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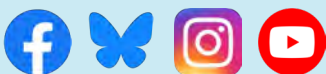
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ra today

The Official Newspaper of the 2026 NEA Representative Assembly



AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

CONSTITUTIONAL AMENDMENT 1

ADOPTED

Title: To replace the word handicap with the term “disability” when referring to criteria on which the Association shall not deny membership.

Article II. Membership

Section 2. Membership Eligibility: Provisions and Limitations

d. The Association shall not deny membership to individuals on the basis of race, color, national origin, creed, gender, sexual orientation, gender identity/expression, age, handicap disability, marital status, or economic status, nor shall any organization which so denies membership be affiliated with the Association.

CONSTITUTIONAL AMENDMENT 2

DEFEATED

CONSTITUTIONAL AMENDMENT 3

WITHDRAWN

CONSTITUTIONAL AMENDMENT 4

WITHDRAWN

CONSTITUTIONAL AMENDMENT 5

WITHDRAWN

CONSTITUTIONAL AMENDMENT 6

ADOPTED

Title: To add to the overall objectives and goals of NEA, opposition to discrimination and a commitment to take legally permissible steps to eliminate barriers to equal opportunity within NEA.

Article 1. Name, Goals, Objectives, and Authorities for Governance

Section 2. Goals and Objections

(b) The Association shall not discriminate on the basis of race, national origin, sex, religion, age, sexual orientation, gender identity or disability, and shall oppose such discrimination. The Association shall recognize members' rights to self-identify and to seek representation within the Association. The Association shall defend the dignity and rights of all members and work through legally permissible means to eliminate barriers to participation and employment by underrepresented groups within the Association.

CONSTITUTIONAL AMENDMENT 7

CONSOLIDATED

CONSTITUTIONAL AMENDMENT 8

CONSOLIDATED

AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

CONSTITUTIONAL AMENDMENT 9
ADOPTED

Title: To add the terms, ethnicity, national origin, and religion, and replace handicap with disability, to the list of individual characteristics to which the Association shall not deny membership.

Article II. Membership

Section 2.d Membership Eligibility

The Association shall not deny membership to individuals on the basis of race, color, ethnicity, national origin, religion or creed, gender, sexual orientation, gender identity/ expression, age, handicap disability, marital status, or economic status, nor shall any organization which so denies membership be affiliated with the Association.

CONSTITUTIONAL AMENDMENT 10
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 11
ADOPTED

Title: To add new sections to the Constitution that would require the Association to take reasonable steps: (i) to provide members with an equal opportunity to run for delegate positions; (ii) to provide fair election processes; (iii) to appoint diverse Committees; and (iv) to ensure meeting environments are free from harassment, intimidation, exclusion, or discriminatory targeting.

Article III. Representative Assembly

Section 2. Allocation of Delegates.

e. The Association shall make good-faith efforts to ensure that all members have the ability to run for delegate positions including by eliminating any barriers that prevent members from running based on their self-identification with any protected category under federal or state civil rights law.

Section 3. Election of Delegates.

e. All elections of delegates shall be conducted in a manner that upholds the NEA’s commitment to civil rights as described in the Preamble of the Constitution. Affiliates shall take reasonable steps to ensure that election processes are inclusive and accessible to all members.

Section 6. Committees

All committees except the Advisory Committee of Aspiring Educators shall be comprised of at least one (1) classroom teacher and one (1) education support professional. There shall be a minimum of twenty (20) percent ethnic minority representation on each committee. The Association shall make good faith efforts to ensure all committees reflect the diversity of the United States population in terms of those categories protected under federal or state civil rights laws.

Section 10. Delegate Rights and Protections from Harassment and Intimidation

Members elected as delegates to the Representative Assembly shall have the right to participate in all Association programs and meetings in an environment free from harassment, intimidation, exclusion, or discriminatory targeting.

CONSTITUTIONAL AMENDMENT 12
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 13
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 14
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 15
WITHDRAWN

CONSTITUTIONAL AMENDMENT 16
WITHDRAWN

CONSTITUTIONAL AMENDMENT 17
WITHDRAWN

CONSTITUTIONAL AMENDMENT 18
WITHDRAWN

CONSTITUTIONAL AMENDMENT 19
WITHDRAWN

CONSTITUTIONAL AMENDMENT 20
WITHDRAWN

CONSTITUTIONAL AMENDMENT 21
WITHDRAWN

CONSTITUTIONAL AMENDMENT 22
DEFEATED



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AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

BYLAW AMENDMENT 1
ADOPTED

TITLE: To create a new partial membership fee category for members employed between fifty-one (51) percent to seventy-five (75) percent, or three-fourths (¾), of the Active dues.
Bylaw 2-7. Membership: Membership Dues
The membership fee for persons eligible for Active membership who are regularly employed for fifty-one (51) to seventy-five (75) percent of the normal schedule for a full-time employee, who are not employed as substitutes, and who are not eligible for membership as a full-time employee through another local association (as verified by the local association) shall be three fourths (¾) of the Active dues as appropriate. The membership fee for persons eligible for Active membership who are regularly employed for fifty (50) percent or less, but greater than twenty-five (25) percent, of the normal schedule for a fulltime employee, who are not employed as substitutes, and who are not eligible for membership as a full-time employee through another local association (as verified by the local association) shall be one half (1/2) of the Active dues, as appropriate. The membership fee for persons eligible for Active membership who are regularly employed for twenty-five (25) percent or less of the normal schedule for a full-time employee, who are not employed as substitutes and who are not eligible for membership as a full-time or part-time employee through another local association (as verified by the local association) shall be one-quarter (1/4) of the Active dues, as appropriate.

BYLAW AMENDMENT 2
ADOPTED

TITLE: To add a dues increase of ten dollars starting in the 2026-2027 membership year.
Bylaw 2-7(o) Membership: Membership Dues
o. Beginning with the 2007-08 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, shall be increased by ten dollars (\$10.00), with an additional increase of ten dollars (\$10.00) beginning in the 2011-2012 membership year, and an additional ten dollars (\$10.00) beginning in the 2026-2027 membership year for all Active members except that the additional increase, beginning in the 2026-27 membership-year, shall be seven dollars (\$7.00) for those Active members who are employed in education support professional positions. This dues increase shall be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund. The annual membership dues of Aspiring Educator members of the Association, as established pursuant to Bylaw 2-7.g, shall include one dollar (\$1.00) to be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund.
Sixty percent (60%) of the money allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund during each membership year shall be available to assist state affiliates in dealing with ballot measures and legislative crises, and forty percent (40%) shall be available for national and state media campaigns to advance the cause of public education and publicize the role of the Association and its affiliates in improving the quality of public education.
Where necessary to avoid legal problems under state law, the Association and a state affiliate may, at the request of the state affiliate, enter into a written agreement provid-

ing that the money collected from members of that state affiliate shall not be used to deal with ballot measures, but shall be used only to deal with legislative crises and/or to fund national and state media campaigns. The Executive Committee shall develop guidelines to implement this Bylaw. These guidelines shall be submitted to the Board of Directors, and shall become effective when approved by the Board of Directors.
The NEA president shall make a report regarding the operation of the Ballot Measure/Legislative Crises and Media Campaign Fund, which shall include a financial statement, to each Representative Assembly.

BYLAW AMENDMENT 3
WITHDRAWN

BYLAW AMENDMENT 4
WITHDRAWN

HELPFUL DELEGATE INFORMATION

- Proposed amendments to the Constitution, Bylaws, and Standing Rules are published in full in this issue of RA Today.
- Please keep this copy for assistance in following the discussion about these proposals on the RA floor. If this discussion results in changes to the text of these amendments, RA Today will publish the revised text.
- Proposed insertions of language are underscored; proposed deletions are shown in strikethrough. RA Today will feature the full text of NBIs submitted by delegates for this RA. When first printed, each NBI will include its strategic objective as well as the preliminary estimate of the cost of each item and whether the item is covered in the proposed Strategic Plan and Budget.
- Delegates should also note that, per Standing Rule 6, adopting an NBI does not include approval of any appropriations. Once an NBI has been considered, RA Today will record the action taken and, if approved, will reprint the NBI text, incorporating any amendment(s).
- The final edition of RA Today will include the full text of all enacted NBIs.

- ◆ NEW BUSINESS ITEMS?
- ◆ LEGISLATIVE?
- ◆ POLICY STATEMENTS?
- ◆ RESOLUTIONS?
- ◆ CONSTITUTIONS?
- ◆ BYLAWS?
- ◆ STANDING RULES?



