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ra today

The Official Newspaper For Delegates To The 2016 NEA Representative Assembly

PROPOSED AMENDMENTS TO THE CONSTITUTION, BYLAWS AND STANDING RULES

Proposed new amendments to the Constitution, Bylaws, and Standing Rules are published in full in this issue of *RA Today*.

Please keep this copy with you to help you follow 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. Note: Proposed insertions of language are underlined; proposed deletions are shown in [brackets].

This first issue of *RA Today* also carries the text of early New Business Items proposed before the Annual Meeting began. Future *RA Today* issues will feature the full text of all NBIs submitted by delegates here in Washington, D.C.

When first printed, each NBI will include its relevant strategic goal or core function, 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 acted upon, *RA Today* will record the action taken but not reprint the entire new business item text unless the item has been amended during the RA floor debate.

The final edition of *RA Today* will include the full text of all enacted NBIs. This final issue will be sent to each delegate after the RA ends.

CONSTITUTIONAL AMENDMENT 1

TITLE: To include one certificated support service provider on all NEA committees except the Advisory Committee of Student Members

Article III. Representative Assembly Section 6. Committees

All appointive bodies of the Association except the Review Board shall be designated by the term committee. A Committee on Constitution, Bylaws and Rules shall be established by the Representative Assembly. All other committees shall be established or discontinued as provided in the Bylaws. All committees except the Advisory Committee of Student Members shall be comprised of at least one (1) classroom teacher, and one (1) Education Support Professional, and one (1) certificated support service provider. There shall be a minimum of twenty (20) percent ethnic minority representation on each committee.

IMPACT STATEMENT:

Article III, Section 6 of the NEA Constitution governs the creation and composition of NEA committees and requires that each committee include at least one classroom teacher and one education support professional.

NEA Bylaw 12-1(d) defines "classroom teacher" to include certificated support service providers (CSSP) by specifying that the term includes "any person who is certified, where required, and a major part

of whose time is spent in direct contact with students or who performs allied work which results in placement of the person on a local salary schedule for teachers." Educators on the teacher salary scale who do not have a home classroom base but spend most of their time in direct contact with students are included under this definition.

Under current practice, the NEA Constitutional requirement that every NEA committee have at least one classroom teacher may result in the appointment of CSSPs to NEA Committees. Constitutional Amendment 1 would not change this, as it would not alter the NEA definition of "classroom teacher." The amendment would add a requirement that every NEA committee have at least one certificated support service provider.

NEA's governing documents do not currently define certificated support service providers nor do NEA's membership databases identify specific job categories such as CSSPs. If the amendment is adopted, NEA will have to define "certificated support service provider" and develop and implement a system by which to capture and track member job positions so as to identify appropriate individuals for appointment to committees. Collection and tracking of this information would require the allocation of financial and staff resources.

Submitted by: 50 Delegates
Contact Person: Betsy Jara, California

CONSTITUTIONAL AMENDMENT 2

TITLE: To change the term of one student member of the NEA Board from one year to two years.

Article V. Board of Directors Section 2(f). Terms of Office

Student directors shall serve terms of one (1) year and may not serve more than two (2) terms. One (1) student director shall serve a term of two (2) years and two (2) student directors shall serve terms of one (1) year. No student director may serve more than two (2) years. The directors shall be student members of the Association.

IMPACT STATEMENT:

Article V, Section 2 of the NEA Constitution outlines the terms for members of the NEA Board of Directors. Under this section:

- State, at-large, and retired directors serve three-year terms, unless elected to fill a vacancy or achieve staggering of terms.
- State and at-large directors can serve no more than two terms. Prior service as a student director does not count toward the two term limit.
- Retired directors can serve no more than two terms. Prior service on the Board of Directors in a position other than a retired director position does not count toward this limit.
- Student directors may serve no more than two one-year terms.



The proposed amendment would allow one student director to serve a two-year term, while retaining one-year terms for the other two student directors. A student director, whether serving a one or two-year term, could not serve more than two years total as a student director on the Board.

Under NEA Bylaw 5-5, an NEA Director must immediately relinquish a Board position when such director ceases to be employed in the category represented. Thus, a student director elected for a two-year term would have to relinquish immediately his or her Board position if his or her category changed.

If the amendment is adopted, NEA would amend the campaign regulations for student directors to reflect this change and to clarify how elections would be conducted for the two-year and one-year terms. Implementation of this change would begin in 2017, as the election of student directors in 2016 will take place prior to Representative Assembly consideration of this amendment.

Submitted by: 50 Delegates
Contact Person: Chelsey Herrig, Minnesota

BYLAW AMENDMENT 1

TITLE: To require approval of Active member dues each year by a majority vote at the Representative Assembly.

Bylaw 2-7(a). Membership Dues

Dues of Active members engaged in or on limited leave of absence from professional educational employment shall be .00225 times the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) plus .00055 of the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) to be allocated to UniServ grants according to the policy of the Board of Directors, if approved by a majority vote at the annual representative assembly. The computation shall be based on salary data for the prior year as determined by NEA Research. If the proposal does not have majority support, the assembly shall debate and determine the amount or percentage of dues increase, if any, for the following year.

IMPACT STATEMENT:

Bylaw 2-7(a) provides for the setting of dues for Active members at .00225 times the national average annual salary of classroom teachers in public elementary and secondary schools, with an additional .00055 of this national average to be allocated to UniServ grants.

The proposed amendment would require approval of Active membership dues at this level by a majority vote at the annual Representative Assembly. If a majority fail to support the dues level, the Assembly would then debate and determine the amount or percentage of dues increase for the following year.

Currently, the NEA Board approves the annual membership dues at its February meeting in accordance with the parameters established under the Bylaws. This dues level is then reflected in the Proposed Strategic Plan and Budget drafted by the Program and Budget Committee and submitted by the Board of Directors to the annual Representative Assembly.

AMENDMENTS

The proposed amendment would shift the timing of dues approval to July. Thus, the Program and Budget Committee and Board of Directors would have to develop a proposed Budget before finalization of the annual dues. If delegates amended the dues in July, the proposed Strategic Plan and Budget would need to be revised by the Program and Budget Committee and the Board of Directors to account for the change in anticipated revenues prior to consideration by the Representative Assembly. The further deliberations and debates required may lengthen and increase the cost of the annual Representative Assembly.

The proposed amendment would impact state and local affiliate membership activities. Specifically, the short lead-time between Representative Assembly action on dues and the start of the new membership year would create administrative challenges, as affiliates would have to wait until after the Representative Assembly each year to print membership forms and materials and enroll and process new members.

Submitted by: 50 Delegates
Contact Person: Stacey Kimberlin, Iowa

BYLAW AMENDMENT 1A

TITLE: To provide that the national dues of members in any merged local affiliate with 20,000 members or more in the membership year prior to the merger shall be determined on a comparative membership basis as provided under Bylaw 2-7m(1) rather than with the 50/50 split required under Bylaw 2-7m(2).

BYLAW 2-7(m) Membership Dues

m. (1) Except as otherwise provided in Bylaw 2-7m(2) with regard to members of certain dual-national local affiliates, or in Bylaw 8-11c with regard to persons eligible for Active membership in the Association pursuant to Bylaw 2-1b(iv), members of a dual-national state affiliate shall maintain membership in the Association and the American Federation of Teachers where eligible, and the total combined national dues that such members pay shall be not less than the Association dues for members in the relevant membership category. If a member of a dual-national state affiliate is a member of the Association and the American Federation of Teachers, said member's total combined national dues shall be allocated between the two organizations in a manner that reflects the comparative number of members in the relevant membership category who were eligible for Association membership in the respective Association and American Federation of Teachers state affiliates during the membership year immediately preceding the date on which the dual-national state affiliate came into existence as a legal entity (hereinafter "allocation percentage"), provided (a) if, during any of the first five (5) membership years following the affiliation of a dual-national state affiliate, the number of such members exceeds by more than three percent (3%) the number of such members during the immediately preceding membership year, each organization shall receive fifty percent (50%) of the total combined national dues of such excess members; (b) beginning with the sixth membership year following the affiliation of a dual-national state affiliate, if the number of such members during any membership year exceeds the number of such members during the immediately preceding membership year, each organization shall receive fifty percent (50%) of the

total combined national dues of such excess members; and (c) the Association shall not receive pursuant to Section 2-7m(1) (a) or 2-7m(1)(b) above, more from any such member than the allocation percentage, or fifty percent (50%), whichever is appropriate as applied to Association dues for the relevant membership category. If the member is a member of the Association but is not eligible for membership in the American Federation of Teachers, the Association shall receive the full amount of said member's total combined national dues.

(2) If a member of a dual-national local affiliate (a) that is in a state that does not have a dual-national state affiliate, or (b) that is in a state that has a dual-national state affiliate but is newly created and did not result from the merger of an Association local affiliate and an American Federation of Teachers local affiliate, is a member of the Association and the American Federation of Teachers, each organization shall receive fifty percent (50%) of said member's total combined national dues, provided that the Association shall not receive more than fifty percent (50%) of the Association dues for the relevant membership category. If the member is a member of the Association but is not eligible for membership in the American Federation of Teachers, the Association shall receive the full amount of said member's total combined national dues.

