



REPRESENTATIVE ASSEMBLY

★ ★ ★ **2025** ★ ★ ★

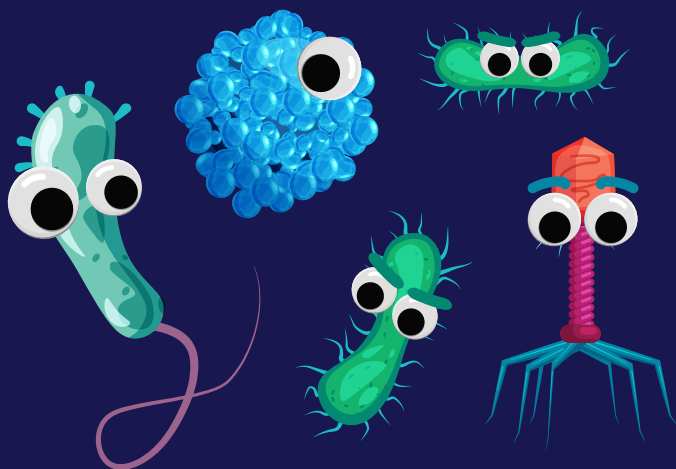
163RD
ANNUAL MEETING
JULY 2-6, 2025



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**National Education Association
163rd Annual Meeting
104th Representative Assembly**

Oregon Convention Center
777 NE Martin Luther King Jr Blvd, OR 97232
July 2–6, 2025



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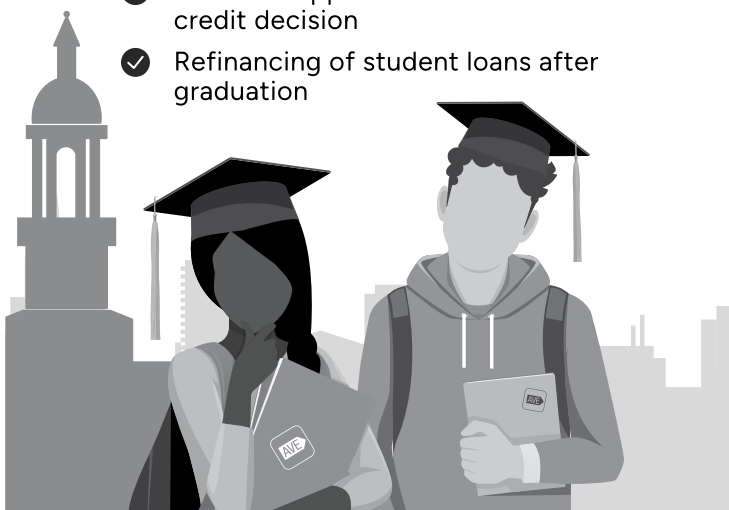
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Registration

Oregon Convention Center

Registration Check-In

Oregon Convention Center

Hall A

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.

Accessibility Services

Hall A

Registration Area

July 2: 9 am–5 pm

Hall E

Accessibility Services Office

July 3–6: 9 am–6 pm

Note: All delegates must register at main registration on July 2.

Caucus and Council Table Display Area

Set-up

July 1: 9 am–5 pm

Show hours

July 2–5: 9 am–5 pm

July 6: 9 am–3 pm

The Caucus and Council Table Display Area will be in Hall A.

See Oregon Convention Center floor plans attachment.

**At the time of the production of the
RA Program booklet,
the agenda of the four days
was not finalized, and as such,
it is not included.**

**Please reference the additional
attachment for the agenda.**

Denver, Colorado
has been named the host city for the
2026 Annual Meeting
July 3-7
Colorado Convention Center

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NEA Host Committee

Chair

Hanna Vaandering

Elementary Physical Education, Retired

Beaverton School District, OR

Accessibility Services

Margarett Peoples

School Climate Specialist

Portland Public Schools, OR

Event Services

JoAnn Conroy

Elementary Teacher, Retired

Hillsboro School District, OR

Information and Registration

Jennifer Dorsey

High School – Visual Arts, Retired

Canby School District, OR

Ray Johnson

High School Mathematics Teacher, Retired

Forest Grove Public Schools, OR

NEA Fund

Caryn Connolly

High School Social Studies Teacher

Salem Keizer School District, OR

R.A. Telephone Network

C. John Larson

High School Language Arts Teacher

Hermiston School District, OR

Treasurer

Bobbi Yambasu

Secondary English & Math Teacher, Retired

Portland Public Schools, OR

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 2025

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

NEA Executive Committee 2025

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

Resolutions Committee Member 2025

Designates members of the NEA Resolutions Committee.

Credentials Committee 2025

Designates members of the NEA Credentials Committee.

Constitution, Bylaws, and Rules Committee 2025

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

Elections Committee 2025

Designates members of the NEA Elections Committee.

Legislative Committee 2025

Designates members of the NEA Legislation Committee.

State President 2025

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

NEA-Retired Delegate 2025

Designates NEA-Retired delegates to the Representative Assembly.

Official 2025

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

Convention Management 2025

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

Annual Meeting Coordinator 2025

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

Stage 2025

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
2025**

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

Host Committee 2025

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 2025

Designates members of the NEA Board Steering Committee.

NEA Life Member

Designates NEA members holding lifetime memberships.

