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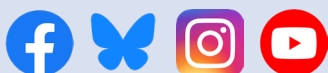
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# ra today



The Official Newspaper of the 2025 NEA Representative Assembly



*Daniel Solkowitz of California, a member of the Jewish Affairs Caucus, and Aaron Phillips of Texas, head of the Educators for Palestine Caucus, stand together at the microphone during the NEA Representative Assembly. In a powerful moment of unity, the two educators set aside deep divisions to seek mutual understanding and shared purpose. Delegates witnessed a rare and moving gesture; peace and dialogue rising above conflict.*

## AMENDMENTS TO THE BYLAWS AND STANDING RULES

### Bylaw Amendment 1

WITHDRAWN

### Standing Rule Amendment 1

DEFEATED

### Standing Rule Amendment 2

DEFEATED

### Standing Rule Amendment 3

DEFEATED

### Standing Rule Amendment 4

ADOPTED

**TITLE:** Voting Requirement by Secret Ballot

**Rule 11. Elections Conducted at the Representative Assembly**  
**B. Procedures**  
**7. Voting Procedures**

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

### Standing Rule Amendment 5

ADOPTED

**TITLE:** Definition of Secret Ballot

**Rule 13. Definition of Terms**  
**B. Secret Ballot**

Secret ballot shall mean a procedure for voting on slips of paper (or via a voting machine

# AMENDMENTS TO THE BYLAWS AND STANDING RULES

secure electronic ballot) on which the voter may mark the vote in secrecy.

## Standing Rule Amendment 6

ADOPTED AS MODIFIED

**TITLE:** Clarify Mailing Requirement of Registration Materials

### **Rule 1. Delegates**

#### **C. Registration**

##### **1. Registration Materials**

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

## Standing Rule Amendment 7

WITHDRAWN

## Standing Rule Amendment 8

WITHDRAWN

## Standing Rule Amendment 9

DEFEATED

## Standing Rule Amendment 10

ADOPTED AS MODIFIED

**TITLE:** NEA Resolutions Committee Member Elections Parameters

### **Rule 7. Resolutions Committee and Procedure**

#### **B. Resolutions Committee**

##### **5. Election Procedure**

Elections shall be by secret ballot. Voting shall be by those delegates present and shall take place ~~at the third~~ at a time and place

that does not conflict with the summer meeting of the Resolutions Committee and not later than the business meeting of the state delegations held on the last day of the Representative Assembly 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.

## 2025 RA ELECTION RESULTS

### **Four positions for At-Large Education Support Professional (three-year term) elected by acclamation:**

Chiffon Winston  
Joyce Gutierrez  
Satarria Williams  
Dr. Jean (Jennie) Milstein

### **One position for At-Large Education Support Professional (one-year term) elected by acclamation:**

Charles E. Wilson III

### **Two positions for At-Large Classroom Teachers in Higher Education (three-year term) elected by acclamation:**

Liz Wright  
Kashara S. Moore

### **One position for Alternate At-Large Classroom Teacher in Higher Education (three-year) elected by acclamation:**

Arthur C. Horn

### **Two positions for NEA Executive Committee (three-year term) - July 4**

<b>ELECTED</b>	Dr. Tia Mills	3374	62.96%
<b>RUNOFF</b>	Bill Farmer	2554	47.66%
<b>RUNOFF</b>	Mel House	2032	37.92%
	Elizabeth Nahl	1687	31.48%
	Kylar McNeal	599	11.18%
	Tania Kappner	208	3.88%
	Ashanti Rankin	169	3.15%
	Mark Airgood	95	1.77%

### **NEA Executive Committee - July 5 Runoff**

<b>ELECTED</b>	Bill Farmer	3125	56.50%
	Mel House	2406	43.50%

# 2025 NEA DAY OF TEACHING, LEARNING, & ORGANIZING FOR... **POWER**

Join us for a dynamic day at the NEA Representative Assembly dedicated to growing our collective power as educators. Choose from five powerful **NEA Leadership Competency** sessions designed to sharpen your advocacy, deepen your organizing skills, and build unity in the fight for justice, democracy, and strong public schools. Whether you're confronting privatization, uplifting inclusive education, or mobilizing for racial and social justice, **this is your day to learn, connect, and lead.**

## SESSION

## LOCATION

## PARTNERS

**Kids Not Cuts:** Social Media and Advocacy Skills to Mobilize and Fight for Our Students

Oregon 203 - 204

**Not on Our Dime:** A Strategy Lab on Taking Action Against Vouchers and Privatization

Oregon 201 - 202

**Race Forward, Public School Strong**

**Values, Vision, and Victory:** Promoting Racial, Social, Economic, and Education Justice through Inclusive Education

Oregon 251 - 253, 258

**ASO Communications, We Make The Future**

**Building Power for the Common Good:** Tools and Strategies for Organizing and Action

Portland 254 - 257

**Bargaining for the Common Good, Berkeley Labor Center**

**Countering Authoritarian Overreach:** Making Attacks on Our Democracy Backfire

RA Main Stage

**Hardy Merriman\***

**EDUCATE • ORGANIZE • MOBILIZE**  
**LITIGATE • LEGISLATE • ELECT • COMMUNICATE**

\*Former president of the International Center on Non-Violent Conflict and author of the new guide - *Harnessing Our Power to End Political Violence*

# DISCOVER. LEAD. ACHIEVE!

NEA is committed to your growth as a leader. Visit <http://www.nea.org/leadership-development> to learn more about the NEA Leadership Competency Framework and other resources designed to support activists and leaders on their journey.

- **Leadership Development 101: A Foundational Course for Activists and Leaders**
- **Leadership Development 102: A Strategic Approach to Leadership Development**  
[www.nea.org/pep](http://www.nea.org/pep)
- **NEA Leadership Competency Framework**
- **Leadership Competency Self-Assessment(s)**
- **NEA Leadership Development Guide Planning Tool**  
[www.nea.org/leadership-development](http://www.nea.org/leadership-development)
- **NEA National Leadership Summit**  
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Rights &  
Inclusion

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\*The ADA was signed into law on July 26, 1990.

SCAN TO SIGN OUR DISABILITY  
RIGHTS AND INCLUSION PLEDGE.



