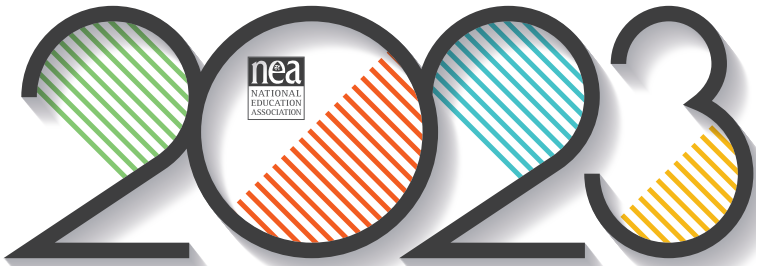




NATIONAL EDUCATION ASSOCIATION



REPRESENTATIVE ASSEMBLY

161st Annual Meeting  
July 2–6, 2023





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<sup>†</sup>Must be employed by a public school, private school, college or university. Please note that employees of state or municipal governments may be subject to restrictions that limit their ability to accept this offer. Accordingly, this offer is void unless permitted by state and municipal laws, regulations, rules, ordinances, policies, codes of conduct, and other directives or standards regarding ethics and gift acceptance by state and municipal employees. By accepting this offer, you verify that it complies with all restrictions regarding ethics and gift acceptance that apply to you. Eligible participants are able to sponsor their spouse. At participating dealers only. Excludes select trims; 2024 and 2023 Cadillac LYRIQ; 2023 and 2022 Cadillac CT4-V Blackwing 1SP; 2023 and 2022 Cadillac CT5-V Blackwing 1SV; 2023 and 2022 Cadillac Escalade; 2023 and 2022 Chevrolet Corvette; and all Buick and GMC models. Not available with some other offers. Take new retail delivery by 1/2/24.

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**National Education Association  
161st Annual Meeting  
102nd Representative Assembly**

Orange County Convention Center  
Orlando, FL

*July 2–6, 2023*





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# Registration

## Orange County Convention Center

### Registration Check-In

Orange County Convention Center

West Hall E

July 2: 9 am–5 pm

July 3: 9 am–5 pm\*\*

July 4–5: 9 am–5 pm

July 6: 9 am–Noon

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

### Delegates with Physical Challenges

West Hall D, Rear

(Services for Physically Challenged Office)

July 2: 8:30 am–6 pm

July 3: 9 am–5 pm\*\*

West Hall E

July 4–5: 9 am–5 pm

July 6: 9 am–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: 9 am–5 pm

### Show hours

July 3–5: 9 am–5 pm

July 7: 9 am–3 pm

The Caucus and Counsel Table Display Area will be in West Hall E.

**See Orange County Convention Center floor plans at the back of this program.**

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# 161st Annual Meeting

Monday, July 3, 2023

July 3–6, 2023

## 102nd NEA Representative Assembly

Presiding: Rebecca S. Pringle

*President, National Education Association*

Orange County Convention Center  
Orlando, FL

---

8 *am ET*      Deadline for amendments to NBIs  
for debate today

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

10 *am*      **FIRST BUSINESS MEETING**  
Orange County  
Convention Center

**Call to Order**

Rebecca S. Pringle, *President*

**Land Acknowledgement**

**Color Guard**

**National Anthem**

NEA Choir

**Pledge of Allegiance**

## Monday, July 3

**NEA Mission Statement**

**Invocation**

**Preliminary Credentials**

**Committee Report**

Brenda Robinson, *Chairperson*

**Adoption of the Order of Business**

**Approval of the Proceedings of the  
2022 Representative Assembly**

**Standards of Conduct**

**Introduction of Host Committee and  
Acknowledgement of Volunteers**

**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**

Elizabeth Nahl, *Chairperson, Committee on  
Constitution, Bylaws and Rules*

**Candidate-Related Announcements**

Elizabeth Nahl, *Chairperson, Committee on  
Constitution, Bylaws and Rules*

**Responses of Candidates**

**Preliminary Elections Committee Report**

Charles E. Smith, *Chairperson*



**Monday, July 3** *(continued)*

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

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

*Afternoon*      **SECOND BUSINESS MEETING**

**Call to Order**

Rebecca S. Pringle, *President*

**Action on New Business (60 minutes)**

**Introduction of International Guests**

Susan Hopgood and David Edwards

*Education International*

**Secretary-Treasurer Report**

Noel Candelaria, *Secretary-Treasurer*

**Action on Proposed Amendments to NEA Bylaws**

**Education Secretary Miguel Cardona**

**Announcements**

**BREAK**

**Tuesday, July 4**

*8 am ET*      **Deadline for Policy Statement and NBI amendments for Debate Today**