Top Activist

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

NEA Officers, 2024-2025

Executive Officers

Rebecca S. Pringle, *president*

Princess R. Moss, *vice president*

Noel Candelaria, *secretary-treasurer*

Executive Committee

Mark Jewell, North Carolina

Gladys Fátima Márquez, Illinois

Ronald Duff Martin, Wisconsin

Shannon McCann, Washington

Robert V. Rodriguez, California

Christine Sampson-Clark, New Jersey

Executive Director

Kim A. Anderson

Board of Directors

Alabama

Charlene McCoy, Gadsden

Mary Beth Tate, Fort Payne

Mia Ward, Mobile

Alaska

Katherine Simpler, Kodiak

Arizona

Anna Badilla, Tucson

Kelley Fisher, Sun City

Arkansas

Dustin Parsons, Benton

California

Yulil Alonso-Garza, Brawley

Nichole DeVore, Sacramento

Mallorie Evans, Santa Fe Springs

Ever Flores, Santa Rosa

Rafael Gonzalez, Bakersfield

Naqiba Gregory, West Sacramento

Hilary Hall, Canyon Country

Barbara Jackson, Torrance

Paula Merrigan, Castro Valley

William Page, Los Angeles

Lorraine Richards, Montebello

Grant Schuster, Long Beach

	Matthew Seymour, San Jose Kelly Villalobos, Keyes Erika Zamora, Perris
Colorado	Angela Anderson, Littleton David Lockley, Northglenn
Connecticut	Katy Gale, Stamford Tanya Kores, Cheshire
Delaware	Gloria Ho, Camden
Federal	Vacancy
Florida	Wendy Carey, Tampa Teresa Hodge, Davie Annetta (Marian) Phillips, Fernandina Beach Cartier Scott, West Palm Beach
Georgia	Jeff Hubbard, Marietta Martissa Moore, Jakin
Hawaii	Aaron Kubo, Keaau
Idaho	Margaret Hoy, Twin Falls
Illinois	Benjamin Baer, Coal City Bill Farmer, Chicago Karen Moore, Lynnwood Susan Nicholas, Mount Morris Elizabeth Ojeda-Jimenez, Berwyn Bobby Rickman, Alton Michael B. Williamson, Crystal Lake
Indiana	Jessica Ramirez, Nappanee Wafa Safi-Hassan, Carmel
Iowa	Rachella Dravis, Fort Madison Sara Earleywine, Marshalltown
Kansas	Angela Powers, Olathe Brian Skinner, North Newton
Kentucky	Tyler Murphy, Lexington Noraa Ransey, Murray
Louisiana	Elizabeth Sullivan, Shreveport
Maine	Rebecca Cole, Windham

Maryland	Michelle Alexander, Columbia Matthew Gresick, Fulton Tanya Martin, Pikesville Nikki Woodward, Mitchellville
Massachusetts	John Bracey, Bellingham Brian Fitzgerald, Plymouth Kyle Gekopi, Norwood Deborah Gesualdo, Webster Christine Mulroney, Ashland Nicole Prevost, Weymouth
Michigan	Allyson McBride-Culver, Interlochen Roger Rothe, Saginaw Heather Schulz, Berkley Wendy Winston, Grand Rapids
Minnesota	Heather L. Bakke, Winthrop Jasman Myers, Maplewood Marty Scofield, Blaine
Mississippi	Christopher Stevens, Tupelo
Missouri	DeNaé Bush, Kansas City Andy Slaughter, Saint Charles
Montana	KaCee Ballou, Missoula
Nebraska	Ed Ventura, Bellevue
Nevada	Rachel Croft, Carson City
New Hampshire	Terry Burlingame, Gilmanton Iron Works
New Jersey	Brenda Brathwaite, Absecon Theresa Fuller, Runnemede Laurie Gibson-Parker, Willingboro Lauren Greenfield, Parsippany Susan McBride, Paterson Peter Moran, Easton Barbara Rheault, Hammonton Mark Richards, Bloomfield Stacy Yanko, Hopatcong
New Mexico	Jim Maes, Las Cruces
New York	Dora Leland, Big Flats Dante Morelli, Miller Place

North Carolina	Turquoise LeJeune Parker, Durham
North Dakota	Brenda Seehafer, Rolla
Ohio	Amy Butcher, Cleveland Heights Sharron Callahan, Orwell Carol Correthers, Sheffield Village Angel Dyer-Sanchez, Columbus Linna Jordan, Galloway Dwayne Marshall, Blacklick
Oklahoma	Zachary Grimm, Moore
Oregon	Christopher Early, Irrigon Adolfo Garza-Cano, Portland Brinda Narayan-Wold, Eugene
Pennsylvania	Maria Bennett, Levittown Colleen Brodbeck, Langhorne Melissa Costantino-Poruben, Sewickly Erin Ruggiero, Pittsburgh Casey VanWhy, Coudersport Daneen Watson, Belle Vernon Carol Yanity, Boiling Springs
Rhode Island	Vin Levcowich, Wood River Junction
South Carolina	Stephanie Johnson, Columbia
South Dakota	Kelsey Lovseth, Brookings
Tennessee	Paula Pendergrass, Nashville Randall Woodard, White House
Texas	Aaron Phillips, Amarillo David Ring, Lubbock
Utah	Denise Lake, Layton
Vermont	Michael Campbell, Milton
Virginia	Christina Bohringer, Alexandria Kevin Hickerson, Centerville
Washington	Jeb Binns, Burien Charlotte Lartey, Vancouver Rebecca Ritchie, Sequim Audra Shaw, Cheney Pamela Wilson, Kenmore