## NEW BUSINESS ITEMS

NBI Thematic Bucket	NBIs Acted Upon
Elevating the Professions and Advancing Student Learning	3, 4, 6, 10, 19, 21, 23, 30, 31, 32, 34, 35, 41, 44, 45, 46, 47, 48, 56, 62, 68, 69, 70, 77, 78, 83, 84, 85, 86, 89, 90
Ensuring Equity by Advancing Racial, Social, and Economic Justice	5, 8, 11, 12, 13, 14, 22, 24, 36, 37, 38, 52, 67, 72, 79, 93
Growing Our Union	1, 2, 33, 42, 43, 61, 88
Demonstrating (and Strengthening) Democracy	7, 15, 16, 18, 20, 25, 27, 29, 49, 53, 54, 58, 59, 60, 65, 66, 71, 74, 76, 80, 81, 91
Promoting Peace	26, 50, 63
NEA Operations	9, 17, 28, 39, 40, 51, 55, 57, 64, 73, 75, 82, 87, 92

### NBI THEMATIC BUCKETS

NEA Representative Assembly debate structure for 2025 utilizes six “thematic buckets” into which NBIs are grouped. Input from NEA delegates and leaders shaped this approach that is designed for more focused, informed, and productive discussion. NBI buckets will be considered in order of alignment with NEA’s Vision, Mission, and Values, with the largest and most mission-centric topics addressed first:

1. Elevating the Professions and Advancing Student Learning
2. Ensuring Equity by Advancing Racial, Social, and Economic Justice
3. Growing our Union
4. Demonstrating (and Strengthening) Democracy
5. Promoting Peace
6. NEA Operations

### COST OF NBIs:

- **ADOPTED:**  
**\$1,703,079**
- **REFERRED TO COMMITTEES:**  
**\$1,833,048**
- **REMAINING IN CONTINGENCY:**  
**\$796,921**

### ELEVATING THE PROFESSIONS AND ADVANCING STUDENT LEARNING

#### NEW BUSINESS ITEM 3

##### ADOPTED

NEA shall use existing digital media to implement a social media campaign to raise NEA member awareness of the role of defined benefit pension plans to ensure their retirement security and to attract and retain talented, highly qualified education employees.

This campaign will include data from the National Institute of Retirement Security, which has found that every dollar paid into public pension benefits results in a fourfold benefit for the local economy and the communities in which we live and retire.

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$1,500.

#### NEW BUSINESS ITEM 4

##### DEFEATED

#### NEW BUSINESS ITEM 6

##### ADOPTED

NEA will develop a micro-credential for educators of experienced multilingual learners, drawing upon research developed through previous multilingual learner micro-credentials. Equipping educators with the ability to recognize specific needs and use targeted strategies, it effectively supports experienced multilinguals in building academic language so they can exit English language development services.

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$7,200.

#### NEW BUSINESS ITEM 10

##### ADOPTED

NEA will create a toolkit that provides locals with the information and steps necessary to support members who are Deferred Action for Childhood Arrivals and Temporary Protected Status recipients to learn about and obtain employer-based sponsorship options. NEA will share the toolkit by using existing avenues of communication with locals.

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$117,500.

#### NEW BUSINESS ITEM 19

##### WITHDRAWN



## NEW BUSINESS ITEMS

### NEW BUSINESS ITEM 21

DEFEATED

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### NEW BUSINESS ITEM 23

ADOPTED

NEA will research and compile current and potential educator and support staff protection laws across all 50 states, including, but not limited to, laws that address protection from physical harm, abuse, disruption, harassment, loss of salary or benefits, reasonable intervention, and criminal or civil liability. This data will be analyzed and shared with state affiliates to support efforts in advocating for strong, equitable, and comprehensive educator and support staff protection laws nationwide.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$15,000.

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### NEW BUSINESS ITEM 30

DEFEATED

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### NEW BUSINESS ITEM 31

ADOPTED

NEA will use its existing media outlets to share information about educator-led student advocacy groups for schools, public libraries, museums, and community organizations, highlighting their importance to their communities in light of proposed budget cuts from the Trump administration.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$69,943.

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### NEW BUSINESS ITEM 32

DEFEATED

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### NEW BUSINESS ITEM 34

ADOPTED

NEA will use existing websites and social media platforms to provide information to members on the use of calming spaces or calming rooms in the classroom that provide a designated area where students can go to self-regulate and manage their emotions when feeling overwhelmed, stressed, or dysregulated. These spaces are designed to be safe, quiet, and supportive, offering tools and strategies to help students calm down and refocus before returning to learning.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$375.

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### NEW BUSINESS ITEM 35

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall advocate for systemic changes to ensure workplace protections, uphold Family and Medical Leave Act and Americans with Disabilities Act regulations, and create inclusive, supportive environments. This is essential for retaining experienced professionals and protecting their mental and physical well-being from workplace trauma.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$13,250.

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### NEW BUSINESS ITEM 41

ADOPTED AS MODIFIED

NEA shall use existing resources to educate the public about the critical role that public schools play in the recovery of communities affected by natural disasters.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$13,250.

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### NEW BUSINESS ITEM 44

ADOPTED AS MODIFIED

NEA will, at the request of state affiliates, facilitate targeted assistance using existing personnel and media channels to provide support for affiliates in states where legislative bodies have taken or are taking actions that silence educators, restrict collective bargaining, remove fair dismissal protections, or other actions that negatively affect public education, educators, and potential voter suppression laws that seek to undermine public education. Priority will be given to states meeting multiple risk indicators, with support scaled accordingly. Support may include, but is not limited to, lobbying, providing legal guidance, assisting with public messaging, and mobilizing retired and current NEA members. In-person support should be considered for states considered to be in “extreme need,” such as the case in Arkansas or South Carolina.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$56,000.

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### NEW BUSINESS ITEM 45

WITHDRAWN

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### NEW BUSINESS ITEM 46

ADOPTED

NEA shall provide research and support for its state and local affiliates to advocate for recess and play time policies.

NEA shall support its state and local affiliates by promoting recess and developmentally appropriate play time for all students, with a particular emphasis on equity and

## NEW BUSINESS ITEMS

ensuring that students from all backgrounds have equal opportunities to engage in necessary physical activity and social interaction during the school day.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$10,625.

### **NEW BUSINESS ITEM 47**

#### **ADOPTED AS MODIFIED**

NEA shall establish a working group of early career educators tasked with planning the implementation of a nationwide gathering of early career educators.