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

**Tuesday, July 4** *(continued)*

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

*10 am*      **THIRD BUSINESS MEETING**

**Call to Order**  
Rebecca S. Pringle, *President*

**Recognize Independence Day and Veterans**

**Action on New Business (90 minutes)**

**Disability Rights Presentation**  
Helena Lourdes Donato-Sapp

**NEA Executive Director Address**  
Kim Anderson

**BREAK**

*Afternoon*      **FOURTH BUSINESS MEETING**

**Call to Order**  
Rebecca S. Pringle, *President*

**Action on New Business (90 minutes)**

**Action on Proposed Amendments to Policy Statements 2023 Education**

**2023 Education Support Professional of the Year**  
Pamella Johnson

**Reports of the 2022–2023 Committees**  
**Elections Committee Report**  
Charles E. Smith, *Chairperson*

**BREAK**

**Wednesday, July 5**

*8 am ET*

**Deadline for Legislative and NBI  
Amendments for Debate Today**

*9 am –  
5 pm*

**Caucus and Council Table Display Area;  
West Hall E**

*10 am*

**FIFTH BUSINESS MEETING**

**Call to Order**

Rebecca S. Pringle, *President*

**Action on New Business (90 minutes)**

**White House Administration  
Live Stream**

**2023 National Teacher of the Year**

Rebecka Peterson

**Community Schools Panel**

**BREAK**

*Afternoon*

**SIXTH BUSINESS MEETING**

**Call to Order**

Rebecca S. Pringle, *President*

**Action on New Business (90 minutes)**

**2023 NEA Friend of Education**

Quinta Brunson

**Action on NEA Legislative Program**

Rebecca Gamboa, *Chairperson*

**Wednesday, July 5** *(continued)*

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

Miles Carey, *Chairperson*

*Resolutions Internal Editing Committee*

**Reports on the Actions of the  
2022 Representative Assembly**

**BREAK**

**Thursday, July 6**

*8 am ET*      **Deadline for Resolutions and  
NBI amendments for debate today**

*9 am –  
3 pm*      **Caucus and Council Table Display Area;  
West Hall E**

*10 am*      **SEVENTH BUSINESS MEETING**

**Call to Order**

Rebecca S. Pringle, *President*

**Action on New Business (90 minutes)**

**BREAK**

*Afternoon*      **EIGHTH BUSINESS MEETING**

**Call to Order**

Rebecca S. Pringle, *President*

**Thursday, July 6** *(continued)*

**Action on New Business (90 minutes)**

**Action on 2023–2024 Modified  
Strategic Plan and Budget**

**Acknowledgment of Outgoing Officials**

**Acknowledgement of Incoming Officials**

**Staff Acknowledgment**

**Final Credentials Committee Report**

Brenda Robinson, *Chairperson*

**Presentation of Proposed Amendments  
to NEA Constitution for Vote in 2024  
and Candidates for Office in 2024**

Elizabeth Nahl, *Chairperson*

*Committee on Constitution, Bylaws, and Rules*

*at or before* **ADJOURNMENT**  
*6 pm*

**Philadelphia, Pennsylvania**

has been named the host city for the

**2024 Annual Meeting  
July 2–6**

Pennsylvania Convention Center

# NEA Host Committee

## **Chair**

Brian Kerekes

*High School Math Teacher*

School District of Osceola County, FL

## **Delegate Services**

Keith Hunter

*Fifth Grade Science Teacher*

Jackson County Schools, FL

## **Event Services**

Kenny Blankenship

*High School Social Studies Teacher, Retired*

Pasco County Schools, FL

## **Information and Registration**

Lynnita Lucas

*Elementary Registrar*

Leon County Schools, FL

Paulette Velez Perez

*Education Student*

University of Central Florida

## **NEA Fund**

Sandy Rushlow

*Elementary Teacher, Retired*

School District of Osceola County, FL

## **R.A. Telephone Network**

Kenneth Chin

*High School Math Teacher, Retired*

Duval County Public Schools, FL

Vanessa Skipper

*Secondary English Teacher*

Brevard Public Schools, FL

## **Treasurer**

Becky Dumes

*Elementary Teacher, Retired*

Seminole County Public Schools, FL

Charles Moskowitz

*High School Math and College Computer Technology  
Teacher, Retired*

Volusia County Schools, FL

# 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 2023**

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

### **NEA Executive Committee 2023**

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

### **Resolutions Committee Member 2023**

Designates members of the NEA Resolutions Committee.

### **Credentials Committee 2023**

Designates members of the NEA Credentials Committee.

### **Constitution, Bylaws, and Rules Committee 2023**

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

### **Elections Committee 2023**

Designates members of the NEA Elections Committee.

### **Legislative Committee 2023**

Designates members of the NEA Legislation Committee.

### **State President 2023**

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

### **NEA-Retired Delegate 2023**

Designates NEA-Retired delegates to the Representative Assembly.