ASK THE MAKER!

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Not logged in? Check your email for your RA invite.



AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

STANDING RULE AMENDMENT 1
ADOPTED

Title: To change the requirement that the Resolutions Committee election results be reported by, from the close of the fifth business meeting, to the close of the NEA Representative Assembly.

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 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 RA 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.

STANDING RULE AMENDMENT 2
DEFEATED

STANDING RULE AMENDMENT 3
ADOPTED

Rule 6. New Business Items (NBI)
K. Implementation

During the program year of implementation, the mover of a new business item adopted by the NEA Representative Assembly shall be advised about the steps being undertaken to accomplish its implementation, including a report that gives a breakdown of the cost estimate from the new business items that were passed, comparing the projected dollar amount to the actual cost of completing the implementation of the new business item.

STANDING RULE AMENDMENT 4
WITHDRAWN

STANDING RULE AMENDMENT 5
WITHDRAWN

International solidarity with educators and unionists is more important now than ever.

Sign up for the new NEA Office of International Relations newsletter to receive:

- Updates on NEA’s international programming and Education International affiliates;
- Partner resources on topics like AI, gender equity, climate change, and organizing tactics;
- Opportunities to participate in webinars and solidarity actions; and
- Member perspectives on international solidarity.



Scan the QR code to sign up today!

For more information, visit nea.org/international



2026 RA ELECTION RESULTS

NEA President

(Three-Year Term)

ELECTED Princess Moss 2,905 (50.30%)
Kate Dias 1,806 (31.27%)
Sean Spiller 1,010 (17.49%)
Tania Kappner 54 (0.94%)

NEA Vice-President

(Three-Year Term)

ELECTED Noel Candelaria3,774 (66.08%)
Marisol Garcia 1,827 (31.99%)
Mark Airgood..... 110 (1.93%)

NEA Secretary-Treasurer

(Three-Year Term)

ELECTED Robert Rodriguez.....3,034 (53.74%)
Brett Smith..... 2,518 (44.60%)
Adarene Hoag 94 (1.66%)

NEA Executive Committee

(Three-Year Term/Two Positions)

ELECTED Cecily Myart-Cruz3,469 (69.78%)
ELECTED Shannon McCann ... 3,460 (69.60%)
Andrea Beeman..... 2,526 (50.81%)
Stephanie Gutierrez 488 (9.82%)

At-Large Alternate Director Representing ESPs

(Three-Year Term)

ELECTED BY ACCLAMATION..... Monica Altamura

At-Large Director Representing ESPs

(Three-Year Term/Eight positions)

ELECTED BY ACCLAMATION..... Anne Badilla
ELECTED BY ACCLAMATION.....Jennifer Bramson
ELECTED BY ACCLAMATION..... Sidney Fournoy
ELECTED BY ACCLAMATION .. James R. Henderson, III
ELECTED BY ACCLAMATION.....Saul Ramos
ELECTED BY ACCLAMATION..... Marcie Vox
ELECTED BY ACCLAMATION.... Debra Ward-Mitchell
ELECTED BY ACCLAMATION.... Charles E. Wilson, III

Constitutional Amendment 1

(Two-Thirds Required to Pass)

PASSED Yes..... 5,508 (94.92%)
No 295 (5.08%)

Constitutional Amendment 2

(Two-Thirds Required to Pass)

Yes 1,469 (25.32%)
FAILED No4,332 (74.68%)

Constitutional Amendment 6 (6, 7, 8, 10)

(Two-Thirds Required to Pass)

PASSED Yes.....4,248 (73.97%)
No 1,495 (26.03%)

Constitutional Amendment 9

(Two-Thirds Required to Pass)

PASSED Yes.....4,962 (85.89%)
No 815 (14.11%)

Constitutional Amendment 11 (11, 12, 13, 14)

(Two-Thirds Required to Pass)

PASSED Yes..... 4,151 (72.07%)
No1,609 (27.93%)

Constitutional Amendment 22

(Two-Thirds Required to Pass)

Yes2,532 (44.21%)
FAILED No 3,195 (55.79%)

Bylaw Amendment 1

(Majority Required to Pass)

PASSED Yes.....3,261 (56.67%)
No 2,493 (43.33%)

Bylaw Amendment 2

(Majority Required to Pass)

PASSED Yes..... 2,999 (51.74%)
No2,797 (48.26%)

RESOLUTION AMENDMENT 1
WITHDRAWN

RESOLUTION AMENDMENT 5
WITHDRAWN

RESOLUTION AMENDMENT 2

RESOLUTION AMENDMENT 6

Final Report

New I. Ethical Veganism

Requires majority vote to be heard and 2/3 vote to pass

The National Education Association supports recognizing ethical veganism as a protected philosophical belief. UK Law adopted this through *Equality Act 2010*. Employers and service providers are legally prohibited from discriminating, harassing, or treating ethical vegans unfairly. Ethical veganism is avoiding animal products in all areas of life, while dietary vegans is limited to nutrition. Only ethical veganism meets the criteria to be legally protected as a philosophical belief.

Rationale

For too long ethical vegans have suffered with little to no options. They have been mocked, shamed, and falsely accused for avoiding animal cruelty, while carnism is welcomed. Ethical vegans see animals as sentient beings, and avoid partaking in speciesism.

Contact: Monique Lukens, California

Summary Booklet

B-32. Education of Gifted, Talented, and Creative Students
page 31, line 9

The Association believes that culturally and linguistically responsive professional development programs in gifted and talented education must be provided for all appropriate education employees.

Rationale

The inclusion of a linguistic component is essential because language is the foundation of learning, communication, and academic achievement. A strong linguistic component also promotes equity by providing students with the tools they need to access the curriculum successfully.

Contact: Luanelly Iglesias, Connecticut

RESOLUTION AMENDMENT 7

RESOLUTION AMENDMENT 3

Summary Booklet

B-58. Science Education
page 36, lines 65-69

The Association also believes that content and curriculum must be based on the National Science Education Standards of the National Research Council (NRC) and/or the Benchmarks for Science Literacy of the American Association for the Advancement of Science (AAAS). All science education should use evidence-based standards and frameworks.

Rationale

Reflects contemporary research and practice, and maintains NEA commitment to rigorous, research-based science content and curriculum.

Contact: Enrique Manlapid, New Jersey

Final Report

New I. Immigrant and Migrant Farm Workers Recognition

Requires majority vote to be heard and 2/3 vote to pass

The National Education Association believes that immigrants and migrant farm workers have historically been at the heart of the agricultural labor movement. The Association supports a holiday focusing on the importance of labor organizing and equitable human relations. The Association encourages the observance to promote reflection and action for social justice.

Rationale

This resolution replaces César E. Chávez Day with acknowledgment of immigrant and migrant farm workers. Instead of associating with a person, a figure the community denounces, this recognition honors and gives voice to the historical movement whose legacy lives onward.

Contact: Valerie Schiller, Oregon

RESOLUTION AMENDMENT 8

Final Report

B-17. Artificial Intelligence
page 24, line 86

Add new sub-letter:
k. Educators and students should be protected from the use of their name, image, or likeness by generative AI without their written consent.

Rationale

Unrestricted generative AI leaves educators and students vulnerable to reputation-destroying deepfakes. Because legal gaps exist, this resolution amendment proactively establishes vital consent requirements and supports the protection of victims from institutional disciplinary actions when their identity is weaponized against them.

Contact: Callie Day, Arkansas

RESOLUTION AMENDMENT 4

Summary Booklet

B-1. Early Childhood Education
page 24, line 86

To provide the quality of early education and care necessary to prepare children for success in school, the Association recommends that—

e. School districts implement implicit bias, diversity, equity, cultural ~~competence~~ and linguistic responsiveness, and other racial justice training for all educators (including administrators) and regularly evaluate progress and outcomes in applying racial equity tools to decision-making and practices.

Rationale

Being culturally competent means understanding and valuing the diverse experiences of students and their families. Being linguistically responsive means creating inclusive, positive learning environments that foster meaningful connections, build strong relationships, and support every student’s academic, social, and emotional success.

Contact: Luanelly Iglesias, Connecticut

RESOLUTIONS

RESOLUTION AMENDMENT 9

Summary Booklet
B-80. Standardized Testing for Students
page 40, line 67

The Association also believes that paper-and-pencil assessment/testing options should be provided for all students.

Rationale
Developmentally appropriate assessments should include paper-and-pencil assessment/testing options for all students, ensuring assessments measure student learning rather than familiarity with or dependence on digital testing platforms.