This conference will specifically support the professional development of educators within their first seven years of the profession. This working group shall contain a minimum of five educators within their first seven years in the profession.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$48,100.

### **NEW BUSINESS ITEM 48**

#### **WITHDRAWN**

### **NEW BUSINESS ITEM 56**

#### **ADOPTED**

NEA will send a letter urging higher education accrediting agencies, such as Middle States, to resist the politicization of their work.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$5,000.

### **NEW BUSINESS ITEM 62**

#### **WITHDRAWN**

### **NEW BUSINESS ITEM 68**

#### **DEFEATED**

### **NEW BUSINESS ITEM 69**

#### **WITHDRAWN**

### **NEW BUSINESS ITEM 70**

#### **DEFEATED**

### **NEW BUSINESS ITEM 77**

#### **ADOPTED**

NEA will use existing channels to broadly publicize our membership in Labor for Single Payer and will uplift and promote efforts of state affiliates engaged in cross labor sector campaigns to achieve single payer health care in their respective states.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$17,000.

### **NEW BUSINESS ITEM 78**

#### **ADOPTED**

NEA will develop and distribute a comprehensive set of resources that local and state affiliates can use to promote respect for the education profession through a housing justice and Bargaining for the Common Good framework. These materials will include:

- Messaging guides, talking points, and public-facing materials that affirm the

professionalism of educators, link housing justice to the success, and stability of public education;

- Model contract language and campaign strategies that integrate affordable housing demands into collective bargaining and community coalitions;
- Case studies of successful educator-led housing justice campaigns;
- Guidance on building cross-sector alliances with housing advocates, tenant unions, and community organizations as part of BCG campaigns.

These resources will empower affiliates to lead with a proactive, justice-centered narrative that defends the profession and strengthens public education by organizing around shared community needs.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$55,000.

### **NEW BUSINESS ITEM 83**

#### **WITHDRAWN**

### **NEW BUSINESS ITEM 84**

#### **ADOPTED AS AMENDED**

In response to the most recent Supreme Court Case (*Mahmoud v Taylor*), NEA shall provide, through existing communication channels, information included but not limited to:

1. A sample local school board resolution that protects educators in the classroom who are teaching LGBTQ+ inclusive curriculum/content;
2. A “Know Your Rights” document under the new SCOTUS ruling;
3. Hold virtual town hall meetings on the current SCOTUS rulings and the impact they will have on educators and students, what a school board resolution is and how to use it, and how to continue to advocate for LGBTQ+ students in this new political climate;
4. NEA will hold East and West Speak Up, Speak Out, LGBTQ+ member engagement conferences to enhance members advocacy at the local and state levels.



## NEW BUSINESS ITEMS

These activities should assist educators in avoiding possible disciplinary action when teaching about LGBTQ+ history, materials, resources, books, etc., while at school/work.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$209,025.

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### **NEW BUSINESS ITEM 85**

#### **ADOPTED AS MODIFIED**

To better support professional excellence and respect, NEA, in collaboration with affiliate leaders, experts in mental health, social work, and early childhood development, and the Center for Racial and Social Justice, will develop best practices in addressing extreme behaviors, such as physical aggression, self-injurious behaviors, and instances of sexual harassment and assault, in early childhood and primary grades by using existing resources and partnerships; and the best practices will be shared with NEA locals and the National Council of Urban Education Associations via the most efficient digital means.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$23,750.

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### **NEW BUSINESS ITEM 86**

#### **ADOPTED AS AMENDED**

NEA will compile a virtual toolkit for distribution to union and government leaders. This toolkit seeks to address the worsening national crisis in chronic absenteeism, its irreversible impact on student learning outcomes and educator workload, and the urgency to reduce harm. Union and government leaders will build community trust through a restorative, family-centered approach to engagement within school districts.

The resources in the toolkit will include, but not be limited to:

- Culturally responsive talking points;
- Guidance on hosting a multicultural family night;

- Educational posters—statistics on the connection between education and workforce mobility;
- Success stories featuring diverse school and family backgrounds;
- Procedural checkpoints for students when returning from an absence;
- A template for schools to add local information to support families (e.g., immigrant legal rights, housing and utility bill support, modes for students to access their teachers).

The ready-to-use toolkit will support identification of reasons for student absenteeism, inform larger district discussions on non-punitive solutions, and make meaningful connections with families on the significance of their child attending school every day and taking agency over their own learning.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$37,000.

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### **NEW BUSINESS ITEM 89**

#### **ADOPTED AS MODIFIED**

The National Education Association (NEA) will address the evolving use of artificial intelligence (AI) in public education by:

- Establish a member virtual consultation group to accelerate the implementation of NEA's AI Policy Statement;
- Develop resources to educate members on how to protect the civil rights of students and staff, pursue justice, and create proactive school district policies in the event of generative AI being weaponized against staff and students in their school, such as deepfakes;
- Create recommendations for educators on how to update their curriculum to stay relevant to student assessments and support their professional learning communities in response to mass student adoption of generative AI in schools;
- Train NEA leadership on this updated work to share with state affiliates and locals.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$28,900.

### **NEW BUSINESS ITEM 90**

#### **ADOPTED**

NEA shall create template language to be used in contract bargaining regarding the use of artificial intelligence (AI) in schools. This contract language should include, but not be limited to:

- Employee job protections;
- The collection of data around the efficacy and benefit of the use of AI that includes educators in the analysis of the data results;
- District adoption of an ethical use policy that includes a review process;
- Professional development opportunities to increase AI literacy, develop strategies to mitigate AI bias, and understand the ethical and data privacy hazards associated with AI-enabled technology.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$5,000.

## NEW BUSINESS ITEMS

### ENSURING EQUITY BY ADVANCING RACIAL, SOCIAL, AND ECONOMIC JUSTICE

#### NEW BUSINESS ITEM 5

WITHDRAWN

#### NEW BUSINESS ITEM 8

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall create research surveys specifically targeting Asian American and Pacific Islander (AAPI) educators to identify and track best practices to increase recruitment and retention of AAPI educators.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$85,125.

#### NEW BUSINESS ITEM 11

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall:

- Create research surveys to identify and improve best practices for increasing recruitment and retention of educators who teach deaf students and those who are deaf educators;
- Issue the findings including strategies addressing barriers.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$82,875.