**Official 2023**

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

**Convention Management 2023**

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

**Annual Meeting Coordinator 2023**

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

**Stage 2023**

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  
2023**

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

**Host Committee 2023**

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 2023**

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, 2022–2023

## 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

<b>Alabama</b>	Nashasta Craig-Pollard, Mobile Charlene McCoy, Gadsden Mary Beth Tate, Fort Payne
<b>Alaska</b>	Katherine Simpler, Kodiak
<b>Arizona</b>	Kelley Fisher, Sun City
<b>Arkansas</b>	Brenda Robinson, Little Rock
<b>California</b>	Maritza Avila, Port Hueneme Robert Becker, Huntington Beach Yurii Camacho, El Centro Nichole DeVore, Sacramento Ever Flores, Santa Rosa Barbara Jackson, Torrance Tara Jeane, Sacramento Robbie Kreitz, Dublin William Page, Los Angeles Shane Parmely, Bonita Grant Schuster, Long Beach Matthew Seymour, San Jose Kelly Villalobos, Keyes Gina Whipple, Quartz Hill Erika Zamora, Perris Vacant

<b>Colorado</b>	Angela Anderson, Littleton Amanda Prichard, Littleton
<b>Connecticut</b>	Katy Gale, Stanford Tanya Kores, Chesire
<b>Delaware</b>	Gloria Ho, Camden
<b>Federal</b>	Chad Jimisom, APO, AE
<b>Florida</b>	Wendy Carey, Tampa Nelly Henjes, Clearwater Teresa Hodge, Davie Gilda Morgan-Williams, West Palm Beach
<b>Georgia</b>	Jeff Hubbard, Marietta
<b>Hawaii</b>	Aaron Kubo, Keaau
<b>Idaho</b>	Margaret Hoy, Twin Falls
<b>Illinois</b>	Bill Farmer, Chicago Rebecca Gamboa, Naperville Karl Goeke, Bloomington Elizabeth O. Jimenez, Berwyn Karen Moore, Lynnwood Susan Nicholas, Rockford Michael B. Williamson, Crystal Lake
<b>Indiana</b>	John McLaughlin, Jeffersonville Jessica Ramirez, Nappanee
<b>Iowa</b>	Rachella Dravis, Fort Madison Sara Earleywine, Marshalltown
<b>Kansas</b>	Amy Jensen, Wichita Angela Powers, Olathe
<b>Kentucky</b>	Robin Brown, Murray Marshall Tyler Murphy, Lexington
<b>Louisiana</b>	Elizabeth Sullivan, Shreveport
<b>Maine</b>	Rebecca Cole, Windham

<b>Maryland</b>	Michelle Alexander, Columbia Matthew Gresick, Fulton Tanya Martin, Pikesville Anzer Woodward, Mitchellville
<b>Massachusetts</b>	John Bracey, Bellingham Zena Link, Northborough Christine Mulroney, Ashland Betsy Preval, Arlington Candace Shivers, Webster Yan Yii, Stoneham
<b>Michigan</b>	Marcia Mackey, Rosebush Anthony Pennock, Battle Creek Alfonso Salais, Jr., Lansing Wendy Winston, Grand Rapids
<b>Minnesota</b>	Heather L. Bakke, Winthrop Jasman Myers, Maplewood Marty Scofield, Blaine
<b>Mississippi</b>	Christopher Stevens, Tupelo
<b>Missouri</b>	Paul Guess, Gladstone Andy Slaughter, Saint Charles
<b>Montana</b>	KaCee Ballou, Missoula
<b>Nebraska</b>	Linda Freye, Lincoln Ed Ventura, Bellevue
<b>Nevada</b>	Rachel Croft, Carson City
<b>New Hampshire</b>	Terry Burlingame, Gilman Iron Works
<b>New Jersey</b>	Brenda Brathwaite, Absecon Anita Kober, Little Ferry Robert La Morte, Hasbrouck Heights Susan McBride, Paterson Peter Moran, Easton Laurie Gibson-Parker, Willingboro Barbara Rheault, Hammonton Mark Richards, Bloomfield Stacy Yanko, Hopatcong

<b>New Mexico</b>	Denise Sheehan, Dona Ana
<b>New York</b>	Serena Kotch, Cheektowaga Dora Leland, Big Flats
<b>North Carolina</b>	Turquoise LeJeune Parker, Durham
<b>North Dakota</b>	Brenda Seehafer, Rolla
<b>Ohio</b>	Adrienne Bowden, Pickerington Phyllis Carter-Bell, Liberty Township Carol Correthers, Sheffield Village Daniel Greenberg, Sylvania Dwayne Marshall, Blacklick Angel Dyer-Sanchez, Columbus
<b>Oklahoma</b>	Zachary Grimm, Moore
<b>Oregon</b>	Christopher Early, Irrigon Adolfo Garza-Cano, Portland Jennifer Scurlock, Eugene
<b>Pennsylvania</b>	Nancy Behe, Carrolltown Maria Bennett, Levittown Dawn Blaus, Sharon Colleen Brodbeck, Langhorne Melissa Costantino-Poruben, Sewickly Kevin T. Deely, East Texas Casey VanWhy, Coudersport Vacant
<b>Rhode Island</b>	Vin Levcowich, Wood River Junction
<b>South Carolina</b>	Bernadette Hampton, Beaufort
<b>South Dakota</b>	Dana Livermont, Sioux Falls
<b>Tennessee</b>	Tiffany Reed, Memphis Randall Woodard, White House
<b>Texas</b>	Aaron Phillips, Amarillo David Ring, Lubbock
<b>Utah</b>	Michael Harman, Salt Lake City
<b>Vermont</b>	Mary Bowers, Barre