West Virginia	Lucinda Burns, Cross Lanes
Wisconsin	Maiwa Lor, Sun Prairie Jesse Martinez, Holmen
Wyoming	Mariah Abbie Learned, Laramie
Aspiring Educators	Demetrius Dove, Lithonia, GA Jonathan Oyaga, South Pasadena, CA Matthew Yuro, Monroe Township, NY
Retired	Connie Boylan, Traverse City, MI Ed Foglia, Granite Bay, CA Julie Horwin, Scottsdale, AZ Linda McCrary, Red Boiling Springs, TN Michael Priser, Vancouver, WA Judy Rohde, Shoreview, MN
At-Large	Maritza Barrera, San Antonio, TX Karoline Bethea-Jones, East Orange, NJ Jacqueline Burton, Clarksville, TN Cesar Carranza, Clive, IA Michelle Dennard, Brooklyn Park, MN Gwendolyn Edwards, Fredericksburg, VA Amy Evans, Dunfermline, IL Aneeka Ferrell, Kent, WA Michael Glabere, Milwaukee, WI Cynthia Henderson, Shreveport, LA Anastasia Jimenez, Phoenix, AZ Brenda Johnson, Minneapolis, MN Pamella Johnson, Olympia, WA Temika Langston-Myers, Port Norris, NJ Kashara Moore, Long Beach, CA Clinton Smith, Martin, TN Ivory Smith, Pittsville, MD Debra Ward-Mitchell, Homewood, IL Chiffon Winston, Mayfield, KY
Ethnic-Minority Representatives	Robert Ellis, Richmond, CA Tracy Hartman-Bradley, La Vista, NE Jodi Kunimitsu, Wailuku, HI Alberto Nodal, Castro Valley, CA

Committee on Equity and Ethnic Harmony

Standards of Conduct

Expected behaviors

- Respect others and their views
- Recognize and value individual differences
- Promote mutual respect, understanding, and cooperation as the basis of interactions among participants in in NEA activities, events, and meetings
- Maintain the reputation of NEA by conducting themselves in accordance with high standards of professionalism

Member free speech

As a democratic institution that values open and vigorous discussion about NEA's policies and positions, as well as all issues related to public education and the interests of education professionals and students, NEA does not intend for its Standards of Conduct policy to restrict free and open debate.

Complaints of discrimination and harassment

NEA's Standards of Conduct policy ensures that all of our gatherings are welcoming to all and free from discriminatory, harassing or otherwise unacceptable behavior. Discrimination or harassment based on race, color, ethnicity, religion, sex, age, national origin, sexual orientation, disability, gender identity or expression, or any other characteristic protected by law will not be tolerated. If you experience any discriminatory, harassing or otherwise unacceptable behavior, please report the incident using the form by scanning the QR code.



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. Upon adoption of any amendment that changes the cost of a new business item, the chair shall immediately announce the updated cost and the cost shall be displayed on the screen.

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 by someone other than the original maker to bundle, combine, or in any other way refer one or more NBIs to committee 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 their NBI and 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 digitally to each member of the Assembly by the first of June, prior to the Assembly.

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 and state. A secure way to contact the maker that will not reveal individual delegates' contact information will be provided. New business items may include a separate rationale/background statement of no more than 40 words. Any new business item that contains an acronym or abbreviated term shall include the complete name for the acronym followed by the acronym in parentheses when it is first used in that new business item.

C. Distribution

1. Submitted Before the Representative Assembly

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

2. Submitted at the Representative Assembly

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

D. Duplicate New Business Items

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

E. Relating to Federal Legislation

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

F. Submitted by the NEA Board of Directors

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

G. Boycotts and Sanctions

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

Affected state affiliates that do not concur with the recommendations of the Executive Committee regarding a boycott will be allowed to file a rebuttal position paper that will be circulated to the Board of Directors together with the report of the Executive Committee.

Further, the state president of any affected affiliate will be allowed time to address the Board of Directors before a vote is taken.

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

H. Cost Estimates

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

I. Duration

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

J. Editing

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

K. Implementation

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

L. Impacting Regional Conferences¹¹

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

M. Impacting the Representative Assembly

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

- (a) **Rejected** – if the Representative Assembly rejects the new business item, no further action shall be taken.
- (b) **Adopted** – if the Representative Assembly adopts the new business item, it shall be referred to the Annual Meeting Review Committee. The Annual Meeting Review Committee shall implement the new business item, unless, after consideration of legal, financial, and other relevant factors, it concludes that such implementation would not be in the best interest of the Association. In that event, the Annual Meeting Review Committee

¹¹This 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

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

(a) Nominations, as appropriate in each year, shall be announced to the body during the first business session in the following order:

- i. president;
- ii. vice president;
- iii. secretary-treasurer;
- iv. members of the Executive Committee;
- v. at-large representatives of classroom teachers in higher education on the Board of Directors;
- vi. at-large representatives of administrators on the Board of Directors;
- vii. at-large representatives of Active members employed in education support professional positions on the Board of Directors;
- viii. at-large representatives of ethnic minorities on the Board of Directors. The time of nominations of at-large ethnic-minority candidates, if necessary to achieve twenty (20) percent ethnic-minority representation

on the Executive Committee as provided for by Article VI, Section 1(c) of the Constitution, shall be announced by the President contingent upon other nominations and/or balloting for Executive Committee positions.

