender laws and attacks throughout the country. We will demonstrate this by publicizing our support of and participation in mass actions for LGBT rights and Pride.

The NEA will publicize our continued commitment to LGBT youth and all young people's right to learn about and develop

# NEW BUSINESS ITEMS

their own sexual orientation and gender identity.

The NEA will demonstrate its support for the independent mass actions of youth to defend their existence, dignity, and rights of the LGBT community by encouraging membership participation in rallies, pickets, etc.

The NEA will take action to vigorously defend educators who support LGBT youth and who teach about the existence, dignity, rights, mass actions, history, and pride of LGBT people.

We will publicize these positions through existing media outlets.

## **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$56,000.

## **NBI 42**

### **Adopted**

The NEA will advocate for more mental health resources and awareness by:

- Encouraging each state affiliate to develop a mental health and wellness committee.
- Creating a more dominant space online featuring a mental health toolkit with resources and links to available mental health websites, training, legislation, and more.
- Using virtual platforms and grassroots campaigning to involve members in contacting legislators.

## **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,000.

## **NBI 43**

### **Referred to the Appropriate Committee**

NEA shall create an online, self-paced learning module that gives an overview training about the Representative Assembly. The target audience of this module should be first-time delegates, as well as those who may be interested in attending and would like to learn more about it. Topics should include, but not be limited to:

- NBIs
- Resolutions
- Legislative Program
- Constitution and Bylaws
- Caucus information
- Overview of the RA agenda each day (in general terms)
- Voting process and requirements
- An explanation of Robert's Rules of Order
- Social events

- An explanation of PAC

## **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$51,250.

## **NBI 44**

### **Adopted as Modified**

NEA will inform states and locals of the following sample language that may be put in contracts to include bereavement leave for pregnancy loss, failed fertility treatments, and failed adoption. The language will be as follows:

An employee or expectant parent, spouse, and/or partner who suffers a pregnancy loss (including, but not limited to, chemical pregnancy, ectopic pregnancy, molar pregnancy, miscarriage, terminated for medical reasons (TFMR), stillbirth, neonatal loss) shall be eligible for bereavement leave. An employee or expectant parent, spouse, and/or partner who suffers a failed fertility treatment (including, but not limited to, intrauterine insemination (IUI), assisted reproductive technology (ART), surrogacy loss) shall be eligible for bereavement leave. Employees must submit bereavement documentation upon request.

## **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$2,000.

## **NBI 45**

### **Adopted**

Move that the NEA create and develop a media campaign (through existing media sources and outside media when possible) to more fully educate and inform members about the importance and value of defined benefit pension programs which provide for financial security, which allows our members to live with dignity in their retirement.

## **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$62,258.

## **NBI 46**

### **Withdrawn**

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## NBI 47

### Adopted as Modified

In order to aid the Association's goal of promoting honesty in education, NEA shall create resources and information for all state affiliates to be housed and published in existing media, including NEA EdJustice, about the need to amend or establish economics and personal finance standards related to historical reasons that have exacerbated the racial and gender wealth gaps in the United States, so that state affiliates may best push for legislation or language in standards that acknowledge these matters.

Information in the resources may include items such as:

- Data related to the disparities in the percentages of White Americans and BIPOC Americans who hold assets including, but not limited to, home equity, other real estate, farms or businesses, stock and other investments, checking and/or savings accounts, vehicles, other savings, and debt.
- The drivers of the growing wealth gap, including, but not limited to, the number of years of home ownership, household income, disparities in unemployment, data related to college education, and information about inheritance, financial supports, and pre-existing college wealth.
- Government policies that have historically oppressed BIPOC people to participate in the wider American economy, including, but not limited to, slavery, servitude via sharecropping, and the effects of Federal Housing Administration policies such as redlining and housing segregation.
- New Deal era policies that segregated lower income people of all races integrating housing projects.
- The long-term effects of prohibitions for African Americans and other members of the global majority diaspora being prohibited from buying homes in suburban communities and building equity.
- The exploration of the gender wealth gap in the United States, with a specific focus on women of color and transgender individuals and the particularly high levels of poverty, unemployment, and other economic hardships of these persons.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$33,500.