#### NEW BUSINESS ITEM 12

ADOPTED

The NEA RA directs NEA to promote and celebrate National Black Teacher Appreciation Day on May 7, 2026, through existing media platforms with the goal of showing appreciation for Black teachers and growing the Black teacher pipeline.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$8,750.

#### NEW BUSINESS ITEM 13

WITHDRAWN

#### NEW BUSINESS ITEM 14

ADOPTED

NEA will:

- Annually recognize June 2nd as “Piper Day” on the official NEA calendar (beginning in June of 2026);
- Publish an article via existing social media accounts and/or print media highlighting Alice Piper (a 15-year-old Paiute student), and her role in the landmark California Supreme Court desegregation decision, *Piper v Big Pine* (1924). Thirty years before *Brown v Board of Education* (1954), Alice Piper and six of her Native American classmates were barred from attending their local school purely based on race. They filed suit in California and won their case on the same day that Native Americans were finally recognized as American citizens (June 2, 1924).

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$7,750.

#### NEW BUSINESS ITEM 22

ADOPTED

NEA will actively promote and support the nationwide implementation of K-12 curriculum mandates that include Asian American and Pacific Islander (AAPI) history, heritage, and contributions as essential components of public education. This work will advance racial justice, promote accurate and inclusive teaching, and counter anti-Asian bias through curriculum reform. To support this effort, NEA will:

- Collaborate with and elevate the work of existing organizations providing free classroom-ready materials developed through an ethnic studies lens;
- Develop, disseminate, and promote through existing NEA channels a digital AAPI curriculum implementation toolkit for educators, locals, and state affiliates. The toolkit will include: sample lesson plans and units, guidance on aligning materials with existing state standards, advocacy tools for advancing curriculum adoption;
- Provide professional learning opportunities such as virtual webinars and recorded trainings featuring leading scholars, educators, and partner organizations with expertise in AAPI studies and anti-racist education;
- Publicly affirm that AAPI history is American history and that its inclusion is critical to an honest, inclusive, and anti-racist education for all students.

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$105,000.

#### NEW BUSINESS ITEM 24

ADOPTED

NEA shall use existing digital communications to highlight and feature resources for honoring Jewish American Heritage Month during the month of May in collaboration with the NEA Jewish Affairs Caucus. NEA will recommend that state affiliates do the same.

**Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$20,000.

# NEW BUSINESS ITEMS

## NEW BUSINESS ITEM 36

### ADOPTED

NEA will honor the legacy of the merger between the American Teachers Association (ATA), a historically Black teachers organization, with that of the NEA, a previously segregated organization. In order to ensure for continued progress on the promise of this merge for equitable representation of ethnic minorities in our organization, NEA will publish a comprehensive accountability chart on the homepage of its website or place a link positioned as a banner at the top of the homepage to said chart. The accountability chart will list each state and the District of Columbia on one axis and then place each year since the merger on the other axis with “Met” or “Not Met” along with the percentage in each cell to show how well NEA has met its 3.1(g) goal since the merger.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$36,000.

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## NEW BUSINESS ITEM 37

### DEFEATED

## NEW BUSINESS ITEM 38

### ADOPTED

NEA will create a regularly occurring Human and Civil Rights award to recognize disability rights advocates. The award will be instituted beginning no later than the 2027 Representative Assembly in Indianapolis.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$22,010.

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## NEW BUSINESS ITEM 52

### REFERRED TO THE EXECUTIVE COMMITTEE

NEA will educate members about the U.S. Department of State’s definition of anti-Semitism, adopted May 26, 2016, in collaboration with the NEA Jewish Affairs Caucus, to be included in the Tools for Justice-Racial Justice in Education on the NEA website.

[www.state.gov/defining-antisemitism](http://www.state.gov/defining-antisemitism)

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$10,000.

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## NEW BUSINESS ITEM 67

### ADOPTED

Using existing resources, NEA will publish an easily accessible online resource hub for members that outlines best practices, guidance, and tools for developing and sustaining caucuses and committees at the local and state affiliate levels.

This resource will include sample bylaws, success stories, organizing toolkits, and leadership development opportunities. This would include information on creating a caucus or committee in general including but not limited to ethnic minority caucuses and committees to support compliance with NEA Bylaw 3-1(g).

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$20,000.

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## NEW BUSINESS ITEM 72

### WITHDRAWN

## NEW BUSINESS ITEM 79

### ADOPTED

NEA will use existing digital media resources and partnerships to create an article and/or social media content that explains the concept of mutual aid, shows what mutual aid in the school setting may look like (such as a strike fund, student food pantry, disaster relief, etc.), and shares at least one successful mutual aid story in an NEA local.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$8,500.

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## NEW BUSINESS ITEM 93

### ADOPTED AS AMENDED

NEA will use existing digital resources to raise awareness about the issue of child marriage. This deprives a child of their dignity and their legal, physical, and emotional autonomy.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$18,125.

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# NEW BUSINESS ITEMS

## GROWING OUR UNION

### NEW BUSINESS ITEM 1

#### ADOPTED

Because our federal government, big business, and their political allies have launched an attack on all working people, resulting in worsening working conditions and rising income inequality for working families, NEA will:

- Strongly and publicly support unions across the broader labor movement in their call to align contract expirations and will actively encourage our locals to adopt this strategy as a critical and powerful tool in the fight for racial, economic, and social justice;
- Work with state and local unions to relentlessly fight to dismantle no-strike laws, restore our right to collectively bargain wherever it is denied, and stand resolutely with our local affiliates and the entire labor movement;
- Take bold, unapologetic action to help NEA locals secure fair contracts and obliterate any attempt to weaken our power as workers and public educators;
- Stand in solidarity and organize with our union siblings across the country in both the public and private sectors, alongside community groups and students who recognize that the time is now as we build toward powerful actions on International Workers' Day, May 1, 2026, and beyond.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$235,860.

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### NEW BUSINESS ITEM 2

#### ADOPTED

To promote, protect, and strengthen public education and our democracy, NEA will take action to deepen state and local affiliates' relationships with the broader labor movement, foster greater cross-union and cross-movement solidarity, and build support for pro-labor state legislation.