Contact: Dora Leland, New York

RESOLUTION AMENDMENT 10

Summary Booklet
B-85. Media
page 41, lines 113-116

The Association believes that media, including digital media and online platforms, should be accessible to all. Visual media should include closed captioning for the deaf/hard of hearing and read-along captions on children’s commercial and educational programs. The Association also believes that digital media and online platforms should be designed in accordance with recognized accessibility standards.

Rationale
Digital media and online platforms are now central to public information and learning. This amendment extends the resolution’s accessibility commitment to digital content, names a widely recognized framework, and helps ensure that people with disabilities can access media equitably.

Contact: Enrique Manlapid, New Jersey

RESOLUTION AMENDMENT 11

Final Report
New C. Check for Cardiac Issues
Requires majority vote to be heard and 2/3 vote to pass
The National Education Association believes that educators and students should be checked for cardiac issues prior to partaking in any physical activities. This includes checking for blood clots.

Rationale
A number of athletes have suffered cardiac arrest since covid. Clots have formed due to misfolded amyloid proteins, in some of the vaccinated, as noted by embalmer surveys by Retired USAF Major Thomas Havland and Cardiologist Peter McCullough, Congressional testifier.

Contact: Monique Lukens, California

RESOLUTION AMENDMENT 12

Final Report
New C. Ban Glyphosate on Food and Beverages in Schools
Requires majority vote to be heard and 2/3 vote to pass
The National Education Association believes that glyphosate has no place on student food and beverages.

Rationale
Glyphosate is linked to cancer, specifically Non-Hodgkin Lymphoma. Chronic exposure is associated with kidney and liver disease (fatty liver), endocrine disruption, and neurotoxicity. President Trump invoked the Defense Production Act to promote domestic production of glyphosate-based herbicides.

Contact: Monique Lukens, California

RESOLUTION AMENDMENT 13

Final Report
New E. Schools Commit to Purchasing Cruelty Free Teaching Materials
Requires majority vote to be heard and 2/3 vote to pass
Schools commit to purchasing cruelty-free teaching materials, and vegan when possible. In addition, teaching content, such as word problems, are based on non-exploitation.

Rationale
Students learn no sentient being ought to be exploited or harmed. This carries over to humanity.

Contact: Monique Lukens, California



AI is here, and so is NEA.

Artificial intelligence is influencing our classrooms, schools, and communities. NEA's new resource hub has everything you need to get started:

- NEA's Task Force Report and Policy Statement on AI in Education
- Classroom and School-Level AI Guidance
- Professional Learning Opportunities
- Policy and Advocacy Resources



Visit nea.org/AI or scan the QR code for more information.



LEGISLATIVE AMENDMENTS

LEGISLATIVE AMENDMENT 1
WITHDRAWN

LEGISLATIVE AMENDMENT 2
ADOPTED

I.I.a.—I. High Quality Public Education, I. School Modernization, a. Education Technology and Materials
NEA supports
a bell-to-bell prohibition on student use of personal cell phones and personal electronic communication devices during the school day in public schools, subject only to exceptions required for health, safety, disability accommodations, or documented emergencies.

LEGISLATIVE AMENDMENT 3
ADOPTED AS MODIFIED

IV.A.d.—IV. Good Public Policy, A. Public Health and Well-Being, d. Environment
NEA supports
keeping data centers a safe distance from schools.

LEGISLATIVE AMENDMENT 4
ADOPTED AS MODIFIED

I.E.—I. High Quality Public Education, E. Safe Schools
NEA supports
policies and mental health principles that support educators’ access to mental health services and better support for their own mental health needs.

LEGISLATIVE AMENDMENT 5
ADOPTED

I.I.a.—I. High Quality Public Education, I. School Modernization, a. Education Technology and Materials
NEA supports
federal legislation and policies that promote developmentally appropriate technology use, and school districts in establishing evidence-based guidelines regarding student personal electronic device use during the instructional day to foster distraction-free learning environments, student well-being, and educator authority.

LEGISLATIVE AMENDMENT 6
DEFEATED

LEGISLATIVE AMENDMENT 7
WITHDRAWN

LEGISLATIVE AMENDMENT 8
ADOPTED

IV.B.d.08— IV. Good Public Policy, B. Human and Civil Rights, d. Privacy, Freedom of Information, and Government Intervention
NEA supports
legislation to protect students’ personally identifiable information and ensure students’ data privacy, including in the use of school security technology systems, especially in those using artificial intelligence

LEGISLATIVE AMENDMENT 9
ADOPTED

IV.B.i.01—IV. Good Public Policy, B. Human and Civil Rights, i. Immigration and Naturalization
NEA supports
comprehensive immigration reform that: recognizes the political, economic, and labor issues underlying immigration; promotes a humane, equitable, and orderly system of legal immigration that advances and protects human rights, civil liberties, due process, and the public interest; recognizes the importance of family unity and rejects laws and delays that undermine keeping families intact; and deals justly with undocumented immigrants who have worked and lived in the United States and includes a path, such as a rolling registry, that leads to permanent residency, citizenship, or asylum once background checks have been completed.

LEGISLATIVE AMENDMENT 10
WITHDRAWN

LEGISLATIVE AMENDMENT 11
ADOPTED

I.A.a.—I. High Quality Public Education A. Student Learning, Growth, and Development a. Assessments
NEA supports
the inclusion of classroom educators, civil rights advocates, disability rights advocates, and parent representatives on any federal body responsible for establishing guidance on assessment design, validation, and equity review

LEGISLATIVE AMENDMENT 12
WITHDRAWN

LEGISLATIVE AMENDMENT 13
WITHDRAWN

LEGISLATIVE AMENDMENT 14
ADOPTED AS MODIFIED

IV.A.e.—IV. Good Public Policy, A. Public Health and Well-Being, e. Health Care
NEA supports
student learning about holistic health care practices.

LEGISLATIVE AMENDMENT 15
WITHDRAWN

LEGISLATIVE AMENDMENT 16
DEFEATED

LEGISLATIVE AMENDMENT 17
DEFEATED

LEGISLATIVE AMENDMENT 18
DEFEATED

We won't always agree.

We'll always be...

one union.

This week we take up some of the most important and challenging issues in our profession. We speak, we listen, and we learn. And even if we disagree, we walk out of this hall the way we walked in — *together*.

Let's show up with conviction for students and with respect for each other.

One Job Should Be Enough



Education Support Professionals deserve:

- ✓ A thriving wage
- ✓ Safe and healthy working conditions
- ✓ Good benefits
- ✓ Respect

...and so much more!

**Join the movement. Pledge your support
for the ESP Bill of Rights today!**



**ESP Bill
of
Rights**
One job should be enough.



POLICY STATEMENTS

POLICY STATEMENT AMENDMENT 1

Use of Artificial Intelligence in Education

page 35, line 18 add:

The NEA will create a toolkit for member advocacy to prevent the construction and use of warehouses as “data centers” in our communities. NEA will work with each state affiliate to ensure continuity and consistent language in this endeavor.

Rationale

Data Centers deplete local fresh water supplies to cool their servers, increase noise pollution, and destroy local plant and animal life, under the guise of generating jobs, a claim falsely perpetuated by the tech millionaires who own them.

Submitted By: 50 Delegates

Contact: Tara Temprano, New Jersey

POLICY STATEMENT AMENDMENT 2

WITHDRAWN

POLICY STATEMENT AMENDMENT 3

Use of Artificial Intelligence in Education

page 35, line 5 add text

Using existing methodologies and strategies, NEA will advocate against AI deepfakes targeting children. NEA will collaborate with organizations like UNICEF, which already work internationally on the issues of the escalating threat to our children.

Rationale

Artificial Intelligence deepfakes are realistic generated digital images, audio or video impersonating humans. Specifically, these deepfakes target children by producing sexualized content through AI tools to strip clothing in photos to create sexualized images.

Submitted By: 50 Delegates

Contact: Tara Temprano, New Jersey

POLICY STATEMENT AMENDMENT 4

Use of Artificial Intelligence in Education

page 35, line 18 add:

NEA opposes any expansion of current AI data centers or additional AI data centers that consume or pollute water resources or contribute to noise pollution in the vicinity, out of respect for the animals and people who live there.

Rationale

The expansion of resource-consumptive AI data centers places unsustainable and distinctly undesirable burdens on the communities where animals live and students and educators study, work, and live.