Provided that the national dues of members in any merged local affiliate with 20,000 members or more in the membership year prior to the merger shall be determined in accordance with Bylaw 2-7m(1), not Bylaw 2-7m(2).

IMPACT STATEMENT:

The purpose of this NEA Bylaw amendment is to effectuate the February 2016 vote of the members of United Teachers of Los Angeles (UTLA) to become a single unified dual national affiliate of the NEA and the AFT. If adopted, the amendment would mean that NEA would continue to receive NEA dues from UTLA members on a comparative membership basis rather than the 50/50 split that Bylaw 2-7m(2) requires.

In 2015-16, UTLA had 31,268 members, 23,781 of whom were also members of CTA/NEA and 7,487 of whom were members of CFT/AFT. NEA is projected to receive approximately \$4.1 million in dues from UTLA/CTA/NEA members in 2015-16. If dues were split 50/50 as Bylaw 2-7m(2) requires, NEA would receive approximately \$1.3 million less annually from UTLA after the merger. The proposed Bylaw amendment, if adopted, would prevent that loss of dues revenue by specifying that the national dues of members in any merged local affiliate with 20,000 members or more in the membership year prior to the merger shall be determined in accordance with Bylaw 2-7m(1), not Bylaw 2-7m(2).

The proposed Bylaw amendment would modify Bylaw 2-7m, which now provides that national NEA dues for merged locals are established in one manner in non-merged states, and in another manner in merged states. Specifically, NEA Bylaw 2-7m(1) provides that national NEA dues for members in merged state affiliates may be no lower than NEA dues in the relevant membership category and that such dues are to be split between AFT and NEA based on the "comparative number

AMENDMENTS

of members in the relevant membership category who were eligible for Association membership” in AFT or NEA the year prior to the merger. In contrast, NEA Bylaw 2-7m(2) provides that national NEA dues for members of merged local affiliates in states that have not merged are to be split 50/50 between NEA and AFT. This language is a result of the historical pattern in which mergers took place between AFT and NEA locals of relatively equal size.

NEA currently has no merged locals with 20,000 or more members in non-merged state affiliates. That will change as of September 1, 2016 when UTLA officially merges to become a single unified dual national affiliate of the NEA and the AFT. UTLA members voted to approve the merger this past February with 82% voting in favor. As a result of that vote, for the first time UTLA will be a single local union in which all members are members of NEA/CTA and AFT/CFT.

Prior to the merger, UTLA functioned under a tripartite governance arrangement, in which members chose whether to join NEA/CTA or AFT/CFT, and based on that choice, operated under different local union bylaws and representation structures. The tripartite arrangement was put in place in 1969 on the understanding that it would be a temporary arrangement, which would be superseded quickly by the full merger of UTLA’s state and national affiliates. When that did not occur, UTLA carried on under its tripartite structure for decades. The UTLA member vote ends that governance arrangement and replaces it with a single unified local in which all members are members of CTA/NEA and CFT/AFT.

The merger approved by UTLA members proceeded on the understanding that the national dues of the merged local would be allocated on the basis of the comparative membership of UTLA members in NEA or AFT at the time of the merger, rather than a 50/50 split. To effectuate that understanding, the proposed Bylaw amendment would specify that the NEA dues for members in any merged local affiliate with 20,000 members or more in the membership year prior to the merger, shall be determined in accordance with NEA Bylaw 2-7m(1), not Bylaw 2-7m(2).

Because UTLA is our only local with 20,000 or more members in a non-merged state affiliate, it is the only local that would be impacted at this time if the proposed Bylaw amendment were adopted. Should other local unions grow to that size (20,000 or more members) and merge, the NEA national dues of those locals would be set in the same manner – allocated on a comparative basis based on membership in the year prior to the merger.

Submitted by: 50 Delegates
Contact Person: Eric Heins, California

BYLAW AMENDMENT 2

TITLE: To prohibit scheduling secret ballot elections during Representative Assembly deliberation of new business.

Bylaw 3-15. Voting

No signing of new business items can be conducted in the polling area and voting lines during voting. Secret ballot elections shall not occur at the same time as conducting new business on the Representative Assembly floor.

IMPACT STATEMENT:

Secret ballot elections are conducted at the Representative Assembly for election of candidates to NEA office and on proposed amendments to the NEA Constitution and Bylaws.

Election dates and times are governed by the NEA Standing Rules:

- Standing Rule 11(B)(7)(b) states that first ballot elections for NEA office “shall be on the second day of the Representative Assembly. Polls for voting on the first ballot shall be open from 8:30 a.m. to 12 noon on election day at such place or places as the President may designate.”
- Standing Rule 11(B)(7)(i) states that “polls for voting on amendments shall be open from 8:30 a.m. to 12 noon on the third day of the Representative Assembly at such place or places as the President shall designate.”
- Standing Rule 11(B)(7)(m) states that “The Representative Assembly shall not recess until the results of the election are certified and presented to the Assembly on the day of an election.”

Polls often must stay open later than the timeframe established in the Standing Rules in order to accommodate all voters.

Timing of the consideration of new business items is also governed by NEA Standing Rules. Specifically, Standing Rule 3(D) requires that “items of new business submitted in accordance with these Standing Rules shall be the first business item at all business meetings except the first business meeting of the Representative Assembly. These new business items shall be considered for at least one hour at the second business meeting and for at least 90 minutes at each subsequent meeting.” Under this Standing Rule, new business is considered for at least 90 minutes on the mornings of the second and third days, at the same time elections are conducted pursuant to Standing Rule 11.

If adopted, this amendment would prohibit scheduling secret ballot elections and Representative Assembly consideration of new business at the same time. In 2015, the NEA Representative Assembly spent approximately 14 hours debating 122 submitted new business items. If adopted, the amendment would prohibit secret ballot elections during any of this time.

The amendment would supersede conflicting provisions in the Standing Rules governing the timing of elections and new business. If the amendment is adopted, the NEA Standing Rules would have to be amended to bring them into compliance with the Bylaws and the amendment would be implemented subsequently in 2017.

Submitted by: 50 Delegates
Contact Person: D. Trevor Shiffermiller, California

BYLAW AMENDMENT 3

TITLE: To define “certificated support service provider.”

Bylaw 12-1. Definition of Terms

d. Classroom teacher: Classroom teacher shall mean any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which results in placement of the person on a local salary schedule for teachers.

e. Certificated support service provider: Certificated support service provider shall mean any person who is certified, where required, and a major part of whose time is spent in direct contact with students providing specialized instruction and/or service in supplement to what is provided by a classroom teacher.

⌘: ⌘ (re-letter subsequent sections)

IMPACT STATEMENT:

The NEA Bylaws define “classroom teacher” as “any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which results in placement of the person on a local salary schedule for teachers.” In current practice, this definition includes teachers as well as other professionals who spend a majority of their time providing direct student services, such as social workers, psychologists, speech therapists, counselors, physical and occupational therapists, and special educators.

The proposed amendment would create a new definition of “certificated support service provider” that would cover education professionals such as social workers, psychologists, therapists, counselors, and special educators. While this is a new definition, the amendment does not change the current definition of “classroom teacher” in Bylaw 12-1(d). That definition, which includes certificated support services providers, would remain in effect.

Submitted by: 50 Delegates
Contact Person: Betsy Jara, California

STANDING RULE AMENDMENT 1

ADOPTED

TITLE: To limit each delegate speaking on a motion to two minutes.

Rule 3. Order of Business and Debate F. Delegate Recognition and Speaking Time

Any delegate who is recognized by the chair shall give his/her name and state, and shall indicate whether speaking as an individual or as spokesperson for the state delegation or the NEA Board of Directors before speaking to a point under discussion. No member shall speak and/or be recognized in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time if speaking as an individual or three (3) minutes at one time if speaking for the delegation or the NEA Board of Directors, unless permission is granted by majority vote of the Representative Assembly.

With the consent of the Representative Assembly, an NEA member who is not a delegate may address the Assembly.

STANDING RULE AMENDMENT 2

DEFEATED

STANDING RULE AMENDMENT 3

WITHDRAWN

Notes

Question on an Item Up for Discussion?

Here’s how to find help:

Delegates often use “Requests for Information” during debate to get information on an item up for discussion. But, did you know that there are other ways to find answers to your questions before debate? If you have a question on an item that has been printed in the *RA Today*:

- **Start with your State Caucus Chair**
He or she might have the answer or might be able to point you to someone who does.
- **Ask your NEA Board Members**
Board members are familiar with NEA programs and policies and may often be able to find the information you need.
- **Contact the Maker**
E-mail addresses are printed in the *RA Today* for all NBI makers who give their express consent.
- **Ask the NEA Staff**
Knowledgeable staff members with great expertise are seated to the side of the stage ready to answer your questions.
- **Request for Information**
If you are unable to find an answer to your question, or something said by the maker or other speakers raises a new question for you during debate, you can call in on a Request for Information. Requests for Information allow you to ask a question through the Chair to the maker of the motion or to ask the Chair to provide information about the item. Requests for Information must not be used to enter debate – or to ask a question to which you already know the answer. Delegates are encouraged to avoid excessive use of Requests for Information for questions that can be answered ahead of time using the other options outlined above.