<b>Virginia</b>	Christina Bohringer, Alexandria Charlotte Hayer, Petersburg
<b>Washington</b>	Jeb Binns, Burien Charlotte Lartey, Vancouver Rebecca Ritchie, Sequim Audra Shaw, Cheney Pamela Wilson, Kenmore
<b>West Virginia</b>	Lucinda Burns, Cross Lanes
<b>Wisconsin</b>	Maiwa Lor, Sun Prairie Jesse Martinez, Holmen
<b>Wyoming</b>	Dirk Andrews, Casper
<b>Aspiring Educators</b>	Emily Durbin, Dry Ridge, KY Hannah StClair, Eugene, OR Dajsha Williams, Columbus, OH
<b>Retired</b>	Ed Foglia, Granite Bay, CA Anita Gibson, Rainsville, AL Julie Horwin, Scottsdale, AZ Linda McCrary, Red Boiling Springs, TN Judy Rohde, Shoreview, MN Barb Schram, Lansing, MI
<b>At-Large</b>	Maritca Barrera, San Antonio, TX Jacqueline Burton, Clarksville, TN 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 Anastasia Jimenez, Phoenix, AZ Vanessa Jimenez, Phoenix, AZ Pamella Johnson, Olympia, WA Kashara Moore, Long Beach, CA Temika Langston-Myers, Port Norris, NJ Saul Ramos, Worcester, MA Ashanti Rankin, Bridgeton, NJ

Ivory Smith, Pittsville, MD  
Dennis Tabb, St. Louis, MO  
Chiffon Winston, Mayfield, KY

**Ethnic-Minority** Tracy Hartman-Bradley, La Vista, NE

**Representatives** Jodi Kunimitsu, Wailuku, HI  
Cecily Myart-Cruz, Inglewood, CA  
Christine Trujillo, Las Cruces, NM

**Honorary** John Lucas, Durham, NC



# **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, shall concern issues beyond one 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.

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 15 days prior to the opening of the Representative Assembly at 4:00pm 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.

Revisions by the maker of a new business item may be submitted no later than three days prior to the opening of the Representative Assembly at 4:00pm 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 will replace the original submission and will become the main motion

NBIs shall be supported by one of the following, to be turned in no later than two 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.

## **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 Conferences<sup>11</sup>

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

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

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 4:00 pm in the time zone of the host city on the first day of the Representative Assembly. After 4 pm 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 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.

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**

**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 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**

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 a president, vice president, secretary-treasurer and 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 President

Becky Pringle ☐

Mark Norberg ☐

Mark Airgood ☐

### NEA Vice President

Princess Moss ☐

Tania Kappner ☐

### Secretary-Treasurer

Noel Candelaria ☐

Adarene Hoag ☐

### Executive Committee, two positions

Mark Jewell ☐

Kevin Deely ☐

Teresa Razo ☐

Shannon McCann ☐

Voting on one amendment to the Bylaws will take place at the same time as voting for NEA officers

### Bylaw Amendments (Requiring a Majority Vote for Adoption)

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

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# 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 President

### **Becky Pringle**

As dedicated educators and proud union members we will always face the challenge of whether we will speak up when justice is in peril; stand up when the foundation of our democracy is threatened; rise up when the powerful and privileged threaten to destroy public education or our union. I am running for reelection as your NEA president because the work we are destined to do together continues. We must and we will continue our righteous fight for every student's right to have access to a school that is safe, just, equitable and welcoming. We must and we will continue our unapologetic advocacy for educators to be respected, compensated and supported as professionals. Standing in our power, we will do what we know is right.

### **Mark Norberg**

Mark Norberg for NEA Prez: The NEA needs to stop standing on the sidelines and start mobilizing us nationally. It is time we take the responsibility for solving our education funding problems off the backs of our local unions. As president, I will demand that

the NEA step up and finally start using the power of its incredible organizing infrastructure to lead nationwide, unified campaigns for world-class funding, world-class pay, and world-class healthcare. More about me: after a 20-year career in advertising with the L.A. Times, I left to pursue my passion for teaching. Currently, I serve on the Board of my local union (Burbank Teachers Association), am a State Delegate (CTA), am VC of the California BATS, and am a delegate for the RA.

### **Mark Airgood**

I am committed to making the NEA a leader in building integrated, militant, mass action that unites our struggles for public education with the broader social justice movements of black, Latina/o/x, and other minority communities fighting racism, sexism, anti-immigrant, and anti-LGBT+ bigotry. We're in a strong position to win a massive increase in resources for public education because of the sharp increase in strikes, demonstrations and other mass actions of the labor and civil rights movement around the country and the world. LGBT+ youth are marching against the anti-gay and anti-trans bills and the new civil rights movement is defeating state-by-state initiatives that would restrict abortion rights. The NEA should be a leader of this movement in the streets.