- (b) Nominations for each category shall be made in an order determined by a drawing by the candidates or their designees.
- (c) Consistent with the requirements set forth in Rule 11.B.7, each candidate shall be nominated by written motion of a delegate to the Representative Assembly. When all nominations have been announced, each candidate or designee shall have an allotment of time to address the Representative Assembly. Candidates for the office of president shall be given five (5) minutes for this purpose. Candidates for vice-president, secretary-treasurer, and the Executive Committee shall be given three (3) minutes. Candidates for at-large positions on the Board of Directors shall be given two (2) minutes.
- (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; on subsequent ballots the order also shall be determined by lottery by the candidates or their designees.

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

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

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

- (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) Voting on amendments shall be open on a date and for a window of time as the President shall designate and announce in advance to delegates. Each delegate shall receive a URL linked to their unique ballot at the beginning of the voting window.
- (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, posters, banners, signs, fans, pens, announcements, and invitations.

Voting for Officers

I. General Information

Polls will be located in the Oregon Ballroom Room 203/204 at the Oregon Convention Center. The polls will be open from 8:30 am to 12 noon on Friday, July 4 and Saturday, July 5, if runoffs are necessary. The Elections Committee requests that delegates pay careful attention to how they mark their ballots. Delegates should indicate their choice(s) by using the marker supplied in the voting booth and completely filling the oval next to the candidate name or ballot issue of their choice. Each delegate will be required to present only their Representative Assembly credentials prior to receiving their ballot on each day of voting. Specific voting times have been assigned to state affiliates in 15-minute intervals.

All state presidents have been advised of the respective voting times. State delegations should make every effort to adhere to that schedule. Exceptions may be made for individual delegates who cannot vote at the scheduled time with their state delegation. No campaign material may be carried or worn in the polling areas during voting. Delegates may bring a marked copy of the RA Today or the program booklet into the voting area. To ensure the secrecy of ballots, no pictures may be taken in the polling area during voting.

II. Election of Executive Officers

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

Executive Committee, two positions

Dr. Tia Mills	<input type="checkbox"/>
Mel House	<input type="checkbox"/>
Bill Farmer	<input type="checkbox"/>
Elizabeth Nahl	<input type="checkbox"/>
Kylar McNeal	<input type="checkbox"/>
Mark Airgood	<input type="checkbox"/>
Tania Kappner	<input type="checkbox"/>
Ashanti Rankin	<input type="checkbox"/>

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"/>

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 NEA Executive Office (2 Positions)

Dr. Tia Mills

Dr. Tia Mills is a Motivated, Visionary and Passionate educator from a union family. For over 20 years, she has educated elementary children receiving special education services as well as students in higher education. Mills is currently president of the Louisiana Association of Educators. She serves as chair of the Small States Caucus, member of the Minority Leadership and Women's Leadership Training Planning Committee, and many others. As a former local president, she understands the importance of collective power and fostering critical relationships to accomplish our ultimate goal: the survival of public schools for years to come. Tia has worked tirelessly to ensure that the message of activism is amplified for the world to hear because our students, communities, and members depend on it.

Mel House

Mel House seeks your support for election to the NEA Executive Committee!

Living 26 years in Michigan and 24 in California, Mel has experience in rural and urban life as a union member. Mel served six years on the NEA Board, and currently

serves on the California state association board. Local associations are the cornerstone of the strength of the NEA, and Mel will work to ensure this is reflected in programming and budget. Mel is a strong advocate for racial and social justice, and the belief that we ALL have a place in our association. Our students deserve a free and public education. Let's ensure we continue to build a public education system that is protected, uplifted, and celebrated. NEA, let's DO this!

Bill Farmer

My name is Bill Farmer. I am a proud union member and high school science teacher. As a current member of the NEA Board of Directors, I would be honored to continue my service to you on the NEA Executive Committee.

Unions and public schools are facing unprecedented and well-coordinated attacks. We are at a transformational inflection point as an organization. I believe in our collective strength to adapt and grow stronger together as we fight for the future where ALL of us can thrive.

I am committed to listening to our vibrantly diverse members to help the NEA continue to evolve as the most powerful labor union in this country. I will work tirelessly to protect our voices, our profession, and our union!

Elizabeth Nahl

Elizabeth Nahl, a knowledgeable trusted educator and leader, is the only candidate who has served at every union level while supporting student and member mental health post-COVID. As NEA Chairperson of the Committee on Constitution, Bylaws, and Rules, Elizabeth is an organized, strategic, visionary, servant leader. She is an excellent problem solver and communicator, individually and from the NEA stage. As a school counselor, she builds relationships, encourages people to share experiences, actively listens, and speaks difficult truths. She inspires others to act through advocacy for great public schools and she will be by your side in the work. Elizabeth is a state leader that successfully rebuilt strong, positive relationships with staff after their strike. She loves our profession, students, and the NEA.

Kylar McNeal

I'm Kylar McNeal (they/them), and I won't mince words: we face fascism at our doorstep. The ruling class weaponizes "anti-DEI" platforms to silence us while billionaires threaten to replace us with AI. This isn't just a crisis—it's capitalism crushing education beneath its boot. When the Department of Education becomes a surveillance tool, when Mom's for Liberty dictate curriculum, when billionaires call for our elimination—polite negotiation has failed.