Using these options to answer questions will help ensure a full and effective debate with decisions by a well-informed Assembly.

— AMENDMENTS —

STANDING RULE AMENDMENT 3A

DEFEATED

STANDING RULE AMENDMENT 3B

ADOPTED

TITLE: To allow makers of New Business Items one minute to speak in favor or against grouping the item with other NBIs for referral to committee.

Rule 3. Order of Business and Debate M. Motions to Refer

The vote on a motion to refer shall be in order only after the maker of the original motion has been given the opportunity to speak to the referral.

When a motion is made to combine or bundle New Business Items for referral to committees, the chair shall ask the makers

of each NBI if they support referral. The maker of each NBI shall be given one minute to explain whether they support or oppose referral.

STANDING RULE AMENDMENT 4

ADOPTED

TITLE: To strike language making debatable certain motions to suspend the rules.

Rule 3. Order of Business and Debate N. Suspension of a Standing Rule

By a motion from the floor, a Standing Rule may be suspended or amended without notice by a two-thirds (2/3) vote of those present and voting. ~~Any such motion will be debatable, except for motions to limit debate.~~

STANDING RULE AMENDMENT 5

ADOPTED

TITLE: To allow publication of a contact person's email address for proposed Representative Assembly actions, with the express written consent of the contact person.

Standing Rule 3. Order of Business and Debate New Section P.

Whenever a proposed Representative Assembly action is published, it shall include the name, state, and, with the express written consent of the contact person, the email address of said contact person.

STANDING RULE AMENDMENT 6

WITHDRAWN

STANDING RULE AMENDMENT 7

DEFEATED

STANDING RULE AMENDMENT 8

WITHDRAWN

STANDING RULE AMENDMENT 9

WITHDRAWN

STANDING RULE AMENDMENT 10

WITHDRAWN

What is the process for costing out New Business Items at the RA?

NEA Standing Rule 6 H establishes a five-member committee to review NBIs prior to and during the RA. The committee consists of the NEA Secretary-Treasurer, one member of the Board of Directors elected by and from the Board, and three delegates to the RA appointed by the President. The committee, along with the Chief Financial Officer, review each NBI and consult with the directors of relevant NEA departments. The NBI Committee then makes a preliminary estimate of the cost of each item and determines whether the item is already covered in the program budget.

Why do items that would seem to have little or no cost (such as writing a letter or including an article in existing publications) have cost implications?

The first question the NBI Committee considers when determining the cost of an NBI is whether the proposed work is contemplated under the NEA Strategic Plan and Budget or if it is outside of the scope of planned work. Any activities outside of planned work will have a cost, as staff time and resources will need to be reassigned to complete the work. Department directors assist the NBI Committee in determining how many staff hours will be required to complete work, and a cost is assigned based on a pre-determined daily rate for staff time.

Requiring communication of an item using only existing NEA vehicles does not eliminate cost. Staff time to complete the project must be calculated. In addition, if an item is not already on a publication production schedule, additional pages may have to be added to accommodate the requirement, thereby increasing the cost of producing, printing, and mailing the publication.

How do we cost out:

- **Printing, photocopying, and mailing tasks?** Pre-set modules establish costs per unit based on the type of publication (booklet, newsletter, single sheets, brochure, poster, etc.), number of pages, whether the item will be in color or black and white, and how many copies will be required. Mailing costs are assigned based on the first class postage cost per unit. Staff cost is calculated based on the number of hours estimated to complete the project.
- **Travel?** Pre-set modules establish costs for air, hotel, meals, and miscellaneous expenses (car rental/taxi, tips, phone, etc.) depending on the estimated number of days.
- **Surveys and other research?** Pre-set modules establish costs based on the minimum recommended sample size for the required respondent population. Modules include costs for surveys of NEA members, likely voters, state and local affiliates, and UniServ staff. Staff cost is calculated based on the number of hours estimated to complete the project. Consulting costs are based on hourly rates and the level of effort typically incurred for the work requested.
- **Rallies and similar events?** Costs for NBIs requiring rallies and marches include travel, housing, food, transportation at the site, staff time, publicity, permits, and other expenses associated with planning and executing a large-scale event.
- **Items that call for notification to or participation by state and local affiliates?** NEA has 51 state affiliates, 14,000 local affiliates, and three million members. The cost of NBIs requiring notification to members or affiliates is determined using modules for mailing using first class postage as well as the cost of producing (including staff time) and printing required items. NBIs calling for electronic notification require staff time to produce the required items. NBIs calling for participation by members or affiliates (such as a contest) take into account the staff time required to organize and evaluate responses from a large number of affiliates or members.

New Business Item Checklist

Submitting an NBI? Please consult the following checklist before turning in your form to ensure smooth processing and consideration of your item:

- Do you have the correct form?** The NBI form was amended in 2016. The Committee on Constitution, Bylaws and Rules cannot accept previous versions.
- Is the item appropriately categorized as a New Business Item?** NEA's Standing Rules define NBIs as "specific in nature and terminal in application." Any item related to federal legislation, whether or not it references a specific bill or law, must be submitted as a legislative amendment, not an NBI. Items stating general beliefs, rather than actions to be undertaken by the Association, must be submitted as amendments to NEA Resolutions. Items that would change NEA policy on issues covered by NEA Policy Statements must be submitted as amendments to those Policy Statements.
- Is your NBI clear and understandable for delegates?** Please refrain from using acronyms or terms of art that may not be understood by all delegates. In addition, please make sure your NBI clearly states the specific actions NEA should take to implement the item.
- Have you removed any rationale language from the text of the motion?** Language (up to 40 words) related to rationale for the motion should be included only in the "rationale" box. The text of the motion itself cannot include any rationale language.
- Is your rationale 40 words or less?** Longer rationales must be edited down by the maker or will be automatically cut off after the 40th word.
- Do you authorize publication of your e-mail address to assist delegates who wish to contact you with questions?** If so, please sign the authorization line.
- Is everything on your form legible?** Please make sure that everything, including your name, contact information, and the name of your seconder, is legible. Please keep all information within the provided boxes, as information in the margins may not copy well.

Amending a submitted NBI? Please use the following standards for clarity and consistency:

- Identify the specific sentence(s)** you wish to amend or whether you are proposing a complete substitute.
- Clearly note which words you wish to delete and/or add** by specifying the location (paragraph and sentence) and providing the exact language. Do not use line numbers.
- [Bracket]** all proposed deletions, underline all proposed additions.

Examples:

- 1) Amend NBI 2: In the 4th sentence, insert using existing vehicles of communication after "NEA shall educate members"
- 2) Amend NBI 3: In the 3rd sentence, delete [send to all members] and replace with publish on NEA media properties

— NEW BUSINESS ITEMS —

NEW BUSINESS ITEM A

ADOPTED

The National Education Association shall implement an action plan to prevent acts of discrimination and violence targeted at people who are perceived or identify as lesbian, gay, bisexual, transgender or questioning (LGBTQ). This plan will include

1. calling upon our members and society to take action to promote a culture of safety, support, affirmation that ensures civil rights and advocacy for LGBTQ members and students;
2. promoting the full dignity and humanity of all of our students and members; and
3. addressing the underlying issues that promote a culture of escalating intolerance and acts of violence.

Pursuant to this action plan, NEA will join the national effort to counter the widespread discrimination against individuals who are LGBTQ by:

1. Encouraging and supporting state and local affiliates to join efforts to enact and defend national and state legislation combating discrimination on the basis of sexual orientation or gender identity and expression.

2. Partnering with Civil Rights and LGBTQ Rights organizations to identify, create (as needed), and disseminate resources and materials to address the unique needs of ethnic minority LGBTQ students and educators.

3. Supporting and promoting Gay, Lesbian and Straight Education Network's (GLSEN) annual Day of Silence to symbolize the silencing effect of anti-LGBTQ bullying and harassment.

4. Supporting the pending legal challenges to newly enacted state laws that purport to license discrimination against LGBTQ individuals including:

- i. the pending challenge to North Carolina's H.B. 2, which prohibits access to restrooms in accordance with one's gender identity, prohibits localities from extending protections to LGBTQ individuals, and eliminates a state remedy for discrimination of any type prohibited by state law;
- ii. the soon to be brought challenge to Mississippi's H.B. 1523, which purports to license discrimination by public and private actors based on three specific religious beliefs about marriage; and
- iii. other challenges to similar state laws. Such support would consist of joining the cases as an amicus or other appropriate action and publicizing those challenges through existing NEA communication vehicles.

5. Calling on the U.S. Department of Education to enforce Title IX's prohibition against discrimination as it pertains to North Carolina or any other state that takes similar steps to prohibit restroom access based on gender identity, unless and until those states commit to ensuring that all students, including transgender students, have access to restrooms in accordance with their gender identity.

6. Continuing to raise awareness among

NEA members and affiliates of the rights and protections available to LGBTQ staff and students by broadly circulating and publicizing through existing NEA communication vehicles, the guidance developed by the NEA Office of General Counsel on religious exemption laws (including so-called religious freedom restoration acts and religious opt-out bills) as well as the NEA supported "Schools in Transition: A Guide to Support Transgender Students in K-12 Schools," and further legal guidance on transgender student issues.