## NBI 48

### Referred to the Appropriate Committee

The NEA shall honor UNESCO Free Press Freedom Day to celebrate journalism, reporters, and the fundamental principle of press freedom using existing outlets and publications.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$3,000.

## NBI 49

### Withdrawn

## NBI 50

### Referred to the Appropriate Committee

NEA shall provide, through existing communication channels, information on how educators can avoid possible disciplinary action when engaging, while at school/work, in individual prayer or other individual religious observance no matter their religion or belief system while also being considerate of and demonstrating clear respect for their students' religions/belief systems.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$6,500.

## NBI 51

### Withdrawn

## NBI 52

### Withdrawn

## NBI 53

### Not Considered

## NBI 54

### Withdrawn



## NEW BUSINESS ITEMS

### NBI 55

Not Considered

### NBI 56

Withdrawn

### NBI 57

Withdrawn

### NBI 58

Withdrawn

### NBI 59

Withdrawn

### NBI 60

Withdrawn

### NBI 61

Withdrawn

### NBI 62

Not Considered

### NBI 63

Not Considered

### NBI 64

Referred to the Appropriate Committee

The NEA will, using existing resources, publish data and information on how GPO/WEP negatively impacts those members in the states where it is law. Using existing websites and media, NEA shall create an additional tool in our online “Retirement Security” area for members in all states and jurisdictions to use in lobbying their Congressional representatives about the impact of the Windfall Elimination Provision on members and their Social Security benefits. The tool shall be oriented to facilitate advocacy by both members in the affected states and delegations (Alaska, California, Colorado, Connecticut, Georgia, Illinois, Kentucky, Louisiana, Maine, Massachusetts, Missouri, Nevada, Ohio, Rhode Island, Texas, and Federal employees), and by members in the 35 unaffected states. A short feature article about the tool and its

uses shall be published on existing websites and in existing media when the tool is made available so that members nationwide can advocate for this retirement security injustice perpetrated on only some of us.

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$72,258.

### NBI 65

Not Considered

### NBI 66

Not Considered

### NBI 67

Referred to the Appropriate Committee

NEA will conduct a survey of state affiliates to determine which states have an Early Childhood Standing Committee and will report the information to the NEA Early Childhood Educators Caucus.

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$21,750.

### NBI 68

Not Considered

### NBI 69

Not Considered

### NBI 70

Not Considered

# NEW BUSINESS ITEMS

## NBI 71

### Referred to the Appropriate Committee

NEA will use existing digital communication tools to educate members and the general public about human rights violations around the world, including but not limited to:

- China continuing to carry out discriminatory work policies, such as forced labor, impossible production expectations, and long working hours, against 13 million Uighurs and other Turkic or Muslim peoples in its northwest province of Xinjiang. Sources should include but not be limited to: Education International and other NGOs such as UNICEF, the International Trade Union Confederation, and the International Labour Organization.
- The history and struggles of the reported over 225,000 Haitian children — or one (1) in 15, of which 60 percent are girls. Sources should include but not be limited to Education International and other NGOs such as UNICEF, Restavek Freedom, and International Justice Mission.
- The history and struggles of the more than 21,000 children human trafficked and live as modern-day slaves. Sources should include but not be limited to Education International and other NGOs such as Challenging Heights Cost Implications, Walk Free Foundation, Many Hopes, and Free the Slaves.
- The history and struggles of the more than 8 million children in India who have been human trafficked and live as modern-day slaves, working in hazardous factories, mines, shops, homes, and forced into prostitution. Sources should include but not be limited to: Education International and other NGOs such as International Justice Mission, Prajwala, Prerana, Guria Swayam Sevi Sansthan, Rescue Foundation, iPartner India.
- The history and struggles of the over 60 million children in Cameroon subjected to the worst forms of child labor, including commercial sexual exploitation, as a result of human trafficking; children performing dangerous tasks in gold mining and cocoa production; the use of children in illicit activities such as production and trafficking of drugs; and the recruitment of children under age 18 by non-state armed groups. Sources should include but not be limited to: Education International and other NGOs such as the Forever Chocolate Program, Commit2Africa, Defense for Children International, Kids Education CONCERN, Link Up Charity Foundation, United Action for Children Learning Tools for Self Development, and United Action for Children.
- The history and struggles of the 276 schoolgirls kidnapped by Boko Haram six (6) years ago, of which 113 are still missing. Sources should include but not limited to Education International and other NGOs such as UNICEF, The #bringbackour-girls campaign, Change.org, and Amnesty International.
- The history and struggles of girls not being allowed to go to school beyond the 6th grade (age 12) by the Taliban in Afghanistan; the forbidding of women to work outside the home; and the erasing of women and girls from aspects of public