Submitted By: 50 Delegates

Contact: Laura Leonard, Tennessee

POLICY STATEMENT AMENDMENT 5

Digital Learning

page 18, lines 20-23, 29, 30 delete/add text:

~~Optimal learning environments should neither be totally technology free, nor should they~~ not be totally online and devoid of educator and peer interaction. The Association believes that an environment that maximizes student learning will use a “blended” and/or “hybrid” model situated somewhere along a continuum between these two extremes. NEA believes there is no one perfect integration of technology and traditional forms of delivering education for all students...

Line 29

~~...students, but it must be appropriate to their developmental and skill level, as determined by professional educators.~~ This includes, no one-to-one screen/device use for students (including online assessments) in prekindergarten through second grade except to support students with documented needs such as translation or special education services.

Rationale

Research and educator experience raise concerns about excessive screen exposure among young learners. Limiting one-to-one screen/device use in prekindergarten through second grade supports developmentally appropriate learning, hands-on instruction, and healthy social, cognitive, and physical development.

Submitted By: Governance body of affiliate

Contact: Dora Leland, New York

POLICY STATEMENT AMENDMENT 6

Use of Artificial Intelligence in Education

Page 34, Line 43 add:

levels. This includes no student-facing AI for pre-kindergarten through second grade students; no non-educationally based AI for students in grades three through eight; requiring that the use of AI in any grade be supervised, educator-led, and designed to promote critical thinking, digital literacy, and civic readiness, rather than replace human instruction, creativity, or judgment; and no so-called “social companion” chatbots — computer programs that simulate human relationships — for children under 16.

Page 35, Line 44-45 delete:

~~...the computer science curriculum. Curricular changes should be made to incorporate AI literacy across all subject areas and educational levels so that all-students understand the benefits, risks, and effective uses of these tools...~~

Rationale

Artificial intelligence should be used in developmentally appropriate ways. Limiting student-facing AI for young learners and requiring educationally based, educator-led and supervised AI supports critical thinking, digital literacy, civic readiness, and meaningful student-educator relationships.

Submitted By: Governance body of affiliate

Contact: Dora Leland, New York

WANT TO 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 to share how you are taking action to advance student-centered policies.

To learn more about how we can come together to strengthen public schools for our students, families, and ourselves, visit nea.org/protect.



2025.06.25



What can we do in this moment?

**Support our communities. Be loud.
Keep our members and students safe!**
**Help raise more money to fuel the movement
— and change our country's direction
in 2026 — *and beyond!***

FUEL THE MOVEMENT

**Join us in the fight for democracy
— *and the freedom to vote!***

The NEA PAC RA goal for 2026 remains at \$200 per delegate.
Contributions to the NEA PAC from July 16, 2025 through July 15, 2026
count toward your \$200 goal.

**Scan the QR code to
pledge a monthly
contribution of \$10!**



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NATIONAL
EDUCATION
ASSOCIATION

FOR MORE INFORMATION, VISIT [NEA.ORG/DONATE](https://nea.org/donate)

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CONGRATULATIONS TO THE 2026 EDUCATORS OF THE YEAR

The NEA Center for Professional Excellence and Student Learning recognizes and celebrates these accomplished educators for their work in supporting public school students.



Ric Calhoun

**2026 NEA Education Support
Professional of the Year**

*Campus Supervisor
Inglemoor High School
Washington Education Association*



Leon Smith

2026 National Teacher of the Year

*AP U.S. History and AP
African American Studies Teacher
Haverford High School
Pennsylvania State Education Association*



Clinton Smith

**2026 NEA Higher Educator
of the Year**

*Professor of Special Education
University of Tennessee at Martin
Tennessee Education Association*



NEW BUSINESS ITEMS

NEA Representative Assembly debate structure for 2026 utilizes six “thematic categories” 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 categories will be considered in order of alignment with NEA’s Vision, Mission, and Values, with the largest and most mission-centric topics addressed first:

- Elevate the Professions
- Establish Educational Environments
- Enhance Equity
- Engage Diverse Leadership
- Energize Affiliates
- Ensure a Lasting Democracy
- NEA Operations

NBI Thematic Categories	NBIs
Elevate the Professions	12, 21, 25, 36, 48, 80, 84, 88
Establish Educational Environments	2, 3, 4, 11, 15, 16, 19, 31, 37, 39, 43, 49, 58, 59, 60, 65, 66
Enhance Equity	1, 6, 9, 17, 20, 22, 26, 27, 28, 33, 41, 42, 46, 50, 53, 57, 63, 72, 74, 76, 77, 78, 82, 83, 85, 87, 89
Engage Diverse Leadership	61
Energize Affiliates	7, 13, 18, 35, 40, 62, 64, 67, 69, 81
Ensure a Lasting Democracy	8, 10, 24, 29, 34, 38, 44, 47, 52, 54, 55, 68, 79, 86, 90, 91
NEA Operations	5, 14, 23, 30, 32, 45, 51, 56, 70, 71, 73, 75

Elevate the Professions

NEW BUSINESS ITEM 12
ADOPTED

Due to the success of the 2025 & 2026 wE SPark programming at the *NEA ESP Conference*, the NEA will have at least one wE SPark presenter/presentation at other NEA events, including, but not limited to: *YRO, Leadership Summit, Higher Ed, Retired, & CRSJ*. Past pre-senters can be asked to present at these events.

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$44,118.

NEW BUSINESS ITEM 21
DEFEATED

NEW BUSINESS ITEM 25
DEFEATED

NEW BUSINESS ITEM 36
DEFEATED

NEW BUSINESS ITEM 48
DEFEATED

NEW BUSINESS ITEM 80
DEFEATED

NEW BUSINESS ITEM 84
DEFEATED

NEW BUSINESS ITEM 88
ADOPTED

The NEA will support state and local affiliates as they advocate for targeted support programs for new Career and Technical Education (CTE) educators. This support may include mentorship opportunities, collaborative planning sessions, ongoing professional development tailored to the unique needs of CTE educators, and access to content specialists in their specific areas of study. Utilizing existing resources, NEA will work collaboratively with educational institutions, policymakers, school administrations, and industry partners to identify and share promising practices that strengthen the recruitment, support, and retention of new CTE educators.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$90,000.

Establish Educational
Environments

NEW BUSINESS ITEM 2
DEFEATED

NEW BUSINESS ITEM 3
ADOPTED

NEA will research and provide informational materials to state and local affiliates that would enable them to advocate at those levels for the provision of “one full time” Instructional Assistant (IA) to each 2nd-5th grade level. First-grade and Kindergarten should have one IA per classroom, for supporting learning.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$10,000.

NEW BUSINESS ITEM 4
DEFEATED

NEW BUSINESS ITEM 11
ADOPTED

The National Education Association (NEA) shall develop and make available a digital toolkit to assist state and local affiliates in advocating for the replacement of for-profit cafeteria management and food service contracts with publicly operated, district-managed school nutrition programs.

The toolkit may include research, case studies, model advocacy materials, labor organizing resources, and information regarding age appropriate nutritional standards for publicly operated school cafeterias.

This item shall be accomplished using existing staff, existing communications platforms, and existing resources. Materials shall be distributed electronically through the NEA’s website, resource libraries, publications, webinars, and other established communication channels.

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$30,625.

NEW BUSINESS ITEM 15
WITHDRAWN

NEW BUSINESS ITEM 16
ADOPTED

The NEA will identify and disseminate, using existing digital resources, evidence-based model policies that establish distraction-free learning environments.

Cost Implications:
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$7,000.

NEW BUSINESS ITEM 19
WITHDRAWN

NEW BUSINESS ITEM 31
ADOPTED

The NEA shall promote and communicate to its state affiliates policies to require every school district have at least one full-time professional registered nurse in every school from preschool through 12th grade. The NEA will communicate this information via email correspondence as an “Important Alert” initially with three additional “Reminder” emails over the course of the rest of the school year.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEM 37
ADOPTED AS AMENDED

NEA shall publish a digital article in the *NEA Today* focused on the mental health and suicide prevention of vulnerable student populations (including students with disabilities; LGBTQ+ students; students experiencing homelessness; students in foster care; and students experiencing bullying harassment, or bias incidents; and students with intersecting identities. The article shall include evidence-based best practices, protective factors, and recommendations that can help schools support student mental health, strengthen protective factors, reduce isolation, and prevent suicide.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$35,000.

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 39
ADOPTED

NEA will create model policies for use in protecting both educators and students from disciplinary action and retaliation in response to content created by someone else using their name, image, or likeness by any kind of generative AI without their written consent. Policies should be appropriate for use at the local, state, and national levels.