7. Ensuring that all contracts for NEA meetings contain explicit requirements that all meeting vendors may not discriminate against any NEA member or attendee based on that individual's sexual orientation or gender identity.

8. Continuing to work with state affiliates and the LGBTQ community in states and localities impacted by the ongoing backlash in order to raise awareness of, and support ongoing local and state efforts to reverse the backlash.

9. Developing and implementing by October 2016 a comprehensive plan to combat the backlash, which will consist of legal, communications and coordination with state affiliates and partner organizations to support rapid response at the state legislative level to such discriminatory initiatives and continued legal and communications support for the pending challenges to those initiatives.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$135,500.

NEW BUSINESS ITEM 1

ADOPTED

NEA will develop and implement a secure, digital membership form and an online process for members to join.

COST IMPLICATIONS

A secure, digital membership form and an online process for members to join were incorporated as components of the NEA 360 system. The NEA 360 system is currently in development and anticipated to be launched during the second half of the 2016-2017 fiscal year. The full cost of that system is being capitalized and amortized over its estimated useful life. By incorporating the functionality requested in this NBI within the NEA 360 system at this time we are not anticipating any impact on the 2016-2018 proposed Strategic Plan and Budget.

NEW BUSINESS ITEM 2

ADOPTED

Using the Legislative Action Center and other appropriate NEA media properties, NEA will involve educators, parents, and students in efforts to bring special education reform to the forefront and advocate for legislation to fully fund the Individuals with Disabilities Education Act (IDEA).

NEA will use the Education Insider and other appropriate publications and social media vehicles to highlight supportive legislators and to engage stakeholders in contacting policymakers via Facebook, Twitter, and email.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

NEW BUSINESS ITEM 3

ADOPTED

NEA will promote a digital campaign to advocate for the full federal funding of the Individuals with Disabilities Education Act (IDEA) while bringing special education reform to the forefront, by collecting written stories via electronic means and creating video clips using the personal stories and experiences of educators, parents, and students to highlight the detrimental impact that inadequate funding and resources has on the achievement of students with disabilities in our schools. NEA will promote the written stories and video clips utilizing Facebook, Twitter, and *NEAToday.org* with articles outlining steps that stakeholders can use to lobby their legislators for funding appropriations.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$123,250.

NEW BUSINESS ITEM 4

ADOPTED

NEA will support state affiliates and locals with up to/not exceeding \$100,000 in resources to effectively participate in the Alliance to Reclaim Our Schools (AROS) and the nationally coordinated October 6 walk-ins as allies unite around racial justice, full funding and support for community schools, more teaching, less testing, and holding all schools that are publicly funded to the same high standards.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$70,000.

NEW BUSINESS ITEM 5

ADOPTED AS MODIFIED

1. The NEA oppose "Common Enrollment" systems, that combine publicly governed District schools and privately managed charter schools on a single enrollment application.

2. An article on the effects these common enrollment systems have had on districts where enacted be published digitally.

3. President Eskelsen García write a letter of concern which local associations can submit to local media outlets where a common enrollment system is in place or being considered.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$12,500.

NEW BUSINESS ITEM 6

ADOPTED AS AMENDED

NEA will work with parent and community organizations to promote student access to high quality educator delivered authentic language programs that lead to literacy in the domains of listening, speaking, reading and writing in multiple languages.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$55,500.

NEW BUSINESS ITEM 7

ADOPTED

For state and local affiliates who request it, NEA will update and revise the model legislative language (continuing the intent outlined below) to abide by new Every Student Succeeds Act (ESSA) law and policy regarding parental rights to opt their child out of high stakes testing without adverse consequences.

Existing language was written and published on NEA.org as a result of implementation of NBI #4 at 2015 RA:

3. Provide, on the NEA website, model legislative language for use at the state level, legislation of this kind can be introduced by members or parents' rights groups for sponsorship by friendly legislators or as a statewide initiative to the people that prevents punitive actions or negative consequences carried out by districts and/or school staff including but not limited to program placement decisions or other exclusionary consequences for students who do not take state mandated assessments. (2015-4) (<http://www.nea.org/home/62527.htm>)

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

NEW BUSINESS ITEM 8

DEFEATED

NEW BUSINESS ITEM 9

NEA will research the following areas and publish an article in *NEA Today* based on research conducted by communications staff that outlines at least three of the following:

- Why state banks are being introduced in many states in the country for tax-savings and investment in social services and infrastructure that benefits people especially schools;

- Pertinent facts/details about North Dakota's state bank history and successes (e.g., investments to the state even during national economic recession);
- Actual dollar amounts that some state governments spend annually on transaction fees to private banks which handle the state's revenue collection and expenditures and the profits those banks enjoy from taxation of citizens;
- The issues relating to security of a state government's money held in a publicly owned bank compared to a privately owned for-profit bank;
- What cost-savings could be expected to an average state's budget over a 5, 10, and 20 year period if a state bank only handled specific expenditures for example financing student loans AND the savings from an entire state's budget running through a publicly owned bank; and
- Education-related examples of capital investments and/or educational or health services for the people of a state should bonds, student loans, and other expenditures be financed by a publicly owned bank.

RATIONALE/BACKGROUND

Members deserve information on how public tax dollars are being given to Wall Street (ex. billion\$ annually go to Bank of America transaction fees) while cuts to education/state services continue; the cost of running government shouldn't be a corporate handout.

Submitted By: 50 Delegates

Contact: Julianna Dauble, Washington
juliannakd@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)
CF-1 Research Policy and Practice

COST IMPLICATIONS
This NBI can be accomplished at an additional cost of \$75,800.

NEW BUSINESS ITEM 10

Working with the NEA-Retired Executive Council, the Center for Advocacy will plan and hold a national retirement security advocacy day in the spring of 2017. The purpose of this one day on Capitol Hill would be to focus on effective and beneficial Social Security Reform including the repeal of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), opposition to mandatory coverage of Social Security and opposition to privatization. Activities for this day would include visits to Congressional offices and a national call-in effort. Participants would include (but not be limited to) NEA Board members representing NEA-Retired, NEA-Retired Executive Council members, state-retired presidents/chairs and the NEA-Retired Rapid Response Team.

RATIONALE/BACKGROUND

We have heard for years that Social Security Reform will be on agenda of the next Congress. Our country will have a new president and a new congress. The 115th Congress needs to act on this critically

important issue.

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

Contact: Martha Karlovetz, Missouri
Marthalake@aol.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)
CF-3 Advocacy and Outreach

COST IMPLICATIONS
This NBI can be accomplished at an additional cost of \$16,700.

NEW BUSINESS ITEM 11

NEA will encourage its Pre-K-12 and Higher Ed locals to affiliate or participate in AROS-Alliance to Reclaim Our Schools and NEA will support the next major AROS nationally coordinated walk-in on October 6 with social media and media support, with internal communications that notify affiliates and locals, and within existing means—budgets, staffing—provide training and support for locals/affiliates choosing to join the event.

RATIONALE/BACKGROUND

We need to work with our students' families and our communities as we engage in shared in value campaigns for great public schools within the community. These AROS National Days of Action provide a venue for us to do just that!

Submitted By: 50 Delegates

Contact: Amy Mizialko, Wisconsin
AMizialko@wi.rr.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)
CF-2 Organizing

COST IMPLICATIONS
This NBI can be accomplished at an additional cost of \$19,875.

NEW BUSINESS ITEM 12

The NEA will encourage its membership through existing media to advocate for annual monitoring of their school district's water quality.

RATIONALE/BACKGROUND

We in Michigan know firsthand how devastating poor water quality has been for the citizenry in Flint, Michigan. If regular monitoring is in place perhaps communities in the future can avoid disasters like this.

Submitted By: 50 Delegates

Contact: Judy Gail Armstrong-Hall, Michigan
paleo20@hotmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)
CF-4 Communications

COST IMPLICATIONS
This NBI can be accomplished at an additional cost of \$3,000.

NEW BUSINESS ITEM 13

The NEA will engage in organizing campaigns to improve working conditions of members working in early childhood and adult education and prospective members working with early and adult learners. Such working conditions include professional issue inequities, in particular gender-based pay disparities, benefits, professional development, licensure requirements and due process protections.

RATIONALE/BACKGROUND

Early and adult educators (overwhelmingly women) often do not have access to the same pay, benefits and protections as traditional teachers, including statutory rights such as due process, despite doing the same work and having the same license.

Submitted By: Governance body of affiliates

Contact: Rodney Rowe, MN
rodney.rowe@admin.org, Minnesota

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)
CF-2 Organizing

COST IMPLICATIONS
Assuming 10 campaigns out of the 12 issues across the country, this NBI can be accomplished at an additional cost of \$2,854,000.

NEW BUSINESS ITEM 14

The NEA shall request that our recommended (primary) candidate, Hillary Clinton, write a letter directed to NEA members stating that one of her priorities as president will be to work to repeal the GPO/WEP (Government Pension Offset/Windfall Elimination Provision).

RATIONALE/BACKGROUND

It is imperative that the Executive Branch of government play a integral part in our efforts to repeal discriminatory GPO/WEP.