## **Candidates for Vice President**

### **Princess Moss**

As your NEA Vice President, during the past three years, I led through a global pandemic, shaped proactive changes post-COVID, made tough decisions, stabilized membership, and grew the culture of organizing. As we emerge from a virtual environment and return to our classrooms and worksites, we find ourselves facing new efforts to dismantle public education. Culture wars that ban books, restrict curricula, and accuse educators of indoctrinating our students are causing division,

disinformation, and a general distrust that is harmful to our students and professions. THIS ABSURDITY CANNOT CONTINUE! I ask for your vote to re-elect me as your NEA Vice President. Together, we will forge a positive path forward for our students, public education, and our members who serve them all.

### **Tania Kappner**

NEA can be key in defending democracy in this country if we look to our own power and take independent action. As an Equal Opportunity Now By Any Means Necessary leader, I fight hard for members' and students' rights, and for Covid safety measures. I've built and led numerous demonstrations and work actions. I take on the Trump movement by fighting against racism, and for immigrant, LGBT+, and women's rights. I mobilize intransigently to defend public education against privatization and union busting. I fight to win and build the movement. I'm running for NEA Vice President because NEA must be a leader, not follow the politicians in the fight for public education. Stand up for a strong union! Vote Kappner and all EON/BAMN candidates!

## **Candidates for Secretary-Treasurer**

### **Noel Candelaria**

Noel is a proud high school special education teacher who started his career as a teacher's aide. He's spent 21 years in our union organizing for change through political power to achieve racial, social, and economic justice for students, educators, and communities. As past local president, state president, and current NEA Secretary-Treasurer, Noel like you, believes in strong locals as the core of our power. Decisions made at the national level must create synergy and solidarity between the local, state, and national. Together we can continue to ensure our NEA resources are focused on strengthening our collective power. We'll fulfill our future as a union when we're all equal partners, focused

on engaging our members in organizing around what matters to us. Re-#ElectNoel NEA Secretary-Treasurer.

### **Adarene Hoag**

EON/BAMN is proud to be striking in Oakland, California to win a wage increase that retains teachers, lowers class sizes, protects special education, and defends quality public education for all. Our city understands the power of our union and supports our strike because they know the fight to defend public education is a fight for the rights of every child and every community. The NEA needs a leadership committed to growing the global strike wave to lift our communities, especially black, Latina/o/x and other minority, working class, and immigrant communities, out of wage stagnation, austerity, and deteriorating working conditions. EON/BAMN seeks to build a labor, student, civil rights, and immigrant rights movement prepared to STRIKE TO WIN! Vote EON/BAMN.

### **Candidates for NEA Executive Office (2 Positions)**

#### **Mark Jewell**

I am Mark Jewell, an elementary school educator from Greensboro, NC, beginning my 37th year as a proud NEA Member. Throughout my career I have been a local president, NEA Director, and State President. I am honored to currently serve as a member of the NEA Executive Committee, seeking re-election. I have advocated my entire career for educators and public employees, our students, and the communities that we serve. Together, we will continue to raise our collective voices and fight to protect our greatest institution for the common good, public education. I am excited to continue this great work with each of you and on behalf of our students, schools, and communities. As we say in North Carolina...Forward Together, Not One Step Back!



**Kevin Deely**

Kevin Deely is in the classroom every day actively implementing NEA's racial and social justice mission as a high school English teacher, local president, and NEA Board of Director from Pennsylvania. Kevin's strengths lie in political advocacy and engagement, where he has two decades of experience as a candidate for public office, a political organizer, and the NEA Board's elected representative to the NEA PAC Council. As a member of the NEA Executive Committee, Kevin will focus on increasing member engagement and organizing, especially in the ESP, NCHE, Retired, and Aspiring Educator categories. As the proud father of three children, Kevin understands that the advocacy of NEA members has the power to positively change the lives of millions, and that is his life's mission.

**Teresa Razo**

Teresa Razo is seeking your support for election to the NEA Executive Committee. Teresa is an elementary educator from San Antonio, TX. Razo is a proud member of the San Antonio Alliance Executive Council and serves as an Elementary Teacher Representative, Member Organizer, and Campus Leader. Razo is a graduate of Texas A&M University-Corpus Christi. Teresa believes the power of our union comes from the passionate members we serve. My goal as an NEA Executive Committee would be to empower all union members to make our NEA transparent and stronger. My vision is that all children have access to The Schools Our Children Deserve. Razo has served as a Texas HoD for several years and has attended the NEA in person and virtually.

**Shannon McCann**

Shannon McCann is fired up! Marsha P. Johnson said, "No pride for some of us without liberation for all of us" so together, let's organize to keep public education public, win thriving wages, strengthen our membership,

recommit to racial justice, and defend democracy. As a Middle School Special Education Teacher and proud Local President of the Federal Way Education Association, representing ESP and Certificated members, Shannon knows that to win, we must invest in member-led unions and multi-generational, multi-racial coalitions. Shannon's extensive local, state, and national experience includes NEA Legislative Chair, NEA Budget Committee, 2022 Policy Statement Taskforce, WEA LGBTQ+ Caucus Co-President, and transformational local bargains. As a candidate for NEA Executive Committee, Shannon is laser-focused on the future our students, members and communities deserve.