As your representative, I'll fight to transform the NEA into a revolutionary force against fascism. We need militant solidarity across all education workers—from professors to bus drivers—to reclaim power through direct action and strikes. Our labor built this system. Only our collective resistance can save it. I humbly ask for your vote.

Mark Airgood

Vote for Executive Board Candidates who are Fighting Trump's Fascist Takeover

Vote Mark Airgood and Tania Kappner

Defend the right to public education for all

Build student/teacher/ community action to stop ICE raids

Defend immigrant rights and fight racism

NEA: Call and build a National March on Washington against Trump's attacks

NEA members must recognize that the very existence of our union and of public education and democracy is under threat of destruction from Donald Trump's policies. We must unequivocally oppose Trump's fascist takeover. Passivity and compromise are fatal at this moment in history. We can defeat Trump while he's still weak but only if we build the mass movement now!

Vote EON/BAMN - Equal Opportunity Now by Any Means Necessary Caucus.

Tania Kappner

Elect Tania Kappner and Mark Airgood for NEA Executive Committee!

Vote for NEA leaders who are fighting Trump's fascist takeover!

The NEA must defend democracy in this country by using our own power to take independent action now. We must take on Trump and fight the rise of fascism now. The NEA needs to lead a march on Washington now!

I'll continue to mobilize intransigently to defend public education for all against privatization and union busting. I fight to win and to build the movement. I fight racism and stand up for immigrant, LGBT+, and women's rights. I organize for Palestinian rights and for academic freedom. We must build student/teacher/community action to stop ICE raids.

Vote EON/BAMN Vote Kappner and Airgood!

Ashanti Rankin

'Ashanti Ashanti Ashanti' is a facilitative leader and Public Educator; who strives to be more than 'just a para'. He strives to amplify all voices from Aspiring Educators, Public Employees, Higher Ed, Educational Support Professionals, Administrators, Teachers, Substitutes and Retirees from the National Education Association. 'Ashanti Ashanti Ashanti' aspires to continue his leadership growth with other great leaders to complete the desiloing of NEA, improve authentic and productive engagement between NEA affiliates (includes 'members in name' having positive first experiences with NEA leadership). "We are only as strong as the least strong link" Our profession(s) has been devalued due to the corporate nature of Education and public services. Securing our profession(s), academic freedom and actualizing 'day one to retirement with sustainable benefits.'

Annual Meeting Committees

Constitution, Bylaws, and Rules

Elizabeth Nahl, Hillsboro, Oregon, *chairperson*

Andrea Beeman, Maple Heights, Ohio

Rudy Burruss, State College, Pennsylvania

Shelly Moore Krajacic, Kenosha, Wisconsin

Teresa Meredith, Franklin, Indiana

Sabrina Tines-Morris, *NEA staff liaison*

Paul Birkmeier, *NEA staff liaison*

Tom Brenner, *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

Laura Warren, Lebanon, Oregon, *chairperson*

E Toby Boyd, Sacramento, California

Iona Holloway, La Place, Louisiana

Maureen Honan, Branford, Connecticut

Mary Ann Rivera, Greenfield, Indiana

Keira McNett, *NEA staff liaison*

Kelli Brown, *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

James Henderson, Windsor Mill, Maryland, *chairperson*

Jeremy Bort, Renton, Washington

Theresa Flood, Collegeville, Pennsylvania

Ashley Olson, Lahaina, Hawaii

Christi Sitz, Chugiak, Alaska

Sabrina Tines-Morris, *NEA staff liaison*

Paul Birkmeier, *NEA staff liaison*

Phillip Zanders, *NEA staff liaison*

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

The *Summary of Winter Committee Meeting Actions* is posted on www.nea.org/ra in advance of the Representative Assembly. This summary includes all committee recommendations it has made through its winter meeting on February 22–23.

Delegates wishing to submit a new resolution or an amendment to a resolution may do so by visiting the 2025 RA Business Submission Site on www.nea.org/ra.

The Resolutions Committee conducts a virtual open hearing for delegates on June 17 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 2025 RA Business Submission Site prior to the open hearing.

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

After the Resolutions Committee has conducted its open hearing and published its report, delegates wishing to submit a new resolution or an amendment to a resolution through the RA Submission Site must do so no later than 4:00 pm on the first day of the Representative Assembly (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 2024–2025 NEA Resolutions document. A delegate may also propose a new resolution. A new resolution submitted by a delegate from the floor of the Representative Assembly must have a majority of the vote to be placed on the agenda (heard) and a two-thirds (2/3) vote to pass. Submissions are posted on www.nea.org/ra. After 4:00 pm on the first day of the Representative Assembly, floor amendments to new resolutions and floor amendments to resolutions amendments posted on www.nea.org/ra must be submitted not later than two hours before the opening of the Representative Assembly on the day on which resolutions are to be considered by delegates. All items must be submitted electronically as instructed on the online platform provided.