Specifically, NEA will:

- Notify affiliates that NEA supports building stronger formal and informal connections with other unions;
- Publish information on how to contact local Central Labor Councils;
- Publish information on the process for NEA affiliates that wish to affiliate with their Central Labor Council, state AFL-CIO, and the national AFL-CIO utilizing the AFL-CIO/NEA Labor Solidarity Partnership;
- Encourage affiliates, partners, and allies to use the Mobilize platform ([www.mobilize.us](http://www.mobilize.us)) to share organizing events and boost member involvement, and provide a short video showing how to post events;
- Add a section to the NEA website that tracks proposed state legislation aimed at raising wages for workers in all industries.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$49,000.

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### NEW BUSINESS ITEM 33

#### ADOPTED

NEA shall create a committee comprised of both governance leaders and staff to study current retired membership structures in all affiliates. At the 2026 RA, the committee will make recommendations to this body and the RA delegation on the future of retired membership, including ways to consolidate the over 200 different membership codes.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$60,000.

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### NEW BUSINESS ITEM 42

#### REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall establish a national scholarship program to fund the attendance of at least two Aspiring Educators at each official NEA conference annually, including the registration fee, lodging, and transportation to and from the conference;

Based on the available budget, additional funding may be allocated to support the participation of more Aspiring Educators. NEA Aspiring Educators staff shall be responsible for reviewing applications and selecting the scholarship recipients.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$58,080.

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## NEW BUSINESS ITEMS

### NEW BUSINESS ITEM 43

#### REFERRED TO THE EXECUTIVE COMMITTEE

NEA will investigate its current resources dedicated to graduate assistants and employ strategies to encourage higher engagement with unionized graduate assistants at all levels of decision-making.

NEA will also use its existing communication vehicles to gather stories from graduate assistants across the country to help in public policy advocacy, educate the public about their unique issues, and help promote a strong culture of unionization in higher education.

Strategies similar to the successful campaign in *NEA Today* from an NBI passed in 2022 for contingent faculty as a whole would help support the cause of integrating more strongly the voices of graduate workers and help us better incorporate their unique circumstances into our messaging and activism.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$119,193.

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### NEW BUSINESS ITEM 61

#### ADOPTED

Using existing staff and resources, NEA shall highlight affiliates that have successfully convinced school districts to engage stakeholders and use various tools and methods to actively involve local affiliates in the collective approach to address inequities in schools, as mandated under the Every Student Succeeds Act.

This information shall include, but not be limited to, how stakeholders have influenced which indicators are used to show school and student success and needs. This includes finding alternatives to focusing on test scores to determine how federal dollars should be spent, reducing practices to exclude students through suspensions and other means, and expanding instructional opportunities.

NEA will seek assistance from state affiliates to help identify where association members have successfully participated as stakeholders.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$6,000.

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### NEW BUSINESS ITEM 88

#### DEFEATED

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## NEW BUSINESS ITEMS

### DEMONSTRATING (AND STRENGTHENING) DEMOCRACY

#### NEW BUSINESS ITEM 7

DEFEATED

#### NEW BUSINESS ITEM 15

DEFEATED

#### NEW BUSINESS ITEM 16

ADOPTED AS AMENDED

NEA will host a webinar, with a target audience of Pre-K-12 through higher education NEA members, to explain the various NEA resources available that allow educators to be better informed about academic freedom and First Amendment rights. This presentation will also include education about how to respond when these rights are under attack. The presentation should be developed to make it possible for local leaders to standardize the material, with a train-the-trainer format, and should be made available to state affiliates for dissemination to their local leaders and UniServ field staff. Additionally, NEA should encourage state affiliates to collect data about the various attacks on academic freedom and First Amendment rights.

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$15,000.

#### NEW BUSINESS ITEM 18

WITHDRAWN

#### NEW BUSINESS ITEM 20

DEFEATED

#### NEW BUSINESS ITEM 25

ADOPTED

Pursuant to the adoption of NBI 21 (2024), NEA will coordinate with state affiliates to introduce and advocate for state legislative resolutions in support of the Huffman IDEA Full Funding Act, which is introduced biannually in Congress. This coordination will include providing affiliates with a sample resolution—such as the one already submitted to the California State Assembly—as a model template for state efforts. Affiliates will also receive support materials related to the IDEA Alliance’s rally at the California State Capitol. These materials may include: sample organizing calendars, guidance on securing rally venues, suggested speakers and local partner organizations, talking points, and planning checklists. This initiative shall remain in effect through 2026.

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$19,000.