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

Contact: Len Paolillo, lenpao32@aol.com, Massachusetts

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)
CF-3 Advocacy and Outreach

COST IMPLICATIONS
This NBI can be accomplished at an additional cost of \$1,500.

NEW BUSINESS ITEM 15

The NEA will present to the 2017 Representative Assembly (RA) an electronic executive summary of the NEA's organizing efforts to save/strengthen Social Security and repeal of the offset provisions of Social Security—the Government Provision Offset (GPO) and the Windfall Elimination Provision (WEP). Included in the presentation will be descriptions about what is being done now, will be ongoing, and proposed for the future.

Cost of New Business Items yet to be considered: \$5,135,517

Cost of New Business Items Referred to Appropriate Committees: \$0

Cost of New Business Items to Date: \$401,750

The final cost of New Business Items from the 2011-2015 Representative Assemblies were:

2011 \$90,754
2012 \$98,824
2013 \$196,849
2014 \$821,797
2015 \$1,413,422

— NEW BUSINESS ITEMS —

RATIONALE/BACKGROUND

We need to keep members informed about NEA's level of commitment and advocacy toward saving and strengthening Social Security. An executive summary presented at the RA will help members stay up to date on the critical issues around Social Security.

Submitted By: 50 Delegates

Contact: Ed Foglia, edndonna@surrewest.net, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$3,500.

NEW BUSINESS ITEM 16

During our morning and afternoon pauses in New Business, the chair will provide a 3-5 minute movement break.

RATIONALE/BACKGROUND

At Representative Assembly, delegates are sitting for long periods of time every day. A short activity during the current pauses would be helpful in providing them a healthy and fun 3-minute guided activity. Member health is paramount.

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

Contact: Jennifer Mallette, Colorado jenmallette@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-5 Business Operations
CF-6 Governance

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost. If this NBI passes, it will be referred to the Annual Meeting Review Committee.

NEW BUSINESS ITEM 17

NEA will use existing communication and publication methods to disseminate information detailing the consequences of repealing Blaine Amendments in the 38 states which have them.

RATIONALE/BACKGROUND

The Idaho Legislature proposed such changes in the 2016 Legislative Session. Other states have proposed such changes. All states would benefit from understanding the consequences of such actions so they can fight off attacks in their states.

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

Contact: John McCrostie, Idaho jmccrostie@hotmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications
CF-5 Business Operations

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$47,800.

NEW BUSINESS ITEM 18

The NEA will publicize a call on Hillary Clinton to end the Democratic Party's attack on public education. No more Arne Duncans. No more charter schools.

RATIONALE/BACKGROUND

The Democratic Party under President Obama has launched an unprecedented eight-year war on public education. We call on Hilary Clinton to pledge to end these Democratic Party policies and reverse this vicious attack on public schools.

Submitted By: 50 Delegates

Contact: Mark Airgood, California mairgood@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,000.

NEW BUSINESS ITEM 19

The NEA Academy will sever ties with Western Governors University (WGU) and the NEA will stop accepting advertising from Western Governors University.

RATIONALE/BACKGROUND

Private, non-union Western Governors University lobbies state governors and legislatures to redirect public higher education (including financial aid funds) to WGU, replacing NEA members' jobs with faculty-free "self-directed" courses. WGU also outsources course creation to for-profit companies, circumventing faculty governance.

Submitted By: 50 Delegates

Contact: Michael Buchler, Florida michael.buchler@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-5 Business Operations

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$22,000.

NEW BUSINESS ITEM 20

The NEA will publicize its condemnation of Donald Trump's racist, sexist, and xenophobic presidential campaign and the impetus it is giving to immigrant bashing and violent racist and fascist organizing.

RATIONALE/BACKGROUND

Donald Trump has become the most well-known representative of the most reactionary and right-wing political trend in the country. He stands in opposition to every principle the NEA stands on. We must oppose him.

Submitted By: 50 Delegates

Contact: Mark Airgood, California mairgood@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 21

NEA will publish a survey report of current state and local educator evaluation systems to reflect states and locals with professional development and growth systems.

RATIONALE/BACKGROUND

ESSA reauthorization is an opportunity for states and local affiliates to address the issues of toxic testing and its negative impact on teacher evaluations. Educators are receiving negative evaluations due to student growth, but effective evaluations based on professional practice.

Submitted By: 50 Delegates

Contact: Theresa Mitchell Dudley, Maryland TMDudley63@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$27,500.

NEW BUSINESS ITEM 22

NEA will support state and local associations in recruiting and retaining ethnic minority educators by enlisting the Ethnic Minority Caucuses to train leaders in cultural competency as well as engage teacher education programs to actively recruit ethnic minority teachers.

RATIONALE/BACKGROUND

Our students need to have role models that share their race, ethnicity, language and culture. Currently, students of culture make up more than half of our student population, but teachers of color only account for 18% of our work force.

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

Contact: Lynne Valencia-Hernandez, Colorado lmvalencia@mac.com

Notes

— NEW BUSINESS ITEMS —

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-2 Organizing

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$84,500.

NEW BUSINESS ITEM 23

NEA will offer a two-day "Applied Suicide Intervention Skills Training" for up to 30 delegates as a pre-RA option at the 2017 RA. Participants should represent a cross-section of NEA members, including teachers and support personnel. States or individuals will bear the cost of travel and lodging.

RATIONALE/BACKGROUND

Applied Suicide Intervention Skills Training is the most widely used and thoroughly vetted suicide intervention model in the world. Offering training at RA will save the lives of both students and educators.

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

Contact: Timothy Brown, Colorado
composer@timothyjbrown.net

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)CF-5 Business Operations
CF-6 Governance**COST IMPLICATIONS**

This NBI can be accomplished at an additional cost of \$14,880.

NEW BUSINESS ITEM 24

The NEA body shall henceforth celebrate the 2nd Monday of the month of October as Dia de la Raza/Indigenous People's Day. NEA shall encourage their members to urge their districts to do the same.

RATIONALE/BACKGROUND

Dia de la Raza and Indigenous People's Day celebrate the Native people of our land. Most American nations celebrate the ethnic mixing of the Old World and the New World that presently represent our citizenry.

Submitted By: 50 Delegates

Contact: Daniel Robles, California
dsdrobles6@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$7,500.

NEW BUSINESS ITEM 25

NEA will gather, create, and disseminate contract language to protect education employees from physical or emotional violence and abuse against them by students.

RATIONALE/BACKGROUND

Having contract language available for locals to use in bargaining will help protect members from physical and emotional abuse.

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

Contact: Timothy Brown, Colorado
composer@timothyjbrown.net

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)CF-1 Research Policy and Practice
CF-3 Advocacy and Outreach**COST IMPLICATIONS**

This NBI can be accomplished at an additional cost of \$5,500.

NEW BUSINESS ITEM 26

NEA will encourage local leaders to share the personal stories of American Indian/Alaska Native and Asian, Native Hawaiian, and other Pacific Islanders' students who have been denied and those that have succeeded in being able to wear symbols of cultural significance at their graduation ceremony to highlight the much needed support of cultural inclusion in their educational career. These stories will be shared digitally by NEA using existing media resources OR in the *NEA Today*.

RATIONALE/BACKGROUND

Native students are being denied the right to wear culturally relevant symbols during graduation across the country. This should be highlighted so that members learn of the detrimental effects of denying the cultural inclusion into the education of Native students.

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

Contact: Patricia McDaniels, Oklahoma

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)CF-3 Advocacy and Outreach
CF-4 Communications**COST IMPLICATIONS**

This NBI can be accomplished at an additional cost of \$5,000.

NEW BUSINESS ITEM 27

President Eskelsen García will write a letter to every state chief officer of public education recommending they support American Indian/Alaska Native and Asian, Native Hawaiian, and other Pacific Islanders' wearing symbols of their culture during their graduation.

RATIONALE/BACKGROUND

Nationally, only 67% of Native American students graduate from high school. This great accomplishment should afford them the right to wear their culturally relevant symbols during the graduation ceremony instead of perpetuating the institutional racism of denying their heritage.

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

Contact: Cari Manzer, Oklahoma

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

NEW BUSINESS ITEM 28

That NEA have the appropriate committee explore the expansion of the Local President Release Time Grant Program to provide more grants to fund a larger number of local affiliates.

RATIONALE/BACKGROUND

Spending dues money to provide more time for local leaders to do the work of our association is valuable and appropriate, particularly in light of the current attacks on public education.

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

Contact: Anthony Rosamilia, New Jersey
amrosamilia@verizon.net

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-2 Organizing

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 29

NEA, using existing resources and reports, will convene a task force to inform our members on the impact of racist stereotypes and mascots on students. They will focus on how racist imagery affects students in their emotional/social growth, stress, brain development, health, educational success and safety issues. NEA will then develop a virtual toolkit of best practices and effective materials for working with students exposed to these racist images. NEA will also develop a training module on how to combat inequalities due to these racist images among our students. This module will be made available to affiliates and community groups as appropriate.

RATIONALE/BACKGROUND

The National Congress of American Indians (NCAI) and the National Indian Education Association (NIEA) have numerous resources that NEA can use to compile a comprehensive education report about the use of racial stereotypical mascots.