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$31,000.

NEW BUSINESS ITEM 43
WITHDRAWN

NEW BUSINESS ITEM 49
ADOPTED

The National Education Association will use its existing digital communications platforms during the National Immunization Awareness Month of August to promote the importance of routine, evidence-based vaccinations for children, adolescents, and adults and to encourage educators, families, and communities to consult trusted medical professionals regarding recommended immunizations.

Cost Implications:
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$8,500.

NEW BUSINESS ITEM 58
DEFEATED

NEW BUSINESS ITEM 59
ADOPTED

The NEA shall develop and disseminate resources to assist interested public middle schools, high schools and colleges in establishing voluntary, student-led mental health support chapters. These chapters may be based on models such as NAMI On-Campus (NAMI On Campus | NAMI) from the National Alliance on Mental Illness and/or Active Minds (Chapter Network | Active Minds). These chapters should strive to reduce stigma surrounding mental health, encourage help-seeking, provide students with information about school and community mental health resources and/or promote peer connection, while operating under appropriate faculty supervision.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$77,000.

NEW BUSINESS ITEM 60
ADOPTED AS MODIFIED

NEA will craft and share with affiliates talking points and resources to help state and local affiliates fight against policy and legislation that bans AP African American Studies, and to fight for equitable access to academically rigorous African American Studies coursework.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$20,000.

NEW BUSINESS ITEM 65
DEFEATED

NEW BUSINESS ITEM 66
DEFEATED

Enhance Equity

NEW BUSINESS ITEM 1
ADOPTED

NEA will visibly post a QR code of a local, vested Indigenous cause during the Representative Assembly, allowing attendees to donate. This QR code shall be posted in the NEA information center, as well as during the land acknowledgment.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$2,500.

NEW BUSINESS ITEM 6
ADOPTED

NEA shall develop and publish a resource outlining the harms of conversion therapy on queer individuals, particularly youth, highlighting how such practices infringe upon their rights and, according to leading medical and psychological organizations, contribute to increased risks of depression, anxiety, substance use, homelessness, and suicide. The resource shall be promoted on NEA's social media.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$6,000.

NEW BUSINESS ITEM 9
ADOPTED AS MODIFIED

Using existing resources, the NEA will publish an article digitally, in the *NEA Today* regarding the impact of the recent DEI budget cuts to federal funding on Black/African American educators, Black/African American educational support professionals, Black/African American students, and HBCUs.

Cost Implications:
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$35,000.

NEW BUSINESS ITEM 17
ADOPTED

NEA shall include the published article *Advocating for LGBTQ+ Students with Disabilities* in the LGBTQ+ Toolbox to ensure educators have access to resources that deepen their understanding of the intersection of queer identity and disability, and provide strategies to effectively support, protect, and advocate for these students.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEM 20
ADOPTED

NEA shall adapt the existing Family Preparedness Plan resource to include guidance and considerations relevant to transgender individuals and families, including legal documentation, access to affirming healthcare, and state-specific safety planning.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$96,000.

NEW BUSINESS ITEM 22
WITHDRAWN

NEW BUSINESS ITEM 26
REFERRED TO THE
APPROPRIATE COMMITTEE

Using existing resources, the NEA shall survey the impact of the recent immigration policies and Immigration Customs and Enforcement (ICE) increased presence has had on Latino and DACA educators maintaining and acquiring employment. NEA shall publish the results in existing digital media.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$263,500.

NEW BUSINESS ITEM 27
ADOPTED

The National Education Association will publish information via existing digital platforms to educate members about 287(g) agreements between local law enforcement agencies and U.S. Immigration and Customs Enforcement. This article will share resources from partner organizations on identifying local agencies with 287(g) agreements and strategies for educating local elected officials on the destructive impact these agreements have on all students, educators, and families.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$13,000.

NEW BUSINESS ITEM 28
WITHDRAWN

NEW BUSINESS ITEM 33
WITHDRAWN

NEW BUSINESS ITEM 41
WITHDRAWN

NEW BUSINESS ITEM 42
ADOPTED AS MODIFIED

The NEA will review and update existing Culturally Responsive Teaching and Cultural Competence Resources to explicitly include gender equity and continue to make it freely available to all members and locals through the NEA digital platform.

Cost Implications:
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$38,500.

NEW BUSINESS ITEM 46
REFERRED TO THE
APPROPRIATE COMMITTEE

The NEA shall, in the first issue of every school year, include an article in the *NEA Today*, in both print and digital form, to inform educators about the availabil-

NEW BUSINESS ITEMS

ity of, and use of, Red Cards to protect themselves, their co-workers, their students, and their students’ families from ICE. Furthermore, the article will include a page of Red Cards in various languages for educators to print out for distribution. They shall also encourage state affiliates to do the same to ensure the information is readily available.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$218,729.

NEW BUSINESS ITEM 50
ADOPTED

The NEA will compile and publish available research, data, and resources on existing digital platforms to address environmental equity and the impacts of environmental pollution and large-scale data center development on students, educators, schools, and communities. This work will give particular attention to black, brown, indigenous, rural, and low-income communities while supporting local and state affiliate organizing, advocacy, and community engagement.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$72,500.

NEW BUSINESS ITEM 53
ADOPTED AS MODIFIED

The NEA shall work with our partners in Indigenous education (i.e. The National Indian Education Association [NIEA,] The National Congress of American Indians [NCAI,] etc.) to convene a national workgroup to study contemporary efforts in the following areas:

1. How best to aid our Indigenous communities in their efforts towards Indigenous Language Revitalization;
2. How to break the cycles of historical and educational trauma that are still alive in America’s educational PreK-Higher Ed systems and structures;
3. How to aid Indigenous communities in development of, and implementation of model curricula to best serve the needs of their schools and students that moves beyond the deficit model to that of an assets based approach.

The workgroup will present a report of its findings, and recommendations to the 2027 NEA Representative Assembly in Indianapolis, IN.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$99,512.

NEW BUSINESS ITEM 57

NEA will support local affiliates in advocating for the preservation and

strengthening of educational programs and support services for Native American and Indigenous students in public schools, including by providing affiliates with model culturally responsive curriculum resources, professional development materials for educators, and guidance on best practices for student support services and community-based educational partnerships with minimal cost implementation strategies.

Rationale

Native American & Indigenous students thrive when schools honor their histories and cultures alongside strong academics and support. Sustaining these programs is difficult because of staffing, resources, & continuity. NEA can help affiliates build culturally responsive, stable programs that strenghten success for all students.

Submitted By: 50 Delegates

Contact: Ofelia Ryan, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$70,500.

NEW BUSINESS ITEM 63
ADOPTED AS MODIFIED

NEA will establish an emergency assistance fund for DACA educators and other members impacted by immigration enforcement actions, including ICE raids, detention, deportation proceedings, citations, legal expenses, weaponized delays in renewals, and family emergencies, to help sustain educators, during periods of crisis. NEA will create this fund with an initial investment of \$100,000 and seek donations from local member organizations, community-based organizations, and individuals, while NEA explores additional ways to support.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$199,000.

NEW BUSINESS ITEM 72
WITHDRAWN

NEW BUSINESS ITEM 74
WITHDRAWN

NEW BUSINESS ITEM 76
DEFEATED

NEW BUSINESS ITEM 77

The NEA will create a team of members to research the number of students that have been impacted by the detention and deportation by ICE, then publish that research in the *NEA Today* and make a national call to end the deportations and detentions of our students and children.

Rationale

Educators have no way of knowing the impact of ICE in their community. It’s important for educators to understand the impact on the families they serve.

Submitted By: 50 Delegates

Contact: Lisa Torres, Delaware

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$118,693.

NEW BUSINESS ITEM 78

NEA shall publish on the NEA website *Erin in the Morning: National Legal Risk Assessment* map for transgender adults, and youth and *Lambda Legals: Trans Youth in Sports Conversation Guide*. Additionally, NEA will write an article to be published online about the systemic erasure of access for transgender people across multiple states highlighting transgender youth who have been forced to leave their states or hide their identity.

Rationale

Transgender individuals are facing state sanctioned violence and erasure. With this article, NEA will help bring awareness of the dangers and experiences of our transgender members and youth while uplifting how transgender rights are a fight for everyone’s rights.

Submitted By: 50 Delegates

Contact: Skye Tooley, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$12,500.

NEW BUSINESS ITEM 82

The NEA will publish a Digital Equity Policy Platform and develop an advocacy toolkit that member locals can use to advance universal student access to technology and broadband in their communities, including model board policy language and community engagement strategies.