#### NEW BUSINESS ITEM 27

RULED OUT OF ORDER

#### NEW BUSINESS ITEM 29

DEFEATED

#### NEW BUSINESS ITEM 49

WITHDRAWN

#### NEW BUSINESS ITEM 53

DEFEATED

#### NEW BUSINESS ITEM 54

RULED OUT OF ORDER

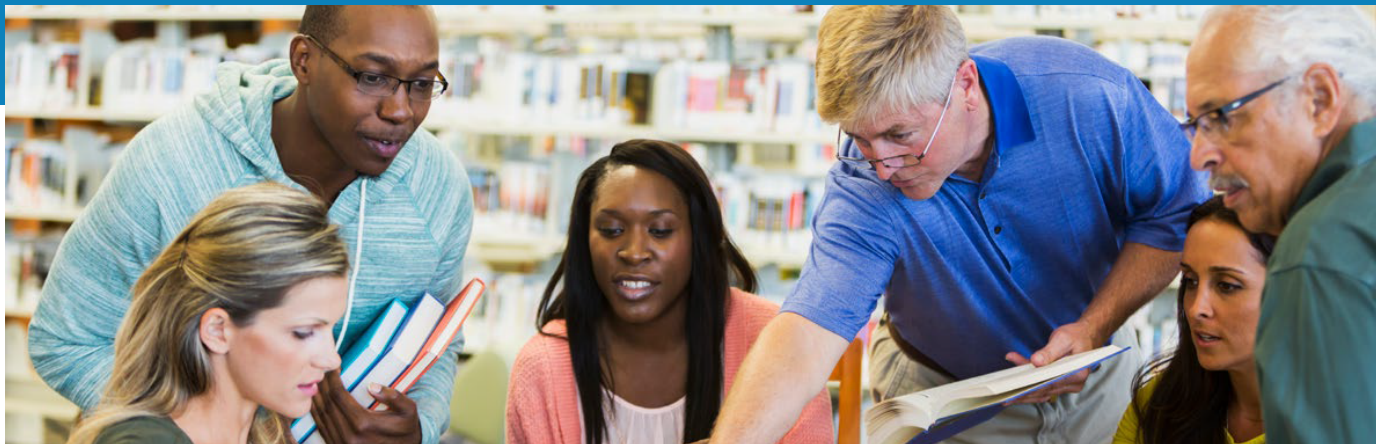
#### NEW BUSINESS ITEM 58

ADOPTED

NEA declares its support for and participation in the mass democratic movement against Trump’s authoritarianism and violations of human rights. We support the “No Kings” movement and the Los Angeles-based movement to defeat Trump’s attempts to use federal forces against the state of California and other states and communities. We stand with millions of activists and protesters of this movement in their defense of democracy, the unity of the country, free speech, civil rights, labor, independent trade union rights, due process, and the popular democratic norms of a constitution securing the sovereignty of “we the people.”

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$1,500.



**“NEA, we must find a way forward together. We must stop our children—our hope for the future—from continuing to fall prey to this country’s epidemic of gun violence.”**

**— Rebecca S. Pringle**  
*President, NEA*

The NEA Health and Safety Program, part of the Education Policy and Implementation Center, is proud to share the NEA School Gun Violence Prevention and Response Guide. Developed in partnership with the Everytown for Gun Safety Support Fund, the guide is a how-to for preventing, preparing for, responding to, and recovering from gun violence in Pre-K-12 schools and institutions of higher education.



Check out the guide at:  
[nea.org/gunviolenceprevention](https://nea.org/gunviolenceprevention)



# NEW BUSINESS ITEMS

## NEW BUSINESS ITEM 59

### ADOPTED

NEA defends birthright citizenship and opposes the attempt to revert to pre-civil rights movement—Jim Crow—legal concepts of “states rights” in order to deny citizenship to the children of immigrants.

We will use existing media platforms to organize and join actions with other unions, communities, immigrant rights, and civil rights organizations in opposition to the Trump administration’s attack on it.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$34,500.

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## NEW BUSINESS ITEM 60

### ADOPTED

NEA pledges to defend democracy against Trump’s embrace of fascism by using the term fascism in NEA materials to correctly characterize Donald Trump’s program and actions.

The members and material resources of NEA must be committed to the defense of the democratic and educational conditions required by our hopes for a just society and the survival of civilization itself by stating the truth.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$3,500.

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## NEW BUSINESS ITEM 65

### DEFEATED

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## NEW BUSINESS ITEM 66

### ADOPTED AS AMENDED

NEA will use existing media channels to oppose any move to eliminate the U.S. Department of Education as an illegal, anti-democratic, and racist attempt to destroy public education and privatize it in the interests of the billionaires.

This communication will also explicitly and vigorously defend the Individuals with Disabilities Education Act, special education, and other progressive programs administered by ED.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$2,000.

---

## NEW BUSINESS ITEM 71

### ADOPTED

NEA will use existing digital communication tools to educate members and the general public about the historical use of boycotts and other tactics utilized to exert pressure on a government or entity to achieve specific political or economic changes.

This communication will include the use of historical storytelling to assist people in understanding the powerful use of such tactics and to make connections with the current political climate of our nation and should include the school boycotts of 1964 and 1966, the Montgomery Bus Boycott, and NEA’s decision during the 1940s to refuse to hold Representative Assemblies in cities that discriminate against delegates based on race.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$13,750.

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## NEW BUSINESS ITEM 74

### WITHDRAWN

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## NEW BUSINESS ITEM 76

### DEFEATED

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## NEW BUSINESS ITEM 80

### ADOPTED AS MODIFIED

NEA will develop and deliver comprehensive Supreme Court education training that includes:

- Educational materials explaining Supreme Court processes and education law in accessible language;
- Case study modules focusing on decisions impacting public schools;
- Asynchronous workshops connecting legal concepts to local advocacy strategies.

NEA will create multi-tiered training delivery to:

- Provide intensive training for local union leaders and key activists;
- Develop webinars for general membership;
- Create downloadable resources and toolkits for ongoing self-education;
- Build practical advocacy for members.

NEA will also establish a support system that will:

- Provide updates to participants as new cases emerge;
- Promote training opportunities through existing NEA communication channels;
- Give participants links to resources with current legal analysis and advocacy tools.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$49,000.

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## NEW BUSINESS ITEMS

### NEW BUSINESS ITEM 81

#### ADOPTED

Using existing resources, NEA will draft best practices for conducting teach-ins for elected officials, and make the document available to local leaders via the most efficient means so that they may directly confront the officials in regards to issues the local is organizing around.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$8,375.

### NEW BUSINESS ITEM 91

#### ADOPTED AS MODIFIED

NEA will recommit to organizing and mobilizing our members and communities around a bold agenda for opportunity, dignity, and respect, grounded in the needs of working families and the preservation of democracy.

This requires us to prioritize the 2026 federal, state, and local elections as a pivotal moment for our democracy. We will explore investing in community, communication, and getting out the vote, including narrative strategies, organizing and mobilizing, and grassroots engagement to shift hearts and minds, ensuring our message reaches the communities most impacted by this administration's disastrous policies.

To this end, NEA will explore programs such as funding 10 locals in each state who apply with full-time organizers up to \$100,000 per local to run campaigns in alignment with this fight for democracy.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$5,000.

# MAKE A POSITIVE IMPACT! PROPEL LOCAL CHANGE!

## NEA HAS SAMPLE LOCAL SCHOOL BOARD POLICIES AND RESOLUTIONS TO GET YOU STARTED:

- Scan the QR code to find NEA's Strengthening Public Schools for Student Success guide, including models of student-centered public education policies
- Share your priorities with local policymakers, including school board members, superintendents, school leaders, and more.
- Email [futureofschools@nea.org](mailto:futureofschools@nea.org) to share how you are taking action to advance student-centered policies

Learn more about coming together to strengthen public schools for our students, families, and ourselves visit [nea.org/protect](https://nea.org/protect)



## NEW BUSINESS ITEMS

### PROMOTING PEACE

#### NEW BUSINESS ITEM 26

##### REFERRED TO THE EXECUTIVE COMMITTEE

NEA shall use the NEA Jewish Affairs Caucus “Screening Out Hate” checklist with existing online communications and a “Combating Anti-Semitism Toolkit” to help Pre-K through higher education staff, students, and families identify and respond to anti-Jewish hate crimes and incidents.