life. Sources should include but are not limited to: Education International and other NGOs such as UNICEF, Women for Afghan Women, Afghan Women's Educational Center, Afghan Women's Mission, Afghan Women's Network, Afghan Women Welfare Department, Revolutionary Association of the Women of Afghanistan, and the U.S.-Afghan Women's Council.

- The current struggles of the citizens of Yemen who have endured more than 150 airstrikes on civilian targets, including homes, hospitals, and communication towers by Saudi Arabia. Specifically including information that hundreds of thousands have died from the fighting or its indirect consequences such as hunger; that 24,000 people have been killed (including combatants and nearly 9,000 civilians); and that a substantial portion of the air raids were carried out by jets developed, maintained, and sold by U.S. companies, and by pilots trained by the U.S. Military. Sources should include but not be limited to Education International and other NGOs such as Save the Children and the International Rescue Committee.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$152,500.

## NBI 72

### Referred to the Appropriate Committee

NEA will use existing digital communication tools to educate members and the general public about the illegal Russian invasion, as determined by the United Nations, of Ukraine which includes the atrocities that occurred from the bombing of residential areas including schools, hospitals, and major cultural sites, causing over 14,000 civilian deaths. Sources should include but not be limited to Education International and other NGOs such as CARE, Project Hope, and the Ukraine Humanitarian Fund.

### Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$3,750.

## NBI 73

### Not Considered

## NBI 74

### Not Considered

# NEW BUSINESS ITEMS

## NBI 75

Referred to the Appropriate Committee

NEA shall, using existing resources, create a new category with the Human and Civil Rights Awards program that honors an individual or a group whose work has educated, supported, and advocated for equal opportunity for members of the Disabled community.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$17,613.

## NBI 76

Referred to the Appropriate Committee

NEA will form a virtual study group of a variety of stakeholders to examine the feasibility and logistics of doing more of its events in a hybrid format. The group's findings and recommendations will be reported to the 2023 NEA Representative Assembly.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$60,000.

## NBI 77

Withdrawn

## NBI 78

Referred to the Appropriate Committee

NEA shall make a statistical study on the effect of significant faculty retrenchment at community colleges on future faculty cuts.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$73,250.

## NBI 79

Not Considered

## NBI 80

Referred to the Appropriate Committee

NEA will partner with organizations that assist those who are affected by human trafficking and spread awareness about missing and murdered Indigenous women and children. NEA will use existing resources to publish data and statistics.

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$28,000.