Rationale

The digital divide is an equity divide. Students without reliable devices and internet access are consistently disadvantaged in academic achievement. Closing the gap requires sustained federal advocacy and targeted investment in underserved communities.

Submitted By: 50 Delegates

Contact: Franchesca Mejia, Texas

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$81,500.

NEW BUSINESS ITEM 83

The NEA will develop and promote a national social media campaign raising awareness of what modern antisemitism in schools looks and sounds like, how frequently it occurs, and how allies can help, using high impact messaging, in conjunction with a committee of the NEA Jewish Affairs Caucus. These social media resources shall be made freely available to all NEA members and state affiliates will be requested to amplify them.

Rationale

Antisemitism in American schools has surged to unprecedented levels, with Jewish students facing harassment, vandalism, and intimidation at alarming rates. NEA must equip educators with updated tools to recognize and respond to today’s rapidly evolving forms of hate.

Submitted By: 50 Delegates

Contact: Daniel Solkowitz, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$150,750.

NEW BUSINESS ITEM 85

NEA will publish an article in *NEA Today* documenting recent experiences of teachers teaching contemporary lessons about war and genocide to affirm the right of all educators to include teaching about genocide in their curriculum, per NEA Resolution B-66 on Genocide.

Rationale

NEA educators are being disciplined, doxxed and fired for opposing the genocide in Palestine. NEA reaffirms the right of educators to deplore any and all acts of genocide and to address the “inherent generational trauma within the affected communities.”

Submitted By: 50 Delegates

Contact: Judy Greenspan, California

Relevant Strategic Objective (SO)
SO-6 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$222,000.

NEW BUSINESS ITEM 87

NEA will add educational curricula and resources to its website from organizations who see the fight against anti-semitism as part of the overall struggle for collective liberation. The NEA will specifically add educational curricula and resources from PARCEO, Rethinking Schools, Bend the Arch, Diaspora Alliance, Jews for Racial and Economic Justice, Jewish Voice for Peace and Zinn Education Project to its website.

Rationale

The NEA website presents a one-sided interpretation of antisemitism. The addition of curricula and resources from these organizations would provide a fully-rounded understanding of antisemitism.

Submitted By: 50 Delegates

Contact: Judy Greenspan, California

Relevant Strategic Objective (SO)

SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$498,500.

NEW BUSINESS ITEM 89

The NEA calls for the shut down of GEO Group & CoreCivic private detention centers and demands no more public tax dollars be used to pay for immigrant slave labor camps. We support the ongoing hunger and labor strikes by detainees and La Unión de Secuestrados por ICE (USI)/Union of People Kidnapped by ICE, the union of migrants coordinating these actions.

Rationale

Thousands immigrants imprisoned in detention centers are part in ongoing hunger/labor strikes. Let's stand against slave-labor and the gross repression of human rights inside these modern concentration camps. La Unión de Secuestrados por ICE is striking demanding this end.

Submitted By: 50 Delegates

Contact: Tania Kappner, California

Relevant Strategic Objective (SO)

SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$206,500.

Engage Diverse Leadership

NEW BUSINESS ITEM 61

WITHDRAWN

NEW BUSINESS ITEMS

Energize Affiliates

NEW BUSINESS ITEM 7

In order to recruit, retain, and engage members, the NEA will develop a Three Frames of Unionism professional learning series — delivered in cohorts or available as a self-paced digital course — that guides members for organizing purposes in assessing their current union practice and building integrated strategy across professional, industrial, and social justice frames.

Rationale

Sustainable unions rely on distributed leadership, not single champions. Team-based training builds deep institutional knowledge and prevents gaps. For urban locals especially, developing a strong bench across worksites creates a culture of shared responsibility and lasting union power.

Submitted By: 50 Delegates

Contact: Jeb Binns, Washington

Relevant Strategic Objective (SO)

SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$33,000.

NEW BUSINESS ITEM 13

REFERRED TO THE APPROPRIATE COMMITTEE

The NEA will develop a scholarship fund of \$500 to be distributed to each state for the purpose of helping small locals or a group of smaller locals send a representative to the 2027 NEA RA in Indianapolis.

An application will be developed for use by small locals or a group of small locals that will outline the need for the scholarship and why the funds should be awarded to them. Each state's leadership will have final say in which applicant is awarded the scholarship. Any state not using the scholarship fund will return the money in full to the NEA.

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$40,500.

NEW BUSINESS ITEM 18

To effectively mobilize our membership, NEA shall modernize the NEA360 database by creating a formalized and transparent process for receiving requests from locals to expand the "Subject" and "Position" classifications. For example, Dual Language Educators and Mental Health Counselors are not currently represented in subject or position classifications. Requests for additional subjects and position classifications by locals will be reviewed quarterly and updates will be communicated to NEA360 users, who

shall be informed and trained in the new process.

Rationale

Modernizing NEA360 classifications is essential for precise, rapid member mobilization. By incorporating specialized job roles and establishing a streamlined process for updating terminology, the Association ensures our data reflects the professional reality of our members, fostering inclusivity and impactful organizing.

Submitted By: Governance body of affiliate

Contact: Regen Lorden, Washington

Relevant Strategic Objective (SO)

NO-1 Effective Operations

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$12,000.

NEW BUSINESS ITEM 35

The NEA will establish a dedicated task force of rank-and-file NEA Members and RA Delegates dedicated to organizing, coordinating, and supporting NEA affiliate-driven actions in concert with the May Day 2028 General Strike. The task force will be chaired and facilitated by a rank-and-file NEA member selected from the attendees of the first convening of the task force. Any NEA member organizing their local or statewide affiliate may join this task force. The task force will meet at least once a month between August 1, 2026 – June 1, 2027. The task force will make action recommendations to the 2027 Representative Assembly, suggest demands to be communicated at the federal level (ex: fully funding IDEA or lifting the cap on Social Security), and report on their continuing work through May 2028.

Rationale

The largest labor union in the country needs to be fully represented in the May Day movement. Adopting clear priorities and strategies for May Day 2028 will allow us to grow national support for our priorities, and build organizing capacity.

Submitted By: 50 Delegates

Contact: Kyle Gekopi, Massachusetts

Relevant Strategic Objective (SO)

SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$17,000.

NEW BUSINESS ITEM 40

WITHDRAWN

NEW BUSINESS ITEM 62

WITHDRAWN

NOTES

Cost of NBIs adopted to date by this RA: \$925,255

Cost of NBIs yet to be considered: \$13,724,650

New Business Items

NEW BUSINESS ITEM 64

NEA will create a grant program for local affiliates in states with Public School Strong (PSS) campaign community anchor organizations. These grants will fund full or part time organizer positions to partner with PSS anchor organizations in building strong local PSS teams, with the goal of strengthening support for public schools and organizing against attacks on public education at the state and local levels. Applications will be developed collaboratively by a local association and their state’s PSS anchor organization; alternatively multiple locals in the same state may jointly apply for the grant in collaboration with their state’s PSS anchor organization. Grant funding will be capped at \$100,000 per grant, with grants being awarded in up to five states.

In one year, NEA will report back to the Representative Assembly on the implementation of the grant program and progress of the Public School Strong Campaign.

Rationale

The intersection of educators, school staff, and community members should be a focal point of local organizing in states that have seen repeated attacks on public education. Additional resources for stakeholder partnerships would foster the successes of the PSS campaign.

Submitted By: 50 Delegates

Contact: Dillon Moore, Tennessee

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$520,000.

NEW BUSINESS ITEM 67

The NEA shall provide support to state and local affiliates facing proposed or enacted state takeovers of public school districts by developing resources, sharing research, assisting with communications and organizing efforts, and identifying successful strategies used by affiliates in other states.

Rationale

State takeovers of public schools are affecting more communities, removing decision-making from elected school boards and reducing educator, parent, and community voice. Affiliates should not face this alone. By sharing resources and proven strategies, NEA can help affiliates respond effectively.

Submitted By: 50 Delegates

Contact: Wil Page, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$7,317.

NEW BUSINESS ITEM 69

The NEA will expand the HBCU Summit by offering both virtual and in-person participation and facilitating regional collaboration among participating affiliates and HBCU educator preparation programs. The Summit will provide opportunities for participants to establish ongoing networks and collaborative groups that continue beyond the Summit to share information, strengthen partnerships, and support educator recruitment efforts to address teacher shortages.