Proposed amendments will be considered beginning with the goal area containing the final resolution debated at the last Representative Assembly during which resolutions were considered. The committee's report to the 2025 Representative Assembly will begin with Goal Area A and proceed through B, C, D, 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

(Most meetings are in-person)

*State Caucus meeting times are subject to change;
please check with your state delegation.*

Delegation Meetings

Alabama Education Association

Embassy Suites PDX (Grand Ballroom)
July 2–6: 7:30–9 am

Alaska–NEA

Heathman Hotel (The Broadway Room)
July 2: 8 am–Noon; July 3: 7:30–9 am

Arizona Education Association

Embassy Suites by Hilton Portland Downtown
(Queen Marie)
July 2: 10 am–2 pm; July 3–6: 7–9 am

Arkansas Education Association

Hotel Vance, Portland, A Tribute Portfolio Hotel
(Park Vista/ Terrace)
July 2–6: 7–9 am

California Teachers Association

DoubleTree by Hilton Hotel Portland
(Lloyd Center Ballroom)
July 2: 9 am–Noon; July 3–6: 7–9 am

Colorado Education Association

Hilton Portland Downtown (Parlor ABC)
July 2: 9 am–2 pm; July 3–6: 7:15–8:45 am

Connecticut Education Association

The Porter Portland, Curio Collection by Hilton
(Rose City Ballroom)
July 2: 9 am–Noon; July 3–6: 7–9 am

Delaware State Education Association

The Nines, a Luxury Collection, Portland (The Studio)
July 2: 1–3 pm; July 3–6: 7–9 am

Education Minnesota

The Benson(Mayfair Ballroom)
July 2–5: 7–9 am; July 6: 7:30–9 am

Federal Education Association

Hotel deLuxe (Screening Room)
July 2: 1–3 pm; July 3–6: 7–9 am

Florida Education Association

Portland Marriott Downtown Waterfront
(Oregon Ballroom Salon F-I)
July 2: 9 am–Noon; July 3–6: 7:30–9 am

Georgia Association of Educators

Hilton Portland Downtown (Galleria)
July 2: Noon–3 pm; July 3–6: 7–9 am

Hawaii State Teachers Association

Crowne Plaza Portland Downtown/Convention Center
(Belmont Ballroom)
July 2: 9–11 am; July 3–6: 7–9 am

Idaho Education Association

University Place Hotel and Conference Center
(Columbia Falls)
July 2: 8–11 am; July 3–6: 7–9 am

Illinois Education Association

Portland Marriott Downtown Waterfront
(Oregon Ballroom Salon A-E)
July 2: 7 am–Noon; July 3–6: 7–9 am

Indiana State Teachers Association

Hotel Eastlund (Cosmopolitan Ballroom)
July 3–6: 7–9 am

Iowa State Education Association

Hi-Lo Hotel, Autograph Hotel (The Mark)

July 2: 9–11 am; July 3–5: 7–9 am

Kansas NEA

Holiday Inn Columbia Riverfront (Atrium Ballroom)

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

Kentucky Education Association

Crowne Plaza Portland Downtown/Convention
Center (Windsor Ballroom)

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

Louisiana Association of Educators

The Bidwell Marriott Portland (Rogue room)

July 3–6: 7–9 am

Maine Education Association

Hyatt Place Portland Airport/Cascade Station
(The Event Space)

July 2: 10 am–Noon; July 3–6: 7–9 am

Maryland State Education Association

Hilton Portland Downtown (Grand Ballroom (1/2))

July 2: 10 am–Noon; July 3–6: 7–9 am

Massachusetts Teacher Association

The Nines, a Luxury Collection, Portland
(The Nines Ballroom)

July 2: 9–10:30 am; July 3–6: 7:30–9:15 am

Michigan Education Association

Embassy Suites by Hilton Portland Tigard
(Columbia Ballroom)

July 2: 7:30–9:30 pm (immediately after caucus dinner);

July 5–6: 7:30–9 am

Mississippi Association of Educators

The Bidwell Marriott Portland (Rogue Room)

July 3–6: 7–9 am

Missouri NEA

Hyatt Regency Portland at the Oregon Convention Center (Regency Ballroom C-D)

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

Montana Federation of Public Employees

University Place Hotel and Conference Center (Columbia Falls)

July 2: 9–10:30 am; July 3: 1–3 pm;

July 4–6: 7:30–9 am

NEA-Rhode Island

Kimpton Hotel Vintage Portland (Pinot B)

July 2: 9–10:30 am; July 3–6: 8–9 am

Nebraska State Education Association

Radisson Hotel Portland Airport (Concourse Room)

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

Nevada State Education Association

Mark Spencer Hotel (Nortonia Ballroom)

July 2: 9 am–Noon; July 3–6: 7–9 am

New Hampshire Education Association

Kimpton Hotel Vintage Portland (Pinot A)

July 6: 7–9 am

New Jersey Education Association

Hilton Portland Downtown (Grand Ballroom (1/2))

July 2: 8–11 am; July 3–6: 7–9 am

New Mexico–NEA

Hotel Lucia (Pettigrove Room)

July 2: 9:30 am–Noon; July 3: 7–9 am

New York State United Teachers

The Royal Sonesta Portland Downtown (Fifth Ave Ballroom)

July 2: 12:30–2:30 pm; July 3–5: 8–9 am

North Carolina Association of Educators

Hilton Portland Downtown (Skyline 2)

July 2: 10 am–Noon; July 3–6: 7–9 am

North Dakota United

University Place Hotel and Conference Center
(Columbia Falls)

July 2: 1–3 pm

Ohio Education Association

Sheraton Portland Airport Hotel
(Mount Adams Ballroom)

July 2: 8–10 am; July 3–6: 7–9 am

Oklahoma Education Association

Dossier (Alder Ballroom)

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

Oregon Education Association

Hilton Portland Downtown (Atrium Ballroom)

July 2: 8 am–Noon; July 3–6: 7–9 am

Pennsylvania State Education Association

Hilton Vancouver Washington (Heritage Ballroom)