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$90,625.

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#### NEW BUSINESS ITEM 50

##### DEFEATED

#### NEW BUSINESS ITEM 63

##### ADOPTED

NEA opposes Immigration and Customs Enforcement (ICE) kidnapping of student leaders and supports students’ right to organize against ICE raids and deportations.

We will protect our students’ right to free speech and defend their right to dissent and organize against Trump’s policies, including attacks against LGBTQ+ students, and against racism.

NEA will use existing media platforms to organize and join actions with other unions, communities, immigrant rights, and civil rights organizations in support of defending students’ right to protest.

##### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$32,500.

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**<https://NEARA25.givesmart.com>**



# NEW BUSINESS ITEMS

## NEA OPERATIONS

### NEW BUSINESS ITEM 9

#### ADOPTED

NEA will create a committee to explore naming the American Teachers Association (ATA) a legacy organization of the NEA. The committee will provide a report to the NEA Board of Directors for implementation by June 2026.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$99,791.

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### NEW BUSINESS ITEM 17

#### DEFEATED

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### NEW BUSINESS ITEM 28

#### REFERRED TO THE EXECUTIVE COMMITTEE

In any collection of demographic information, NEA will include the option for members to self-identify as a sub-group of Jewish ethnicity (Mizrahi, Ethiopian, Sephardic, Ashkenazi), and recommend that state/local affiliates also do so.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$246,250.

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### NEW BUSINESS ITEM 39

#### ADOPTED AND REFERRED TO THE EXECUTIVE COMMITTEE

NEA will not use, endorse, or publicize any materials from the Anti-Defamation League (ADL), such as its curricular materials or its statistics. NEA will not participate in ADL programs or publicize ADL professional development offerings.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$1,625.

---

### NEW BUSINESS ITEM 40

#### REFERRED TO THE APPROPRIATE COMMITTEE

NEA will establish a task force representing animal issues within NEA. This would include scenarios such as:

- Educators adverse to animal experimentation within the classroom;
- Those opposed to supporting carcass and animal secretions, as nutrition, including but not limited to MyPlate.gov;
- Lack of plant-source food and beverage options at schools, and supporting zoo jails instead of sanctuaries, where animals have the adequate space and natural habitat to roam.

The Humane Party approves this proposal.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$40,400.

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### NEW BUSINESS ITEM 51

#### WITHDRAWN

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### NEW BUSINESS ITEM 55

#### REFERRED TO THE EXECUTIVE COMMITTEE

NEA shall publish an electronic list of NEA-recognized caucuses for delegates and non-delegates to be shared on the NEA website and in the delegate resources section of the RA delegate information, including contact information on how to join the caucus, with the consent of the caucus, to increase member engagement.

#### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$7,625.

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### NEW BUSINESS ITEM 57

#### WITHDRAWN

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### NEW BUSINESS ITEM 64

#### REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall update the process for requesting and providing accommodations due to disability to allow for full member participation in the RA and other NEA sponsored events.

The steps in the process shall include, but are not limited to, the following:

- A clear request procedure for members, and if appropriate for others, to make a request for accommodations. This procedure will include instructions, an explanation of the process, and a standardized accommodation request form;
- All events will have a point of contact who will receive and act on accommodation requests, and who may be contacted if clarification is needed during the process of requesting accommodations;
- For accommodations that are not commonly provided, NEA shall include someone appropriately knowledgeable and qualified regarding accommodations and disability to determine if the accommodations are reasonable to meet in accordance with the Americans with Disabilities Act, and how to best implement the accommodations;
- The requestor will be notified in writing of the outcome of their request. If the



# NEW BUSINESS ITEMS

request for accommodations is approved, details will be provided to the requester as to their implementation;

- If the accommodation request is determined not reasonable and is denied, the reasons for denial will be provided in specific detail. The requestor will be given the opportunity to appeal the decision and initiate an interactive process with NEA to see if there are alternative means to accommodate. A professional with appropriate knowledge of the disability or accommodations requested may be included upon request.

Once established, this process will be readily available for all NEA members. Going forward, an accessibility statement will be required in all communication from NEA regarding events. This statement will notify members that accommodations are available upon request using the designated form and the contact information for that event's point of contact.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$955,000.

## **NEW BUSINESS ITEM 73**

### **REFERRED TO THE APPROPRIATE COMMITTEE**

NEA will purchase paddles for use at large NEA meetings, requiring members to use them during an oral vote of yes or no. The paddles shall be two-sided, with a different color on each side. The paddles will be used in conjunction with the oral vote, with one color indicating a "yes" and the other indicating a "no."

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$102,000.

## **NEW BUSINESS ITEM 75**

### **DEFEATED**

## **NEW BUSINESS ITEM 82**

### **ADOPTED**

NEA will draft model language for dependent care reimbursement policies for potential use at all NEA convenings, and sharing with state, local, and caucus/council affiliates through the most efficient communication channels.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$42,000.

## **NEW BUSINESS ITEM 87**

### **ADOPTED**

NEA will establish a Labor Solidarity Travel Grant Program to provide partial funding for travel expenses related to organizing activities in preparation for May Day 2028 and other coordinated labor actions; provide partial grants covering transportation, lodging, and meal expenses for up to 30 NEA local affiliate chapter presidents or organizing chairs to:

- Attend inter-union organizing conferences and strategy sessions;
- Visit other NEA locals to share organizing strategies and build solidarity networks;
- Participate in coalition-building activities with other labor unions;
- Engage in training and capacity-building workshops focused on collective action;
- Coordinate with locals in different states to align bargaining strategies and contract cycles in support of UAW President Shawn Fain's call for aligned contract expirations.

Prioritize grant applications that demonstrate:

- Clear connection to May Day 2028 organizing or similar coordinated action;
- Plans for ongoing organizing work beyond the funded travel;
- Commitment to sharing knowledge and strategies with other locals;

- Focus on advancing racial, economic, and social justice through labor organizing;
- Collaboration with other unions or community organizations;
- Provide individual grants offering reimbursement of eligible expenses not to exceed \$1,500 per local;
- Develop application guidelines and selection criteria that prioritize locals with limited financial resources and ensure equitable geographic distribution of grants;
- Require grant recipients to submit reports documenting their activities and outcomes to build a knowledge base that can strengthen future organizing efforts across the NEA;
- Promote this partial grant program widely to local NEA affiliates.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$60,000.