Submitted By: 50 Delegates

Contact: Marty Meeden, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)CF-3 Advocacy and Outreach
CF-4 Communications

— NEW BUSINESS ITEMS —

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$81,500.

NEW BUSINESS ITEM 30

NEA will stand in solidarity with the Mexican teachers of the CNTE (National Coordinator of Education Workers) and urges to maintain the national dialogue on the Education Reform law in Mexico and further condemns the use of deadly violence against unarmed teachers, students and people of Oaxaca where 12 people were killed on June 19th. The NEA also requests due process and the release of unjustly detained teachers.

RATIONALE/BACKGROUND

NEA stands with teachers and students everywhere and supports human rights for everyone. The teachers of Mexico are fighting for their rights and for their lives. Their struggle is ours in the fight against the privatization of public education.

Submitted By: 50 Delegates

Contact: Kelly Flores, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 31

NEA will establish/identify best practices for high school transition programs for students with disabilities and publicize examples of exemplary approaches throughout the country.

RATIONALE/BACKGROUND

Transition programs offered throughout the country vary in quality and depth. Identifying and sharing best practices will aid districts in planning well rounded, highly developed programs and services that help students with disabilities better achieve their postsecondary goals.

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

*Contact: Lynda Shanahan, New Jersey
lynda.shanahan@gmail.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$6,500.

NEW BUSINESS ITEM 32

NEA will publish several articles in existing publications and social media outlets informing educators about the plight of

homeless students in the classroom.

RATIONALE/BACKGROUND

Federal data from 2013-14 indicates that the number of homeless children in public schools has doubled since the recession, reaching a record number of 1.36 million. Homeless students need schools to open gym showers and make services available wherever possible.

Submitted By: 50 Delegates

Contact: Cecile Bendavid, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice
CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$50,550.

NEW BUSINESS ITEM 33

Using the successful complaint filed by the American Civil Liberties Union (ACLU) in New Mexico as a model, NEA will collaborate with the ACLU and state member organizations to file complaints against states that limit or prevent educators from openly and freely voicing their opinions on Common Core State Standards (CCSS) and/or testing associated with CCSS as these laws/regulations/codes violate the First Amendment rights of educators.

RATIONALE/BACKGROUND

State laws preventing educators from voicing opinions critical of CCSS/testing violate First Amendment rights and detrimentally impact public discourse on education. Parents/voters/policy-makers must receive honest feedback from educators in order to make informed decisions about education.

Submitted By: 50 Delegates

*Contact: Shane Parmely, California
shane.parmely@gmail.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice
CF-3 Advocacy and Outreach
CF-5 Business Operations

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$12,500.

NEW BUSINESS ITEM 34

NEA, working with the NEA Contingent Faculty Caucus and other contingent activists, will advocate for:

- Consistent definitions of higher education faculty work to ensure equality and consistency of protections for part-time contingent faculty under the law;
- Resumption of and adequate funding for the National Study of Postsecondary Faculty and inclusion of data collection on both tenure-track and contingent faculty; and
- A more comprehensive work supplement from the Bureau of Labor

Statistics that would include contingent academic workers and would be conducted at regular intervals beyond the 2017 update.

RATIONALE/BACKGROUND

More than 3/4 of all faculty in higher education are contingent (non-tenure-track) and disproportionately fee-payers. Organizing is hindered by chaotic and incomplete data.

Submitted By: 50 Delegates

*Contact: Judy Olson, California
jolson99@sbcglobal.net*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$11,500.

NEW BUSINESS ITEM 35

The NEA will withdraw from the #Teach-Strong Coalition of the Center for American Progress.

RATIONALE/BACKGROUND

The membership of the NEA is committed to defending public education from the many corporate-backed groups in #TeachStrong, including Digital Promise, Education Post, Teach for America, National Council on Teacher Quality, Relay Graduate School of Education, and Stand for Children.

Submitted By: 50 Delegates

*Contact: Mary Porter, Massachusetts
mport84@yahoo.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 36

The NEA will publicize the role that the creation and then later closure of charter schools plays in leaving thousands of young people and families without any school, and in creating entire communities where no school exists and young people and families are thus denied the fundamental right to public education.

RATIONALE/BACKGROUND

Charter schools are being used to shut down schools. Converting public schools to charters before closing them entirely. The "free-market" philosophy of charters is in reality the freedom to go out of business. Defend public schools to defend education.

Submitted By: 50 Delegates

Contact: Tania Kappner, California

Notes

— NEW BUSINESS ITEMS —

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics
CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$12,500.

NEW BUSINESS ITEM 37

NEA will compile data from existing sources and report on the use and abuses of H1b visas in public schools. Report shall include but not be limited to:

- 1) the use of H1b visas by publicly financed charter schools,
- 2) the use of H1b visas by public school districts to fill "shortage areas" including the extent that district's attempt to recruit legal residents and citizens and
- 3) the experiences of NEA members who are employed under H1b visas and how their immigration status adversely affects their ability to advocate on behalf of students, colleagues, and how NEA assists these members who wish to move to permanent resident status.

RATIONALE/BACKGROUND

Education is the second largest employment category using H1b visas. Although anecdotal reports on H1b use in schools and various databases on H1b use exist, there has been no attempt to report on the extent that NEA members are impacted.

Submitted By: 50 Delegates

Contact: Conrad Floeter, Illinois
conrad.floeter@icagpa.org

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$65,000.

NEW BUSINESS ITEM 38

Utilizing NEA's existing research, policy, publications and legislative agenda, the NEA will advocate vigorously to remove the toxic language utilized to label and grade our lowest performing public schools.

RATIONALE/BACKGROUND

Labeling public schools as "failing" does irreparable harm to our students, educators, and communities and contributes to the school-to-prison pipeline. Enemies of public education continue to use this language as a powerful weapon to destroy us.

Submitted By: 50 Delegates

Contact: Michael Wesley, Jr., Alabama

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-2 Empowered Educators for Successful Students

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$63,800.

NEW BUSINESS ITEM 39

The Conservative Educators Caucus is requesting that instructional material regarding suggested response to threats and violent incidents be provided on all NEA and affiliate websites.

RATIONALE/BACKGROUND

Public school safety has been a serious concern for many in the educational profession, from the devastating event at Sandy Hook to the recent event in Orlando, Florida. Be it an urban or suburban environment, the predator does not care.

Submitted By: 50 Delegates

Contact: Lydia Gutierrez, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,500.

NEW BUSINESS ITEM 40

In the Strategic Plan and Budget document prepared for the Representative Assembly, the NEA will provide information from the previous two years of actual expenses in the same document as the proposed budget.

RATIONALE/BACKGROUND

The 2016-2018 Strategic Plan & Budget contains the budget for the next 2 years without comparison data from the previous 2 years on the same page. Easily available comparison data within the document would help delegates be informed.

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

Contact: Allison Estes-Browne, New Hampshire

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-5 Business Operations

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

NEW BUSINESS ITEM 41

NEA will donate \$10,000 to the Save Our Schools March for Public Education and Social Justice Rally and Activist Conference.

RATIONALE/BACKGROUND

A large-scale public event to promote pub-

lic education and social justice will ignite public attention and discussion needed to further deepen support behind NEA's social justice platform and Great Public Schools criteria. NEA needs to publicly support this event.

Submitted By: 50 Delegates

Contact: Melissa Tomlinson, New Jersey
jmtrht0625@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$10,000.

NEW BUSINESS ITEM 42

NEA will use voting procedures already in place at the RA to allow for the nomination and election of an "NEA Grassroots Activist of the Year."

RATIONALE/BACKGROUND

The grassroots movement was what originally built our union. We need to pay tribute to our roots and recognize those that work outside of the existing union structure to advocate for our schools and our union.

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

Contact: Melissa Tomlinson, New Jersey
jmtrht0625@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$10,500.

NEW BUSINESS ITEM 43

NEA will engage, collaborate, and partner with organizations prioritizing the crafting of federal legislation that will ensure public access to quality water supplies that is free of poisons, toxins, and pollutants for all citizens, regardless of race, income, or zip code.

RATIONALE/BACKGROUND

With most of the higher levels of lead content in drinking water being reported from urban communities, this concern ties into NEA's policy on fighting against institutional racism.

Submitted By: 50 Delegates

Contact: Melissa Tomlinson, New Jersey
jmtrht0625@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

NEW BUSINESS ITEM 44

NEA will communicate, through existing channels, the dangers of lead poisoning to infant, toddler, and child cognitive development, as well as the potential genetic effect on future generations born of our members that are exposed to lead through drinking water and other means.

RATIONALE/BACKGROUND

This is a major health issue that affects public school and college students and staff.

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

Contact: Melissa Tomlinson, New Jersey
jmtrht0625@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$8,000.

NEW BUSINESS ITEM 45

NEA will develop a list of job qualifications, to be given to presidential candidates, that candidates for Secretary of Education shall possess. This should include such things as formal training in education, experience as a public school educator, and no financial, employment, or positions supporting the education privatization industry.

RATIONALE/BACKGROUND

The Secretary of Education is the highest officer in charge of public education in our country. The Surgeon General is always a surgeon. The Attorney General is always an attorney. The Secretary of Education should be an experienced educator.