# Annual Meeting Committees

## **Constitution, Bylaws, and Rules**

Elizabeth Nahl, *Chair*, Hillsboro, Oregon

Andrea Beeman, Maple Heights, Ohio

Rudy Burruss, State College, Pennsylvania

Shelly Krajacic, Kenosha, Wisconsin

Teresa Meredith, Franklin, Indiana

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

Ashley Olson, Lahaina, Hawaii

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](http://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 4–5.

Delegates wishing to submit a new resolution or an amendment to a resolution may do so by visiting the 2023 RA Business Submission Site on [www.nea.org/ra](http://www.nea.org/ra).

The Resolutions Committee conducts a virtual open hearing for delegates on Tuesday, June 20 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 2023 RA Business Submission Site prior to the open hearing.

After the hearing the committee convenes on Saturday–Sunday, 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](http://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 on the first day of the Representative Assembly (Monday, 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 2022–2023 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](http://www.nea.org/ra). After 4:00 pm 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](http://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 2023 Representative Assembly will begin with Goal Area B and proceed through C, D, E, F, 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

(All meetings are in-person)

## Delegation Meetings

### **Alabama Education Association**

Waldorf Astoria Orlando (Central Park Ballroom A-E)  
July 2–6: 7:30–9 am

### **Alaska–NEA**

Rosen Plaza (Salon 11/12)  
July 2: 10 am–12 noon; July 3–6: 7–9 am

### **Arizona Education Association**

Wyndham grand Orlando resort bonnet creek  
(Ponce de Leon III-VII)  
July 2: 9 am–2 pm; July 3–6: 7–9 am

### **Arkansas Education Association**

Hilton Orlando (Lake Nona)  
July 2: 7–9 am; July 3–6: 7:30–9 am

### **California Teachers Association**

Hilton Orlando (Orange Ballroom)  
July 2: 9–11 am; July 3–6: 7–9 am

### **Colorado Education Association**

Wyndham Grand Orlando Resort Bonnet Creek  
(Bonnet Creek Ballroom I & 2)  
July 2: 9 am–TBD; July 3–6: 7–9 am

### **Connecticut Education Association**

Hilton Orlando (Lake Mizzell)  
July 2: 9 am–12 noon; July 3–6: 7–9 am

### **Delaware State Education Association**

Wyndham Grand Bonnet Creek (Expedition)  
July 2: 1–4 pm; July 3–6: 7–9 am

**Federal Education Association**

Hilton Orlando Lake Buena Vista

(Grand Ballroom Salon 6)

July 2: 8–10 am; July 3–6: 7–9 am

**Florida Education Association**

Rosen Centre (Jr Ballroom)

July 2: 9 am–12 Noon; July 3–6: 7–9 am

**Georgia Association of Educators**

Rosen Centre (Grand Ballroom E)

July 2: 12 –4 pm; July 3–6: 7–9 am

**Hawaii State Teachers Association**

B Resort & Spa (Grand Ballroom III-V)

July 2: 9–11 am; July 3–6: 7–9 am

**Idaho Education Association**

DoubleTree Orlando at SeaWorld (Citrus B)

July 2: 8–10 am; July 3–6: 7–9 am

**Illinois Education Association**

Rosen Centre (Executive Ballroom)

July 2: 7:30 am–12 noon; July 3–6: 7:30–9:30 am

**Indiana State Teachers Association**

Wyndham Bonnet Creek (Ponce de Leon 1 & 2)

July 3–6: 7–9 am

**Iowa State Education Association**

Hotel Kinetic Orlando Universal

(Emile Ballroom, Salon C/D)

July 2: 8:30–10 am; July 3–6: 7–9 am

**Kansas NEA**

B Resort & Spa (Grand Ballroom I & II)

July 2: 7–10 am; July 3–6: 7–9 am

**Kentucky Education Association – New Delegates**

Hilton Buena Vista Palace (The Pavillion-Tent)

July 2: 9 am–12 noon

**Kentucky Education Association**

Hilton Buena Vista Palace (The Pavillion-Tent)

July 2: 10 am–12 noon; July 3–6: 7–9 am

**Louisiana Association of Educators**

Hilton Orlando Buena Vista Palace (Meyer 1 & 2)

June 3: 10–12 noon; July 3–6: 7–9 am

**Maine Education Association**

Hyatt Regency Orlando (Celebration 3)

July 2: 10 am–12 noon; July 3–6: 7–9 am

**Maryland Education Association**

Rosen Centre (Grand A/B)

July 2: 10–11:30 am; July 3–6: 7–9:30 am

**Massachusetts Teacher Association**

Hilton by Signia (Grand Ballroom–Waldorf Astoria)

July 2: 9–10:30 am; July 3–6: 7:30–9 am;

**Michigan Education Association**

Hyatt Regency Orlando (Windermere Y)