July 2: 8–10 am; July 3–6: 6:45–8:45 am

Rhode Island-NEA

Hotel Vintage (Pinot B)

July 2: 9:30–11:30 am; July 3: 8–9 am;

July 4–7: 8:30–9 am

South Carolina Education Association

The Stray Pineapple (Morrison & Burnside room)

July 2–4: 7–9 am; July 6: 7–9 am

South Dakota Education Association

University Place Hotel and Conference Center
(Columbia Falls)

July 2: 9 am–Noon; July 3–5: 7–9 am;

July 6: 8–9 am

Tennessee Education Association

Embassy Suites by Hilton Portland Downtown
(Colonel Lindberg)
July 2: 8 am–Noon

Texas State Teachers Association

Courtyard Portland City Center (Park Ballroom)
July 2: 1–5 pm; July 3–6: 7:30–9 am

Utah Education Association

Hyatt Regency Portland at the Oregon Convention
Center (Regency Ballroom B)
July 2: 9 am–Noon; July 3–6: 7:30–9 am

Vermont NEA

AC Hotel Portland Downtown (Meeting Room)
July 2: 9 am–Noon; July 3–6: 7:30–9 am

Virginia Education Association

The Jupiter (Arium Ballroom)
July 2: 9 am–Noon; July 3–6: 7–9 am

Washington Education Association

Holiday Inn Columbia Riverfront
(Mount St. Helen's Ballroom)
July 2: 9 am–Noon; July 3–6: 7 am–9 am

West Virginia Education Association

The Bidwell Marriott Portland (Deschutes Room)
July 2: 7–9 pm; July 3–6: 7–9 am

Wisconsin Education Association Council

Hyatt Regency Portland at the Oregon Convention
Center (Regency Ballroom A)
July 2: 11:30 am–1:30 pm; July 3–6: 7:30–9:30 am

Wyoming Education Association

University Place Hotel and Conference Center
(Columbia Falls)
July 2: 8–11 am; July 3–6: 7–9 am

Annual Meeting Services

Oregon 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 D137–138 (Child Care–School Age)

Room D139–140 (Child Care–Pre-School)

Room D133–134 (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 D135–136

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: 5–10 pm.

First Aid

Room A105

Delegate Experience & Café

Hall A; July 2–6

The NEA Delegate Café, located in Hall A, will serve as a hub to network, refresh, and learn. The café includes interactive exhibits, concessions, and tables for caucuses, councils, and candidates. Be sure to check it out and return each day.

Host Committee

Room A107–108

Information Booth

Hall A Pre-Function

Lost & Found

Information Booth (Hall A Pre-Function)

July 2–6

NEA Annual Meeting Office

Room A103

This office coordinates logistical arrangements for the Annual Meeting.

The office hours are: July 1: 8 am–5 pm

July 2–6: 8 am to 30 minutes after the close of the RA

Member Benefits Office

Room B114

Production & Materials Distribution

Hall A

Registration and Check-In

Oregon Convention Center

Hall A

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.

Registration for Accessibility Services

Hall A

Registration Area

July 2: 9 am–5 pm

Hall E

Accessibility Services Office

July 3–6: 9 am–6 pm

Note: All delegates must register at main registration on July 2.

Accessibility Services Voting

Hall E

Voting

Rooms 203–204, Oregon Ballroom

Help for the Local Community

Hall A

July 3–6: 9 am–5 pm

NEA has chosen the Sunshine Division, as the recipient of this year's proceeds. The Sunshine Division provides immediate food and clothing relief to Portland metro families and individuals in need. This mission began over 100 years ago in Southwest Portland's Goose Hollow neighborhood when Portland Police Reserve officers delivered meal baskets to families in need during the holidays. Today, they continue to evolve and expand their programs to better serve the most vulnerable neighbors across the metro area.

Non-perishable food items can be dropped off at the booth located in Hall A.

Monetary donations should be in the form of a check, made payable to the Sunshine Division.

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.

Food Services

July 2–6, 2025

Each vendor and all vending machines located at the Oregon Convention Center only accept credit/debit cards and touchless payment methods. Examples of contactless payment methods include major credit and debit cards, as well as Apple Pay and Google Pay (formerly known as Android Pay).

Most concession stands offer a variety of healthy food options, including alternatives for different dietary needs. Gluten-free, vegetarian, and vegan options are available at all concessions and will be clearly marked on menu boards. If you have specific dietary, medical, or religious restrictions, please contact your State Coordinator for assistance in finding nearby options.

July 2–5

- **Bento GO Cart:** 11 am–4 pm | Hall B
- **Dragon Boat Grill:** 10 am–4 pm | Pre-Function C
- **Ginkoberry Marketplace:** 10 am–3 pm |
Ginkoberry Concourse
- **Mac and Cheese GO Cart:** 11 am–4 pm | Hall B
- **Orbit:** 7 am–5 pm | Pre-Function A
- **Port Strata:** 11 am–3 pm | Exhibit Hall B
- **Portland Roasting I:** 7 am–3 pm | Pre-Function C
- **Portland Roasting II:** 7 am–3 pm | South
Ginkoberry Concourse
- **Sandwich Grab & GO Cart:** 11 am–4 pm | Hall B
- **Stir:** 7 am–3 pm | MLK Lobby

July 6

- **Bento GO Cart:** 11 am–4 pm | Hall B
- **Dragon Boat Grill:** 10 am–4 pm | Pre-Function C
- **Ginkoberry Marketplace:** 10 am–4 pm |
Ginkoberry Concourse
- **Mac and Cheese GO Cart:** 11 am–4 pm | Hall B
- **Orbit:** 7 am–5 pm | Pre-Function A
- **Port Strata:** 11 am–4 pm | Exhibit Hall B
- **Portland Roasting I:** 7 am–4 pm | Pre-Function C
- **Portland Roasting II:** 7 am–3 pm | South
Ginkoberry Concourse

Please refrain from bringing large quantities of outside food and drink (group catering) into the Oregon Convention Center. This may be subject to search and confiscation by building security and is considered a violation of Oregon Convention Center policy.