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

Contact: John Havlicek, Wisconsin
handyman.coach@yahoo.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,500.

— NEW BUSINESS ITEMS —

NEW BUSINESS ITEM 46

NEA, through existing media, will inform members about the "Seal of Biliteracy," which recognizes graduating high school seniors who have attained proficiency in two or more languages. NEA will encourage states that have not yet adopted the Seal to do so.

RATIONALE/BACKGROUND

Proficiency in more than one language and knowledge of other cultures are key 21st century skills. The Seal of Biliteracy helps encourage students to develop these skills and supports appreciation of and respect for cultural diversity.

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

Contact: Grace Leavitt, Maine
senorag151@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach
CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$9,000.

NEW BUSINESS ITEM 47

Using existing communication vehicles and specifically the *RA Today*, NEA shall explain the nature and role of the various committees of the Representative Assembly and the difference between Resolutions and the Legislative Program.

RATIONALE/BACKGROUND

The RA must be given sound recommendations before adoption of Resolutions and the Legislative Program. Last year a legislative amendment was quashed by the Committee on Legislation because there existed a similar resolution. Resolutions don't drive NEA's lobbying.

Submitted By: 50 Delegates

Contact: Manny Lopez, California
moveonit@sbcglobal.net

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications
CF-6 Governance

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 48

NEA will encourage and empower its members to question, challenge, and demand other stakeholders and themselves to provide facts and evidence to support their claims, ideas, and policies. NEA will form a committee to monitor and check for sound, research-based truth in claims, ideas, and protocol pertaining to public education policy.

RATIONALE/BACKGROUND

Reformers have used and abused misinformation, false claims, exaggerations, and even fabrications in order to promote reforms such as high-stakes testing, merit pay, charter schools, Value-Added Modeling (VAM), and Common Core State Standards (CCSS), and Smarter Balanced Assessment Consortium (SBAC). Public school teachers must demand academic truth from everybody!

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$60,975.

NEW BUSINESS ITEM 49

NEA will produce an objective and concise report about countries where similar neoliberal educational reforms have been applied in the past twenty years, and create a panel to analyze and compare the results of such reforms. NEA will look at premises, methods, trouble with implementation, collateral damage, and outcomes. Findings of this study will help NEA members to determine a rational and well-informed position on these neoliberal reforms.

RATIONALE/BACKGROUND

The Global Education Reform Movement is destroying public education systems everywhere. A pragmatic way to provide NEA members with invaluable information is to get a broad and rich perspective by looking at the results from other countries applying similar neoliberal reforms.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$41,250.

NEW BUSINESS ITEM 50

NBI NEA DEFEND PUBLIC SCHOOLS BY FIGHTING PRIVATIZATION. NEA will educate and organize their members to defend public education from the privatization process that threatens the existence of America's democratic school system. NEA will educate its members on how to identify and effectively correct and refute myths, misinformation, fabrications, half-truths, and lies that form the prevalent corporate reformers narrative that is allowing and validating the dismantling and privatizing of America's public schools system.

RATIONALE/BACKGROUND

Privatization is a threat to the existence of public schools. Disguised as REFORM,

public schools are being underfunded, teachers overworked and overstressed, and democracy undermined. All NEA members must be educated to defend public schools from privatization.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-2 Empowered Educators for Successful Students
CF-1 Research Policy and Practice

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 51

NEA should take a firm position of opposing in words and action any reform that has not been sufficiently supported on empirical or academic foundations. NEA members must demand at a minimum that policies, methods, techniques, or structural changes suggested be properly tested in a smaller scale for experimental purposes. Once the results of the experiment are presented properly to the public, teachers associations will make informed decisions.

RATIONALE/BACKGROUND

Decades of unwarranted and ideologically driven reformers' policies have failed to deliver positive results. Teachers have worked diligently and responsibly, yet they are still blamed. Our students' education has been compromised by random untested ideological policies. NEA members deserve academic truth.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$670,312.

NEW BUSINESS ITEM 52

NEA will create a committee to draft a proposal for the U.S. government to create a healthcare system for all (single payer/Medicare for all).

RATIONALE/BACKGROUND

About 29 million Americans remain uninsured. Districts have had continuous budget problems because healthcare prices increase every year arbitrarily. This chronic problem affects the nation as a whole. A universal healthcare system would benefit all: teachers, students, and every citizen.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

Notes

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$73,700.

NEW BUSINESS ITEM 53

The NEA shall investigate the cost and logistical feasibility of allowing the makers of New Business Items to submit an additional 100 words of background information, or rationale, that would be made available to delegates only in digital form. Such material could be made available to delegates interested in such additional material when they are accessing RA delegate materials online.

RATIONALE/BACKGROUND

Having additional information electronically available to help delegates understand background or underlying issues addressed by an NBI could reduce the number of points of information on the RA floor, allowing the business to proceed more efficiently.

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

Contact: Jennifer Tanner, Utah

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$250.

NEW BUSINESS ITEM 54

NEA will encourage all state and local affiliates to use existing means of communication to promote developmentally appropriate resources that help all educators support transgender and gender non-conforming students in our schools such as, but not limited to, "Building a Gender Friendly School Environment: A Toolkit for Educators and Their Union," from Education International.

RATIONALE/BACKGROUND

Students learn much about their gender identity in our schools and the issue of gender identity is closely connected to gender equality and safety. All educators need a toolkit of resources to build an overall gender-friendly school environment.

Submitted By: 50 Delegates

Contact: Charles Shannon, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)CF-3 Advocacy and Outreach
CF-4 Communications**COST IMPLICATIONS**

This NBI can be accomplished at an additional cost of \$3,500.

NEW BUSINESS ITEM 55

The NEA will petition the next President of the United States to remove the "National Charter Schools Week" designation from the week that has traditionally been reserved for "Teacher Appreciate Week."

RATIONALE/BACKGROUND

In 2012, President Obama proclaimed that "National Charter Schools Week" would occur during the week that Teacher Appreciation has been celebrated. This move disregards the efforts of many dedicated public school teachers.

Submitted By: 50 Delegates

Contact: Jennifer Hall, Washington
jenniferhall3190@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$5,500.

NEW BUSINESS ITEM 56

NEA President Eskelsen García will write a letter to Bernie Sanders thanking him for increasing the democratization of the presidential campaign, and engaging more young Americans than ever in peaceful assembly and participatory democratic process.

RATIONALE/BACKGROUND

Bernie Sanders' presidential campaign has mobilized more young people than have been engaged in public rallies and democratic assemblies in decades. Further, Sanders' platform calls for elements sorely needed for planetary sustainability and a truly democratic society.

Submitted By: 50 Delegates

Contact: Jennifer Hall, Washington
jenniferhall3190@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,000.

NEW BUSINESS ITEM 57

NEA will encourage all state and local affiliates to use valid and existing resources to provide transgender and gender non-conforming awareness trainings for faculty, staff, and administrators such as, but not limited to, "The Teaching Transgender Toolkit: A Facilitator's Guide to Increasing Knowledge, Decreasing Prejudice & Building Skills."

RATIONALE/BACKGROUND

Most educators do not receive training or support in transgender awareness and it is not fair to assume that they will arrive at their schools with the skills they need to work effectively with youth from these communities.

Submitted By: 50 Delegates

Contact: Charles Shannon, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$3,500.

NEW BUSINESS ITEM 58

The NEA will publish and promote a position statement stressing contributions made by veteran educational employees, in terms of dedicated service to students and membership to new educational employees. The statement will cite anecdotal evidence of veteran employees being targeted for harassment and dismissal; will condemn the discriminatory practices that lead to targeting, harassment and forced retirements of members, and will advocate for the support and retention of experienced educational employees.

RATIONALE/BACKGROUND

Dedicated, experienced educators with prior proficient-to-excellent evaluations are being driven out of the profession by harassment-style management and punitive evaluation practices.

Submitted By: 50 Delegates

Contact: Jennifer Hall, Washington
jenniferhall319@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$38,750.

NEW BUSINESS ITEM 59

NEA will communicate through existing media to leaders at all levels—chapter, regional, and state—to promote and encourage members to engage in formal debates. NEA will enable its members to request forums to have proper opportunities to participate or to be a participative audience in well-organized debates about relevant issues.

RATIONALE/BACKGROUND

Promoting debates on relevant issues will result in having more invested, well-informed, and empowered members. Debates will help at local, state, and national levels by educating members prior to assemblies. It will help all members to make important decisions.

— NEW BUSINESS ITEMS —

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$7,000.

NEW BUSINESS ITEM 60

NEA will provide all state and local affiliates with model district policy on transgender and gender non-conforming students that our school boards can adopt such as, but not limited to model language from Gay, Lesbian and Straight Education Network (GLSEN) and the National Center for Transgender Equality.

RATIONALE/BACKGROUND

State and local affiliates need policy language that reduces the stigmatization of and improves the educational integration of transgender and gender nonconforming students to further the successful educational development and well-being of every student.

Submitted By: 50 Delegates

Contact: Charles Shannon, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$20,500.