July 2: 8–11 am; July 3–6: 7–9 am

**Minnesota Education Association**

Hyatt Regency Orlando (Windemere X)

July 2: 9–10:30 am; July 3–6: 8–9:30 am

**Mississippi Association of Educators**

Hyatt Regency Orlando (Celebration 4)

July 2–6: 7–9:30 am

**Missouri NEA**

Hilton Orlando Buena Vista Palace (Sago)

July 2: 9 am–12 noon; July 3–6: 7:30–9 am

**Montana Federation of Public Employees**

DoubleTree (Citrus A)

July 2: 8 am–12 noon; July 3–6: 7–9 am



**Nebraska State Education Association**

Hilton Orlando Lake Buena Vista  
(International Ballroom—Center)  
July 2: 10 am–12 noon; July 3–6: 7–9 am

**Nevada State Education Association**

Hilton Orlando Buena Vista Palace (Sunburst)  
July 2: 9–12 noon; July 3–6: 7–9 am

**New Jersey Education Association**

Rosen Plaza (Grand Ballroom A)  
July 2: 8 am–12 noon; July 3–6: 7–9 am

**New Mexico—NEA**

Embassy Suites Orlando International Drive (Osceola)  
July 2: 9 am–12 noon; July 3–6 : 7–9:30 am

**New York State Education Association**

Signia by Hilton Orlando Bonnet Creek  
(Citrus/Collier/Columbia)  
July 2: 11:30 am–12:30 pm; July 3–6 : 8–9 am

**North Carolina Association of Educators**

Embassy Suites International Drive Convention Center  
(Lake/Orange)  
July 2: 10 am–12 noon; July 3–6 : 7–9 am

**North Dakota United**

Doubletree by Hilton Orlando at SeaWorld (Harbor A)  
July 3–6: 7–9 am

**Ohio Education Association**

Hilton Lake Buena Vista (Grand Ballroom Salons 1-4)  
July 2: 8–10 am; July 3–6: 7–9 am

**Oklahoma Education Association**

Wyndham Orlando Resort International Drive  
(Biscayne & Siesta Rooms)  
July 2: 7:30–9:30 am; July 3–6: 7–9 am

**Oregon Education Association**

Hilton Orlando Lake Buena Vista (International North)  
July 2: 8–12 noon; July 3–6: 7–9 am

**Pennsylvania State Education Association**

Hyatt Regency Orlando (Windermere W)  
July 2: 8–10 am; July 3–6: 7–9 am

**Rhode Island–NEA**

Castle Hotel (The Gallery)  
July 2: 10–11 am; July 3: 7:30–9 am;  
July 4–6: 7:30–9 am

**South Carolina Education Association**

Rosen Plaza (Salon 13)  
July 2: 3–5 pm; July 3–6: 7–9 am

**South Dakota Education Association**

Double Tree Orlando at Sea World (Cypress A)  
July 2: 10–12 noon; July 3–6: 7–9 am

**Tennessee Education Association**

Rosen Centre Hotel (Grand Ballroom D)  
July 2: 8–10:30 am; July 3–6: 7–9 am

**Texas State Teachers Association**

Hilton Orlando Lake Buena Vista–Disney Springs Area  
(International South)  
July 2: 1–5 pm; July 3–6: 7:30–9 am

**Utah Education Association**

Wyndham Orlando International Drive  
(Fleming and Sunset)  
July 2: 10–12 noon; July 3–6: 7–9 am

**Vermont NEA**

Hilton Lake Buena Vista (Salon 7)  
July 2: 2–4 pm; July 3–6: 7–9 am

**Virginia Education Association**

Hyatt Regency Orlando (Regency UV)  
July 3–4, 6: 7:30–9 am; July 5: 7:30–9 am

**Washington Education Association**

Hilton Orlando (The Florida Ballroom)  
July 2: 9 am–1 pm; July 3–6: 7 am–9 am

**West Virginia Education Association**

Castle Hotel (Empire Room)  
June 26: 5–8 pm (Zoom); July 3–6: 7–9 am

**Wisconsin Education Association Council**

Wyndam Orlando Resort  
(Largo/ Longboat/ Marathon/ Cedar)  
July 2: 11:30 am–1:30 pm  
July 3–6: 7–9 am

**Wyoming Education Association**

DoubleTree by Hilton at Sea World (Nautilus A)  
July 2: 8–10:45 am; July 3–6: 7–9 am

# Annual Meeting Services

## Orange County 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 W311EF (Child Care–School Age)

Room W312C (Child Care–Pre-School)

Room W312AB (Child Care–Infants & Toddlers)

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 W311GH

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

There will also be evening care the night of the HCR  
Awards Ceremony on July 2nd: 5:30-10pm

### **First Aid**

Mezzanine; Level 1–W232C

### **Delegate Experience & Cafe**

West Hall D: 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**

West Hall E

July 3–6: 9 am–5 pm

NEA has chosen the Second Harvest Food Bank of Central Florida for the Help the Local Community. The Food Bank both serves as a central donation point to support local communities. All food and money collected will be given to the Second Harvest Food bank of Central Florida. Other activities operating from the food bank booth are as follows:

- School Supply Drive—to help low-income children with disabilities.
- Toiletries Drive—ongoing tradition/project of NEA for local children and families in need.