Rationale

Historically Black Colleges and Universities have served as essential educator preparation institutions, particularly for high need schools and diverse communities. Strengthening HBCU partnerships, funding, and recruitment pipelines advances NEA’s commitment to addressing teacher shortages and building an equitable, representative workforce.

Submitted By: 50 Delegates

Contact: Veronica Talton, California

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$69,000.

NEW BUSINESS ITEM 81

The NEA will update its prior report about the feasibility of all teachers’ unions including substitute teachers as union members. An article about this report will be published in *NEA Today*, in both the print and digital versions, and will provide a link to the entire updated report. Additionally, this update will include a list of NEA local affiliates who have already organized substitute teachers to be part of their union.

Rationale

Increasing union membership will strengthen NEA. Substitute teachers who are unionized cannot be used by school districts to cross picket lines during strikes.

Submitted By: 50 Delegates

Contact: Judy Greenspan, California

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$98,193.

Ensure a Lasting Democracy

NEW BUSINESS ITEM 8

The NEA will fund and expand the NEA See Educators Run program, establishing regional training academies for educator

candidates at the school board, municipal, and state levels, and developing a comprehensive candidate support toolkit covering campaign planning, messaging, and fundraising.

Rationale

Educators are highly engaged but under-represented in office. When they run and win, education policy vastly improves. Intentional investment in a candidate pipeline can transform local and state power, placing trusted school voices directly where key decisions are made.

Submitted By: 50 Delegates

Contact: Shannon Rasmussen, Washington

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$997,968.

NEW BUSINESS ITEM 10

The National Education Association (NEA) will call for the impeachment, conviction, and removal of Donald Trump from the US Presidency. We the NEA will call for a National March on Washington D.C. to remove Trump before the November 2026 midterm elections and call on unions and other progressive organizations to join us in taking action to protect democracy and defend public education.

Rationale

Trump’s party is expected to lose these midterms badly and attempt to call out his MAGA mob for another coup attempt like January 6th to overturn these results and prevent paralysis of his authoritarian agenda by Congress and certain states.

Submitted By: 50 Delegates

Contact: Mark Airgood, California

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,236,193.

NEW BUSINESS ITEM 24

The NEA President will write a letter to the United States Congressional Black Caucus introducing NEA Resolutions I-62, Educational Reparations, and discuss the enormous impact it would have on Black/African Americans.

Rationale

If Educational Reparations were passed it would immediately reduce student loan debt, create equitable funding for HBCU’s and support African American/Black students in special education programs. In addition, it would eliminate property-tax-based education funding models.

Submitted By: 50 Delegates

Contact: Penny Lee-Cox, Illinois

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$2,000.

NEW BUSINESS ITEM 29

In conjunction with NEA-Retired, NEA will develop a lobbying plan to advance passage of the Social Security Expansion Act (HR 177/S 770). This plan would include electronic communication with all members.

Rationale

These bills remove the cap on earnings. This would allow the Social Security tax to be levied on all income. This would not only be fair but would help with the insolvency of Social Security.

Submitted By: Governance body of affiliate

Contact: Mary Gruber, Virginia

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$56,500.

NEW BUSINESS ITEM 34 WITHDRAWN

NEW BUSINESS ITEM 38

NEA will solicit and gather submissions, using existing resources, to publish an article in *NEA Today* that highlights members’ efforts in partnership with local districts and governments across the country to write policy and create systems that protect immigrant students and families from the fascist overreach by the federal government.

Rationale

1. To inspire other locals to take similar actions in their own districts.
2. To shine a light on the work of our members.
3. To create a call to action for policy-makers and readers of *NEA Today*

Submitted By: 50 Delegates

Contact: Malinda Morales, California

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$83,193.

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 44

NEA will publish an article in *NEA Today*, to be authored by NEA members, focusing on socially responsible investment campaigns for state pensions. The article will outline the statewide rank-and-file efforts of affiliate members to advocate for their state public pensions to reconsider investment strategies when analyzing investments with companies linked to international and domestic human rights abuses, including but not limited to the environment, detention centers, and the military-industrial complex.

Rationale
Publishing this article would help inform members about the ongoing organizing efforts led by rank-and-file educators across the country to invest their pension funds in a way that reflects their values.

Submitted By: 50 Delegates
Contact: Lisa Torres, Delaware

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$113,193.

NEW BUSINESS ITEM 47

The NEA declares a vote of no confidence in the current United States Secretary of Education and the current United States Secretary of Health and Human Services due to actions and policies that have demonstrated gross negligence, incompetence, and a failure to adequately protect, support, and advance the educational, physical, and mental well-being of students, educators, and families.

- The NEA will:**
- Publicly announce this vote of no confidence through appropriate association communications and media channels.
 - Communicate this position to the President of the United States, members of Congress, state affiliates, and relevant federal agencies.
 - Advocate for federal leadership that is committed to evidence-based policymaking, public education, student health, educator safety, and equitable access to educational and health services.
 - Publish a summary of the actions, decisions, and policies that form the basis for this vote of no confidence.

Rationale
NEA members have experienced repeated failures in federal leadership affecting public education, student services, educator support, and student well-being. Effective leadership requires competence, accountability, and evidence-based decision-making. The actions of these officials have failed to meet those standards.

Submitted By: 50 Delegates
Contact: Stephen Hogan, Illinois

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$77,500.

NEW BUSINESS ITEM 52

The NEA will publish at least one article quarterly in the *NEA Today* digital Magazine highlighting an academic freedom fight in one of the 50 states, including examples of how educators and their local affiliates are responding to censorship, while providing relevant resources and strategies for members to support and defend academic freedom.

Rationale
Increasing politicization of curriculum and attacks on educators' professional autonomy threaten the integrity of public education. Academic freedom enables educators to exercise professional judgment consistent with state standards, district policies, while encouraging critical thinking, and creating environments that reflect diversity.

Submitted By: 50 Delegates
Contact: Jessica Rodarte, California

Relevant Strategic Objective (SO)
SO-6 Ensuring a Lasting Democracy

Cost Implications:
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$37,750.

NEW BUSINESS ITEM 54

The NEA will publish an article, through digital channels, about the impact of the military draft on our students that include the rights of conscientious objectors and information about other war resisters. The article will include:

- information about the upcoming amendments to the Military Service Act and its potential impact on our students and their families;
- an explanation of the school-to-military pipeline as the systematic institutional pathway pushing middle and high school students directly to careers in the US Armed Forces, often disproportionately targeting low-income youth and normalizing militarization in public education;
- an example outlining a locally-developed career exploration toolkit designed as an alternative to military recruitment that includes examples of, but not limited to, hands-on career-mapping tools, trade apprenticeship directories, national service options, and higher education financial planning guides to give young adults clear, debt-free paths to the workforce; and
- Ideas and other alternative resources to counter military recruitment in schools, such as peace clubs and other resources suggested by organizations like the National Network Opposing the Militarization of Youth ([NNOMY.org](#))

Rationale
Providing youth with peaceful and viable alternatives to achieve success in life is an important sign of a civilized and democratic society.

Submitted By: 50 Delegates
Contact: Marco Martinez, New Jersey

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$38,000.

NEW BUSINESS ITEM 55

The NEA will organize an national press conference in Washington, D.C. with its labor partners to speak-out against the trillion and a half plus dollars promised for the war and ICE budgets, at a time when schools are being closed and educators are being laid-off for lack of funding.

Rationale
NEA has taken bold positions opposing attacks on voting rights, DEI, LGBTQ+. Funding endless U.S. wars both at home and abroad is bankrupting and destroying the lives of working people in this country and destroying our public school system.

Submitted By: 50 Delegates
Contact: Ramsey Kurdi, Massachusetts

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$31,500.

NEW BUSINESS ITEM 68

The NEA will establish a digital portal for educators who have been disciplined or are being currently investigated for exercising their right to academic freedom. Educators will submit (anonymously, or with name) their account of these actions and events. These accounts shall be collected and made accessible to NEA members. When this portal goes live, the NEA will write a letter to the US Department of Education reaffirming an educator's right to academic freedom in the classroom. At the end of the 2026/27 school year, NEA will publish a summary of these accounts through digital media.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$18,900.

Rationale
Nationwide educators have been and are currently being censored and investigated for speaking out and teaching about human and civil rights at home and abroad. NEA should reaffirm its commitment to supporting educators in our schools.

Submitted By: 50 Delegates

NOTES

NEW BUSINESS ITEMS

Contact: Merrie Najimy, Massachusetts

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$18,900.