Concession schedules are subject to change without notice.

In addition to concessions inside the convention center, Food Trucks will be stationed in the North Plaza, directly outside the Oregon Convention Center, offering additional food and beverage options.

Food trucks will be available from July 2 to July 6, with a rotating selection of cuisine types daily. Hours of operation will be from 11:00 am to 3:00 pm. A variety of offerings will be available, including options that meet most dietary needs and restrictions.

NEA Strategic Plan and Budget Framework for 2025-2026

*Basis for NEA Program and Budget Development
Fiscal Years 2025-2026*

Visionary Goals

To achieve our mission and to meet our shared responsibility to elevate and unite all our members, the NEA, in partnership with affiliates, will build connections that:

1. Enhance success, justice, and equity in our nation's public schools, and the well-being of all our students, parents, families, and communities.
2. Promote fulfilling professional lives and the success of our members.
3. Grow and strengthen our Union through leaders trained to retain, inspire, engage, recruit, and empower fellow educators and public employees.



Strategic Objectives

In partnership with our Affiliates, NEA will:

- **Strengthen Public Education as the Cornerstone of Democracy:** Build a movement that promotes, protects, and strengthens public education; safeguards the rights of students, communities, and educators; advances economic justice; increases public regard for educators and their public schools from pre-K to higher education; and ensures that students are prepared to participate fully in our democratic society.

- **Advance Racial Justice and Social Justice:** Support members in advancing racial and social justice in education, and improving conditions for all students, families, and communities through awareness, capacity building, partnership, and individual and collective action.
- **Promote Safe, Healthy, Inclusive, Collaborative, and Future-Focused Public Schools:** Support the development of modern, safe, and supportive public schools that are affirming to all students and employees, resourced to meet the academic and developmental needs of today's students, and that serve as beacons of pride and support in their communities.
- **Improve Professional Respect and High Quality Working Conditions:** Enhance the well-being, satisfaction and respect of our members (aspiring, active, and retired), ensuring they receive fair compensation (salary, benefits and retirement); cultivate favorable working conditions for aspiring, new, and experienced educators; amplify opportunities for authentic voice; and safeguard the freedom to teach in the most effective manner for their students.
- **Support Professional Excellence and Student Learning:** Enhance the education professions and the pride that all educators throughout their careers experience in their work by supporting educators' growth in the professional knowledge, skills, and competencies necessary to maximize students' academic and social-emotional learning and shape the future of learning.
- **Fuel the Transformation of Affiliate Organizational Capacity:** Build the capacity of state and local affiliates for growth, collective action, and agenda-driving power with particular focus on: a Dynamically Aligned Leadership Development System; Membership Growth and Engagement, Organizing, and a Culture of Connectedness; Racial and Social Justice Culture; Modern Affiliate Communications; Data and Technological Advancement; and overall Affiliate Health and Strength.

NEA Operations

Ongoing functions that sustain the organizational infrastructure and nimbly adjust to the changing nature of the external environment; advance organizational learning and effectiveness; implement responsible business practices; and promote a positive, just, and innovative culture across the NEA.

Additional Details

Fuel the Transformation of Affiliate Organizational Capacity: 2024-2026 Areas of Focus

Programs and initiatives across the organization that support the Strategic Objectives, build lasting strength and agenda-driving power in Affiliates, and grow the Association. In this 2-year cycle, we will focus on our ability to grow capacity in the following areas:

- **A Dynamically-Aligned Leadership Development System:** Create a robust leadership development system across the organization, that identifies, invites, prepares, trains, and supports both formal and informal leaders and that offers many pathways for all members to grow and demonstrate leadership in support of excellent and equitable public education
- **Member Growth and Engagement, Organizing, and A Culture of Connectedness:** Organize around issues important to our members; provide members with support to engage in meaningful by member-for-member advocacy and activities; and provide opportunities for members to connect with other professionals, allies and communities, fostering loyalty to their professions and unions
- **Racial and Social Justice Culture:** Support Affiliates in fostering a culture of racial and social justice that is reflected in mindsets, practices, and strategies
- **Modern Affiliate Communications:** Modernize and support Affiliate capacity to research, craft, and implement internal and public relations messaging in support of public education, members' needs, and Affiliate activities

- **Data and Technological Advancement:** Implement a modern and aligned data analytics and technology infrastructure for membership, engagement, and business practices
- **Affiliate Health and Strength:** Support strong fiscal management, risk mitigation, data management, strategic use of data and information, and organizational learning processes across the organization

NEA Operations

Ongoing functions that sustain the organizational infrastructure, secure the long-term health of the organization, and promote a positive culture.

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

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THE NEA RETIREMENT PROGRAM

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