## **Host Committee**

Room W 224ABCD

## **Information Booth**

West Hall E Lobby

## **Lost & Found**

West Hall E Lobby

July 3–6

## **NEA Annual Meeting Office**

Room W222

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**

West Hall E

## **Registration and Check In**

West Hall E

July 2–5: 9 am–5 pm

July 6: 9 am–Noon

## **Registration for Delegates with Physical Challenges**

Physically Challenged Office–West Hall D1, Rear

July 2: 8:30 am–6 pm

July 3: 9 am–6 pm

West Hall D1, Rear–Registration

July 4–5: 9 am–5 pm

July 6: 9 am–Noon

## **Services for Delegates with Physical Challenges**

July 3–6: West Hall D1, Rear

## **Voting**

West Hall F (Tangerine Ballroom)

# **Food Services**

**July 2–6, 2023**

## **Cashless Convention!**

**Note:** Orange County Convention Center is a cash-free facility. Each vendor accepts major credit and debit cards; Apple Pay, Android Pay and additional forms of touchless payment are also accepted. All vending machines accept both cash and credit/debit cards.

Most of the concession stands offer healthy food options and alternatives. There are either Gluten-Free, Vegetarian, and Vegan options at all concepts, and these options will be marked on their menu boards. Those with strict dietary medical or religious restrictions should contact their State Coordinator for nearby options. Concession schedules are subject to change without notice. \*Closing times from July 2–6 will be based on business and may be subject to rolling closures. \*\*Closing times for July 6 are TBD.

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

### **WEST BUILDING LEVEL 2**

Hall E – Delegates Experience

### **WEST BUILDING, LEVEL 2**

West EF Café Area

### **WEST BUILDING, LEVEL 2**

Main Lobby

## July 2, 2023

Hill of Beans (Coffee/Grab & Go)	Main Lobby 7 am – 4 pm*
Starbucks Kiosk (Limited)	Main Lobby 8 am – 4 pm*
Nathan's Hot Dogs/Haagen Dazs	West EF Café 11 am – 4 pm*
Taste of Asia	West EF Café 11 am – 4 pm*
Quik Chix Rotisserie	Delegates Experience 11 am – 4 pm*
Four Rivers BBQ	Delegates Experience 11 am – 4 pm*
Pita Hut (Greek)	Delegates Experience 11 am – 4 pm*
Sandwich Zone	Delegates Experience 11 am – 4 pm*
Hill of Beans (Coffee / Grab & Go)	Delegates Experience 11 am – 4 pm*
Pretzels & Lemonade	Delegates Experience 11 am – 4 pm*



**July 3–6, 2023**

Hill of Beans (Coffee/Grab & Go)	Main Lobby 7 am – 4 pm* / TBD**
Starbucks Kiosk (Limited)	Main Lobby 7 am – 4 pm* / TBD**
Nathan's Hot Dogs/Haagen Dazs	West EF Café 11 am – 5 pm* / TBD**
Taste of Asia	West EF Café 11 am – 5 pm* / TBD**
Quik Chix Rotisserie	Delegates Experience 11 am – 5 pm* / TBD**
Four Rivers BBQ	Delegates Experience 11 am – 5 pm* / TBD**
Pita Hut (Greek)	Delegates Experience 11 am – 5 pm* / TBD**
Sandwich Zone	Delegates Experience 11 am – 5 pm* / TBD**
Hill of Beans (Coffee / Grab & Go)	Delegates Experience 11 am – 5 pm* / TBD**
Pretzels & Lemonade	Delegates Experience 11 am – 5 pm* / TBD**

# NEA Modified Strategic Plan and Budget for 2023–2024

*Basis for NEA Program and Budget Development  
Fiscal Year 2023–2024*

## 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

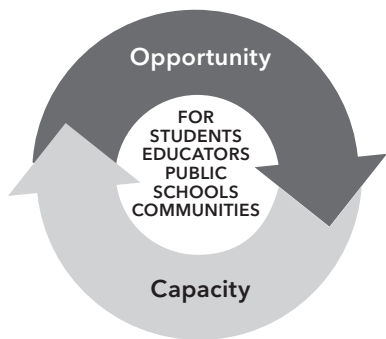
Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

## 2023–2024 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: 2023–2024 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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# 3% CUSTOMIZED CASH BACK

in the category of your choice

Gas • Online Shopping • Dining • Travel  
Drug Stores • Home Improvement & Furnishings

Earn 2% and 3% cash back on the first \$2,500 in combined grocery store/ wholesale club/choice category purchases each quarter, then earn unlimited 1% thereafter.

PLUS, A



## \$250 AMAZON.COM GIFT CARD

after you make at least \$500 in purchases within the first 90 days of account opening (students not eligible)

## LIMITED TIME OFFER APPLY TODAY!

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