## NBI 81

Referred to the Appropriate Committee

NEA will use its publication *NEA Today*, and existing digital communication platforms, to highlight, honor, and promote information and resources for teaching about populations featured in America's national heritage months, including (but not limited to) the following:

- January: Slavery and Human Trafficking Prevention Month
- February: Black and African-American Heritage Month
- March: Women's History Month, Irish-American Heritage Month, Developmental Disabilities Awareness Month
- April: Deaf History Month, International Romani Heritage Month, Arab-American Heritage Month, Armenian History Month
- May: Asian-American and Pacific-Islander Heritage Month, Jewish-American Heritage Month, Mental-Health Awareness Month
- June: Juneteenth; LGBTQ+ Pride Month
- July: Fourth of July
- August: Undetermined
- September: Hispanic-Latino Heritage Month
- October: Disability Employment Awareness, Italian American Heritage Month, German-American Heritage Month; Filipino-American Heritage Month, Polish-American Heritage Month, LGBTQ+ History Month
- November: National American Indian Heritage Month, World Adoption Day

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$303,792.

## NBI 82

Withdrawn

# NEW BUSINESS ITEMS

## NBI 83

Not Considered

## NBI 84

Referred to the Appropriate Committee

NEA will avoid using the term “statistically irrelevant” and/or “insignificant” when reporting any student data, especially in regard to Indigenous students, educators, and ESPs.

### **Cost Implications**

This item can be accomplished with current staff and resources under the proposed 2022-2024 Strategic Plan and Budget at no additional cost.

## NBI 85

Consolidated with NBI 64

Cost of NBIs Adopted to Date: \$1,279,876

Cost of NBIs Referred: \$857,526

## NEA PRESIDENT BECKY PRINGLE'S KEYNOTE ADDRESS TO THE 2022 RA

*"You have to act as if it were possible to radically transform the world, and you have to do it all the time."* — For half a century, the writer and educator, Professor Angela Davis has called on this nation to bring its practices into full alignment with its promises; to create a society where equity and justice are the rule, not the exception.

After a lifetime of struggle, this longtime activist has not abandoned hope. She continues to believe this nation will one day develop the capacity to transform boundaries into bridges. NEA, as the bridge-builders for 50 million public school students, and with the rights of so many Americans at risk, we must share that view Professor Davis holds dear: Whether it is a mind, a heart, a school, a community, or our world, transformation is always possible! NEA, change is always possible because of you!

As almost 6,000 delegates gather—in person and virtually—for this historic RA, my heart is full.

Though COVID has challenged and changed our world forever, we are more committed than ever to lifting up our incredible students, our phenomenal educators, and preserving public education as the path toward America's future.

During this powerful convening, we will do the work that will guide NEA for the next year and beyond. You will learn from and lean on each other; celebrate our amazing accomplishments; face our continued cacophony of challenges; make decisions and set policy; network, and envision our future.

Thank you, delegates, for remaining grounded in the joy that flows from learning and loving. Thank you for pursuing the justice that is every student's right. Thank you for finding your way to excellence over and over again!

[NEA President Becky Pringle's full remarks to delegates of the 101st NEA Representative Assembly are here.](#)

**"You understand that our work is fundamental to this nation, so you have accepted the profound trust that has been placed in us. You have found a way to resist even as you hold onto joy."**



## 2022 ESP OF THE YEAR DEBRA WARD-MITCHELL

Like most ESPs, my role extends beyond the classroom and the walls of the school building. In everything I do, I work to make sure students are cared for, and that we—as ESPs—are seen and valued as the professionals we are.

As paraeducators, custodians, secretaries, bus drivers, and other ESPs, we give our all in service to our fellow educators, students, and our communities. We face many challenges, including a rise in staffing shortages driven by workload issues, exhaustion, and an overall lack of respect. [Yet], we can find hope in the power of unions—in collective bargaining, organizing, and advocacy.

Here in Illinois, we've launched a Respect Campaign to support fair wages, retention and recruitment, pension, insurance, and professional development for all ESPs. Our members helped secure a series of important legislative wins for ESPs. We're telling our stories so that everyone knows how critical we are to the education team and to student success.

As educators, we have the power to change the lives of our students. And as union members and leaders, we have the power to fight for the professional respect that all educators—all of us in this room—want and deserve.