## **NEW BUSINESS ITEM 92**

### **REFERRED TO THE EXECUTIVE COMMITTEE AS MODIFIED**

The NEA president shall convene a virtual ad hoc committee to define the protocol to be used when an NEA director alternate is to be called to serve as a substitute director for an NEA Board meeting.

### **Cost Implications:**

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$21,000.

# LEGISLATIVE AMENDMENTS

## Legislative Amendment 1

ADOPTED

**Location:** IV.B.a.23  
**Add New Item:** NEA Opposes

legislation that limits, delays, or prohibits international educators from obtaining visas to work in U.S. public schools.

## Legislative Amendment 2

ADOPTED

**Location:** IV.A.e.06  
**Add New Item:** NEA Supports

a federal mandate for fertility preservation services for iatrogenic infertility. Coverage must be provided for standard fertility preservation services when a medical treatment may directly or indirectly cause iatrogenic infertility. “Fertility preservation services:”

(A) means procedures, products, medications and services intended to preserve fertility, consistent with established medical practice and professional guidelines published by the American Society for Reproductive Medicine, the American Society of Clinical Oncology, or their successor organization or a comparable organization for an individual who has a medical or genetic condition or who is expected to undergo treatment that may directly or indirectly cause a risk of impairment of fertility, and

(B) includes, but is not limited to, the procurement and cryopreservation of gametes, embryos, and reproductive material and storage from the date of cryopreservation until the individual reaches the age of thirty, or for a period of not less than five years, whichever is later.

## Legislative Amendment 3

ADOPTED

**Location:** I.G  
**Add New Item:** NEA Supports

government-funded research on the impact(s) of AI in education.

## Legislative Amendment 4

ADOPTED

**Location:** I.J.11  
**Add New Item:** NEA Supports

legislative and regulatory efforts to prevent early termination of services for students with disabilities based solely on diploma or equivalency status.

## Legislative Amendment 5

ADOPTED

**Location:** IV.C  
**Add New Item:** NEA Supports

legislation regarding artificial intelligence (AI) that: establishes systems, processes, and structures created to reduce bias, includes parent notification of AI tools being utilized within a school and/or district, furthers equity in access to AI tools, increases stakeholder voice in spaces where choices around the use of AI technology are being made, and mitigates or reduces the environmental impact of AI

## Legislative Amendment 6

WITHDRAWN

## Legislative Amendment 7

WITHDRAWN

## Legislative Amendment 8

ADOPTED AS MODIFIED

**Location:** I.A.13.  
**Amend Existing Item:** NEA Supports

education programs that ensure equitable educational opportunities for English language learners and migrant students, regardless of immigration status

## Legislative Amendment 9

WITHDRAWN

## Legislative Amendment 10

DEFEATED

## Legislative Amendment 11

DEFEATED

## Legislative Amendment 12

DEFEATED

# RESOLUTIONS

## Amendment 1

DEFEATED

## Amendment 2

ADOPTED

**A-24. Tax Reform  
Summary Booklet  
Page 17, Line 73**

d. Reflect the findings of comprehensive studies of the total individual and corporate tax burden that show the benefits of tax policies that improve the quality of life for the working and middle classes.

## Amendment 3

ADOPTED

**B-18. Asian, Native Hawaiian, and Pacific  
Islander Education  
Summary Booklet  
Page 24, Line 86**

new letter f. Hiring, promotion, and retention of Asian, Native Hawaiian, and Pacific Islander educators

## Amendment 4

ADOPTED

**B-36. Education for All Students with  
Disabilities  
Summary Booklet  
Page 27, Line 128**

new letter b. The Association believes that students with disabilities are entitled to receive special education and related services until the student exits due to age and/or receives a high school diploma or equivalent.

## Amendment 5

ADOPTED

**New B. Arab American Education  
RA Report**

The National Education Association recognizes that the complex and diverse needs of Arab American children require the direct involvement of Arab American educators, parents/guardians, community leaders, and groups to assure the development of adequate and equal educational programs. The Association believes that incorporating honest and accurate Arab American history, culture, and perspectives into the curriculum, fosters cultural understanding and appreciation among students. By doing so, the Association aims to combat negative stereotypes and ensure Arab American students feel seen and included in the school environment. The Association believes in racial equity principles at all levels of policymaking and efforts that provide for:

- a. The incorporation of Arab American history, culture, and contributions into their curriculum. This includes highlighting Arab American leaders, scientists, public servants, and other prominent Arab American figures
- b. Countering negative stereotypes and misconceptions about Arab Americans, ensuring that students are educated about the diversity of the Arab American community
- c. Recognition of Arab American educators as role models
- d. Involvement of Arab American educators in developing educational materials used in classroom instruction
- e. Trainings that address the alarming level of discrimination against and bullying of Arab American students in the public school system
- f. Dissemination of information and programs that include the values, heritage, language, culture, and history of Arab Americans and the three various eras of Arab immigration to the United States
- g. Protection of undergraduate and graduate ethnic studies programs at universities and community colleges, and course offerings at the high school level
- h. Recognizing Arab American Heritage Month, where schools can create a more supportive environment for Arab American students, making them feel seen and heard
- i. Driving systemic changes in education, such as incorporating Arab American studies into teacher training programs and reforming state standards to remove the constantly perpetuated misconceptions and stereotypes that have been rampant in our system.

## Amendment 6

DEFEATED

## Amendment 7

ADOPTED

**C-8. Comprehensive School Health, Social,  
and Psychological Programs and Services  
RA Report  
Page 10, Line 9-10**

line 9: with a school psychologist-to-student ratio  
line 10: at least one school psychologist to every 500

## Amendment 8

ADOPTED

**F-74. Social Security  
RA Report  
Page 14, Line 10**

Any future effort to reinstate the Government Pension Offset (GPO) or Windfall Elimination Provision (WEP) or to introduce similar policies or legislation that reduce or revoke Social Security benefits from public employees, including those already receiving benefits.



National  
Education  
Association



2026

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