NEW BUSINESS ITEM 79

The NEA will create a new coalition-based campaign that raises public awareness and mobilizes members and other interest holders to engender legislative and regulatory action that will allow locals and states the flexibility to utilize locally-sourced and/or locally designed authentic assessment systems in place of the current high-stakes standardized assessments.

Rationale

The overreliance on standardized testing is a root cause of a multitude of problems in our current educational system. We must build upon the work that has already been done to make meaningful change and return to developmentally appropriate practice.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.

Contact: Benjamin Rugg, Pennsylvania

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$752,500.

NEW BUSINESS ITEM 86

NEA will create a rubric for ethical investment based upon the values outlined in the NEA resolutions that can be used as an analysis of state educator pension funds. This rubric should be published in the “Retirement Security” section of the Educator Pay and Benefits landing page of the *nea.org*.

Rationale

Publishing this rubric equips members to analyze their pension investments critically and hold their states accountable for investing in ways that reflect shared values.

Submitted By: 50 Delegates

Contact: Melissa Tomlinson, New Jersey

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$60,500.

NEW BUSINESS ITEM 90

The NEA will publicize our opposition to the \$1.8 billion fund created by Donald Trump to finance the next “January 6th”

fascist insurrection to overturn democracy and create an American Gestapo. Using existing electronic media platforms, the NEA will inform members of the ongoing threat posed by the plan according to the order of Federal Judge Leonie Brinkman and will consider submitting legal briefs to communicate our opposition to the public and the court.

Rationale

Trump plans to use \$1.8 billion to fund the next “January 6th” fascist insurrection with taxpayer money. Despite AG Todd Blanche stating “We’re not moving forward with the fund”, Trump says “I love it.” The NEA opposes this swindle.

Submitted By: 50 Delegates

Contact: Adarene Hoag, California

Relevant Strategic Objective
SO-6 Ensure a Lasting Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$18,000.

NEW BUSINESS ITEM 91

The NEA calls for an end to the war on Iran and opposes Israel’s invasion of Lebanon.

We call for a withdrawal of US forces mobilized for this war, and the withdrawal of all Israeli troops from Lebanon.

The NEA will publicize our demands in our existing publications and social media.

Rationale

Donald Trump’s war policy is one of genocide and fascism. His attack in Iran and support for Netanyahu’s genocide in Lebanon is intended to demonstrate his authoritarian power to use US military forces to impose dominance against the world.

Submitted By: 50 Delegates

Contact: Tania Kappner, California

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$86,000.

NEA Operations

NEW BUSINESS ITEM 5

REFERRED TO THE APPROPRIATE COMMITTEE

The National Education Association shall ensure the availability of on-site medical support at all the NEA-sponsored national events, including but not limited to the NEA Representative Assembly (RA), NEA ESP National Conference, and National Leadership Summit.

The NEA will coordinate with local

Boards of Nursing and accredited nursing programs in the host city to identify nursing students who require clinical or service hours. These students, under the supervision of licensed nurse faculty or clinical instructors, will provide basic first aid, initial assessment, and supportive care to attendees who require medical attention.

Nursing students participating in this model are typically certified in CPR, First Aid, and AED use as part of their nursing program requirements and will operate under the supervision of licensed professionals.

On-site medical support will coordinate with facility EMTs and local emergency medical services (EMS) to ensure timely transfer of care when needed. Health service locations shall be clearly marked, ADA-accessible, and communicated to attendees through event materials and signage.

The NEA shall provide a report to the next RA on implementation, feasibility, and outcomes of this initiative.

This funding will support the NEA staff’s coordination efforts to establish partnerships with local Boards of Nursing and accredited nursing programs in host cities. Responsibilities include outreach, scheduling, and logistical planning to ensure adequate onsite medical coverage.

This model leverages supervised nursing students completing required clinical or service hours, significantly reducing personnel costs while maintaining safe and effective care delivery. Additional costs are expected to be minimal and may include basic first-aid supplies and coordination with the venue or local emergency services.

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$137,000.

NEW BUSINESS ITEM 14

Using existing staff and resources, NEA shall explore other calendar dates in July to hold future unscheduled Representative Assemblies other than over the July 4th holiday.

Rationale

Holding the Representative Assembly over the July 4th holiday adds additional costs for both NEA and delegates. Many educators who might otherwise want to participate in the NEA Representative Assembly are unable to do so.

Submitted By: 50 Delegates

Contact: John Marques, New Jersey

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$27,500.

NEW BUSINESS ITEM 23

WITHDRAWN

NEW BUSINESS ITEM 30

NEA will review and update the Caucus Guidelines so that dues paying active NEA members whose primary job is one that is in public education, but who are employed on a part time basis by the NEA, state or local association, are not banned from caucus activities.

Rationale

The current NEA Caucus Guideline language is being used to disenfranchise and bar active dues-paying members from fully participating in caucus activities.

Submitted By: 50 Delegates

Contact: Christopher Cannella, New Jersey

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications:

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEM 32

WITHDRAWN

NEW BUSINESS ITEM 45

WITHDRAWN

NEW BUSINESS ITEM 51

The NEA shall create and make available membership-recognition categories that identify years of cumulative NEA membership for use throughout the Association at national events, conferences, trainings, leadership programs, and the *Representative Assembly*. Display of membership categories are optional and shall be placed but not limited to being placed on name tags. The membership-recognition categories shall be:

- Emerging Advocate: 0–4 Years
- Advocate: 5–9 Years
- Mentor: 10–19 Years
- Leader: 20–29 Years
- Champion: 30–39 Years
- Pillar: 40–49 Years
- Legacy: 50+ Years

Membership-recognitions may be placed on event credentials and shall be distributed based on NEA membership records.

Rationale

Recognizing years of NEA membership honors members’ commitment to the Association, public education, and the labor movement. Establishing membership-recognition categories throughout the Association would celebrate member loyalty, encourage continued engagement, foster connections among mem-

bers, and acknowledge the experience.
Submitted By: 50 Delegates
Contact: Stephanie Johnson, South Carolina

Relevant Strategic Objective (SO)
SO-4 Engage Diverse Leadership

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$6,000.

NEW BUSINESS ITEM 56

The NEA shall provide that for each NEA national conference, including the NEA Representative Assembly, each participant shall be eligible for reimbursement of up to \$90 per day for dependent care services.

Rationale
Dependent care costs have increased significantly in recent years, creating financial barriers for members with caregiving responsibilities who wish to participate in NEA governance and leadership activities. Increasing the reimbursement amount will help support broader member participation.

Submitted By: 50 Delegates
Contact: Nishat Taylor, California

Relevant Strategic Objective (SO)
SO-4 Engage Diverse Leadership

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$3,907,000.

NEW BUSINESS ITEM 70

NEA will review the cost of meals provided through the NEA Children’s Camp and identify options to reduce out-of-pocket meal expenses including increasing the number of meals available at reduced cost for participating families.

Rationale
Affordable childcare supports member participation in NEA governance and leadership activities. Reducing meal costs at the NEA Children’s Camp would help make attendance more accessible for members with dependent care responsibilities.

Submitted By: 50 Delegates
Contact: Nishat Taylor, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$1,000.

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 71
REFERRED TO THE
APPROPRIATE COMMITTEE

For the purpose of allowing state affiliates to identify sub-groups of membership specific to Specialized Instructional Service Provider (SISP) roles, for organizing and advocacy purposes, NEA shall either

- provide an avenue for state affiliates to edit the position options available for records in IMS; or
- include the following SISP positions as options for use on records in IMS:
 1. Audiologist
 2. Speech and Language Pathologist
 3. Educational Diagnostician
 4. School Psychometrist
 5. Teacher for the Deaf
 6. Teacher for the Blind
 7. Orientation and Mobility Specialist
 8. Adaptive PE Teacher
 9. SLP Assistant
 10. Behavior Analyst
 11. PT Assistant
 12. OT Assistant
 13. Braillist
 14. ASL Interpreter

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$9,000.

NEW BUSINESS ITEM 73

NEA shall create a rubric to be utilized for an ESG (Environmental, Social, and Governance) screening and portfolio audit of its investments. The results of this audit shall be made available in the Budget presentation at the NEA Representative Assembly.

Rationale
Our organization has a responsibility to ensure that membership dues are invested ethically, in accordance with our shared values, and with complete transparency to the membership.

Submitted By: 50 Delegates
Contact: Melissa Tomlinson, New Jersey

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$51,000.

NEW BUSINESS ITEM 75
WITHDRAWN

NOTES