[Watch the full speech to the RA here.](#)



## DOLLY PARTON NAMED 2022 NEA FRIEND OF EDUCATION

For providing college scholarships to local high school students, paying the college tuition and expenses of employees of the Dollywood theme park, and her generous literacy program—which at no cost mails high-quality books to children no matter their family's income—*Dolly Parton has been named NEA's 2022 Friend of Education.*

Now in its 27th year, Parton's Imagination Library distributes nearly 2 million books a month to children from birth to age five. In videotaped remarks broadcast to RA delegates, Parton thanked NEA's 3 million members for helping every student succeed. "Together, let's continue to inspire kids to dream more, care more, and learn more," the singer-songwriter said.

[The complete video of Parton's remarks is here.](#)



## VICE PRESIDENT KAMALA HARRIS ADDRESSES THE RA

As we all know, yesterday should have been a day to come together with family and friends to celebrate our nation's independence, and instead—that community suffered a violent tragedy. I don't need to tell the NEA that we need to end this horror, we need to stop this violence, and we must protect our communities from the terror of gun violence. You know I've said it before, enough is enough! Teachers should not have to practice barricading a classroom. Teachers should not have to know how to treat a gunshot wound. And teachers should not be told that lives would have been saved if only you had a gun.



So we cannot be deterred. We know we have challenges. We cannot be deterred, and NEA, we will not give up this fight. We will not tire because I know who you are. That is just not in our nature. And that, NEA, is why I am so honored to be here with you, because I do know this room—this is a room of fighters. And I know how deeply personal this work is to each one of you as an educator.

We still have more to do, and we have so much to do together, NEA. I say all over the country, you may not be a member of the union, but you better thank the union for the five-day work week, and weekends, and paid leave. And I often meet with young organizers from around the country, and what's exciting is that we are seeing in a new, younger generation that they want the benefits and the protections that come from joining a union.

Because they know what we all know—unions give workers a voice—and so this is a historic moment I think for the labor move-

ment. Today unions have their highest approval rating since 1965. About half of all non-union workers say they would join a union if given the chance. That is almost 60 million people!

We are determined to fight for a future where a teacher's wage can provide for a family. I know it is still the case that some of you are working two jobs, some maybe even three. I know that we are determined to fight for a future where you never again have to spend your own money on school supplies. We will fight for a future where teachers can educate our children with the resources, with the safety, and with the respect that you deserve.

As educators, you know we all know that history has never been an unbroken line toward progress. That even when we have advances there will be setbacks, and some of those setbacks more drastic than others. This is one of those moments, but we will not be deterred. The president and I are counting on you to help us move forward as a nation. Just as NEA has done throughout its history, because I remember that this organization fought to lower the voting age to 18. I remember that this organization fought to protect Black teachers from school districts that defied desegregation orders. I remember that this was the organization that stood with others to fight to pass DACA and ensure undocumented people can learn in our communities.

Again and again, you have been champions of social justice, and it is clear educators are a central part of moving our nation forward. You are not only essential to our children's future, I'm here to share with you, I believe you are essential to the future of our democracy.

So, we will do this work together, because NEA, when we look at where we are, we know that NEA has always been a powerful force. A powerful force whose members understand the power of unity. Let us remember that the fight toward progress by its very nature is not linear. We're going to have our ups, we're going to have our downs.

I like to paraphrase Coretta Scott King. She said, "the fight for justice, the fight for civil rights, the fight for freedom, the fight for equality must be fought and won with each generation."

[Watch the full speech to the RA here.](#)

## BONNIEJEAN ALFORD - 2022 NEA HIGHER EDUCATOR OF THE YEAR

Known for bringing unique tools like "The Walking Dead" TV program, novels, and fairy tales into her classroom to help students understand how social concepts function in the real world, Illinois educator Bonniejean Alford has been named 2022 NEA Higher Educator of the Year.

In videotaped remarks broadcast to delegates during the fourth and final day of the RA, Alford said she deliberately engages students to let them know they are "seen, beautiful, brilliant, and capable," adding, that as a student who lived in a challenging home, the educators she encountered as a student "shaped me into the person—into the educator—you see before you."

Referring to the creation of justice as her life's mission, Alford reminded her colleges to partner across education professions and with students themselves. "Look at your students as partners," Alford urged. "Bring them into the process. Partnership is how we build a future of excellence, a future of justice," said the educator who urged RA delegates to "go out into the world [and] be beautiful, be bold, and be excellent."

[The complete video of Alford's remarks is here.](#)

## REMARKS OF NEA EXECUTIVE DIRECTOR KIM ANDERSON

Delegates, on this Fourth of July, I once again find myself reflecting upon the inextricable link between public education to our democracy...and to freedom.

American self-governance has always been premised in part on the principle John Stuart Mill captured so well in his famous essay, "On Liberty."

Mill articulated the precious balance on which so many other principles rest – that any human being should be able to do as they desire, so long as the exercise of that liberty doesn't infringe upon the liberty of another.



The other day, I actually re-read the full Declaration of Independence – all of it.

From its beautiful, but incomplete assertion that all "men are created equal, endowed with certain unalienable rights such as life, liberty and the pursuit of happiness," to its acknowledgement that whenever any form of government becomes

destructive to those ends, it is the people who have the right to alter their government.

Now, I revere the humble brilliance of that acknowledgement: that the people have as much right to establish their government as they have to change it through a peaceful process we call democracy.

But at the same time, it makes me no less patriotic to acknowledge that the drafters of that Declaration and our glorious Constitution didn't have all of us in mind when they used the word "all." But over time, we have continued to learn. As we learn, we progress.

That learning is made possible by the combination of public education together with the First Amendment that buoys a free and independent press.

[NEA Executive Director Kim Anderson's full remarks to delegates of the 101st NEA Representative Assembly are here.](#)

**"It is the institution of public education that equips us with the knowledge to engage in civil discourse, to debate the issues of our time, and to understand the lessons of our past."**

## 2022 NATIONAL TEACHER OF THE YEAR KURT RUSSELL

I believe the foundation of this country, the greatness of this country, begins with a teacher. Teachers model empathy during difficult times, place smiles on children's faces, provide inspiration, and give hope.

**'The foundation of this country . . . begins with a teacher'**

After the senseless, horrific murders in Uvalde, Texas, I felt—like so many others—a sense of sadness and depression. I was left wondering, how can we not protect our most precious gifts, our children and teachers? Yet, I wrote

these words in a social media post: "I still have hope." This isn't just my message of healing and prosperity, it is our work together. We are a profession that understands potential.

For over 150 years, NEA has [made] sure teachers are supported. With an increase of rhetoric such as CRT and book bannings, it has been NEA who fervently stood up against these attacks. Some believe advocating for teachers' rights means going against students' needs. I think otherwise. The foundation of our education system is predicated on the well-being of teachers.

If teachers are fully supported and treated as experts in the classroom, the reward is astonishing. More young, bright students will

gravitate towards the teaching profession, bringing new ideas, excitement, and passion.

Promoting equity has been a long standing work of NEA. Let all of us improve on this commitment as, together, we can ensure the best opportunities for all.

Because of your commitment in promoting diversity, representation, and providing a safe space for all, brighter days are on the horizon!

[Hear the National Teacher of the Year's full remarks.](#)

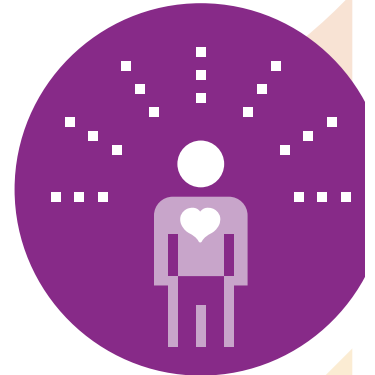




# 2023 NEA NATIONAL LEADERSHIP SUMMIT

## SAVE THE DATE

March 10-12



For information about the Summit,  
visit [nea.org/leadershipsummit](https://nea.org/leadershipsummit).

 **Leadership  
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