NEW BUSINESS ITEM 61

NEA President Lily Eskelsen-Garcia will write a letter to the Mexican Consulate/ Government Officials condemning the incidents in Oaxaca where Mexican teachers lost their lives while protesting against the corporate reforms and the unjust arrest of two of their leaders, and a message to the teachers of the CNTE (Coordinadora Nacional De Trabajadores De La Educacion) expressing that NEA stands in support and solidarity with our Mexican brothers and sisters in their rightful and courageous defense of public education—their members, their schools, and their students.

RATIONALE/BACKGROUND

Fellow Mexican teachers who look for professional respect and against privatization have been oppressed and persecuted by the Mexican government in Oaxaca. NEA members can help them by sending the message that we are watching and demanding justice and peaceful resolution.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 62

The NEA Board of Directors will implement a 1/2 dues structure for both annual and lifetime ESP retirees.

RATIONALE/BACKGROUND

It is important to keep ESP involved following retirement. Half dues would make it affordable for ESPs who had lower wages and pensions than licensees. Many states have 1/2 dues for Active ESP. Let's give ESPs a voice as retirees.

Submitted By: 50 Delegates

Contact: Robert Barzdukes, Colorado

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI is in conflict with Bylaw 2-7 which reserves authority to set Retired dues to the NEA board of directors.

NEW BUSINESS ITEM 63

The NEA Executive Committee shall look at the benefits of expanding/enlarging the current membership eligibility of the "Student Program" by:

1. Changing membership focus so the program membership will be inclusive of all future educators and not to be solely limited to students aspiring to be licensed educators. This will be accomplished by allowing the program to expand to all colleges, universities, and trade schools as to recruit any student into the program.
2. Include an organizing component that will recruit highly skilled individuals into all of the education careers, (i.e. licensed educators, Education Support Professionals (ESP), Specialized Instructional Support Personnel (SISP), etc.)
3. Rebranding/naming the program that identifies the program to potential members.

Their findings and recommendations shall be reported to the NEA Board of Directors, State Affiliate Presidents, and the National Councils prior to the 2017 Representative Assembly.

RATIONALE/BACKGROUND

There is a shortage of educators, not only teachers, but also ESP and SISP. We need to be proactive and recruit quality individuals, as we need the best individuals educating the whole student and working in our public schools.

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

Contact: Jerad Reay, Utah
jreay@useautah.org

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-2 Organizing

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$24,000.

NEW BUSINESS ITEM 64

The NEA shall inform its members through existing media of the negative correlation between tax dollars spent prosecuting continuous wars and the ongoing lack of public investment in education. Further, the NEA will include information on the disproportionate number of youths from minority and economically disadvantaged communities who are serving in the U.S. Armed Forces. The NEA will advocate for peace and, by publicizing online instructional resources, encourage its members to support the United Nations International Peace Day on September 21, 2016.

RATIONALE/BACKGROUND

Since 2001, the US has spent \$8 million an hour on war - \$1.7 trillion for a war that leaves every child behind. To achieve great public schools for every child, NEA must advocate to end perpetual war and its costs.

Submitted By: 50 Delegates

Contact: Gregory Kepner, Washington
kepner1959@yahoo.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics
CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$10,500.

NEW BUSINESS ITEM 65

Move to bifurcate the Human & Civil Rights Awards Dinner so that they are presented on a biennial basis.

RATIONALE/BACKGROUND

This bifurcation would allow ample time to do justice to each recipient in a more thorough manner. In the present system, there is not enough opportunity to do justice for this honor and distinction.

Submitted By: 50 Delegates

Contact: Tom Nicholas, Connecticut

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 66

NEA RA delegates will have electronic access to projected and actual amounts spent on each 2016-2017 NBI, with a breakdown of what costs were incurred (ex. staff time, research, materials, media). If costs vary by 10%, an explanation would be included.

RATIONALE/BACKGROUND

Understanding the cost of NBIs produces more informed decision making. Some tracking must currently be done and factored into cost estimates given at the RA. Quick compilation and dissemination of this data seems easily accomplished.

Submitted By: 50 Delegates

Contact: Tom Marak, Connecticut
tommarak@sbcglobal.net

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-5 Business Operations
CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$5,500.

NEW BUSINESS ITEM 67

The NEA Board of Directors, with input from state presidents, will develop a new Code of Ethics for the NEA to be presented at the 2017 Representative Assembly for potential adoption.

RATIONALE/BACKGROUND

Our Code reads negatively with countless uses of the phrase "the educator shall not...". Very little has been amended since its adoption in 197

5. Current Code can be found in the NEA Handbook or google-ing "NEA Code of Ethics."

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

Contact: Miles Carey, Virginia
carey.miles@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$27,600.

NEW BUSINESS ITEM 68

The NEA will publicize:

1. Our commitment to the right of undocumented immigrant youth and parents to "come out of the shadows" and gain legal status to stay in the U.S. without fear of being deported.
2. Our condemnation of the Supreme Court's decision allowing states to refuse to comply with the Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of American and Lawful Permanent Resi-

— NEW BUSINESS ITEMS —

dents (DAPA).

3. Our commitment to the passage of a federal DREAM Act, so that undocumented youth can gain a pathway to citizenship.

RATIONALE/BACKGROUND

2 million undocumented youths are eligible for expanded DACA and the DREAM Act, along with parents of American citizens under DAPA. Last June, the Supreme Court upheld a lawsuit against President Obama's executive orders granting protections to undocumented children and parents.

Submitted By: 50 Delegates

Contact: Tania Kappner, California
tkapp2@yahoo.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

NEW BUSINESS ITEM 69

The NEA will publicize our rejection of the cuts and elimination of special education programs being waged across the country in the name of so-called "reform". We will educate members and communities about how this policy is leading to the shut down of successful special ed programs.

RATIONALE/BACKGROUND

Cost-cutting and cynical policies are being pushed, masquerading as "reform" but which violate the rights and protections of our schools' most vulnerable students. Small class-sizes for students with special needs, specialized credentials and services are being shut down.

Submitted By: 50 Delegates

Contact: Mark Airgood, California
mairgood@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-2 Empowered Educators for Successful Students

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 70

NEA extend free childcare to the pre-conferences, such as the Joint Ethnic and Women's Issues Conference, directly prior to the RA.

RATIONALE/BACKGROUND

NEA is an inclusive organization. Extending childcare to the pre-conferences will allow more members to participate in our union.

Submitted By: 50 Delegates

Contact: Ingrid Gunnell, California
igunnell@hotmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$15,000.

NEW BUSINESS ITEM 71

Using all relevant resources, NEA will research the social and economic impacts of automated systems technological development upon employment and income inequality. Once this study has been completed within one year, a report to the membership should be developed with possible future actions directed towards the NEA's Legislative Agenda.

RATIONALE/BACKGROUND

The replacement of workers with robotic systems has been underway for many years now. This process is accelerating to the point that it is becoming unregulated by law. This is impacting education in subtle ways among ESP staff especially. Advances in artificial intelligence (AI) are impacting our society in unpredictable ways.

Submitted By: 50 Delegates

Contact: David Haight, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$45,000.

NEW BUSINESS ITEM 72

NEA will publicize through existing media the benefits of joining and encourage state affiliates to become members of their state's labor council.

RATIONALE/BACKGROUND

Labor is under attack; NEA affiliates absent from their state labor councils have a weakened position on education issues. State associations may influence actions of other unions and may get support when needed as members of state labor councils.

Submitted By: 50 Delegates

Contact: Daniel Troccoli, Washington

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications
CF-6 Governance

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 73

NEA use existing resources to promote assessment literacy among its members by

publishing information and providing support materials.

RATIONALE/BACKGROUND

Assessment literacy is an educator's ability to create, select, and utilize the appropriate assessment practices and tools to inform instruction. Providing resources will help ensure that educators can rely on their own assessment data which is more relevant than standardized tests.

Submitted By: 50 Delegates

Contact: Jennifer Pettey, California
jpetteynea@hotmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$27,000.

NEW BUSINESS ITEM 74

1) NEA will gather evidence and inform its members of the impacts that charters have had on funds available for traditional public schools.

2) NEA will urge its members to not use the term "public charter schools" and NEA will cease to refer to them as such.

RATIONALE/BACKGROUND

Charters say that they are public when it suits their purpose (getting public monies) and claim private when they want to skirt accountability and transparency. Charters have appointed boards not elected and punch out low performing students.

Submitted By: 50 Delegates

Contact: Kristin Jones, California
kmjones04@msn.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$95,000.

NEW BUSINESS ITEM 75

NEA use existing resources to educate members about punitive policies mandating 3rd grade retention on the basis of a single test score.

RATIONALE/BACKGROUND

State policies tying mandatory 3rd grade retention to a single reading test score, particularly in the absence of remediation, are punitive and discriminatory. Teachers believe decisions regarding student retention should be based on the professional judgment of accomplished educators, plus input from stake holders.

Submitted By: 50 Delegates

Contact: Elizabeth Campbell, Nevada
taptap128@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics
CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$4,000.

NEW BUSINESS ITEM 76

Using data and information gathered for NEA RA 2015's NBI #89 for a report on the state of school libraries in NEA affiliates, along with other relevant information gathered from the American Association of School Librarians and other sources, NEA will use existing communication channels to educate parents, educators and the public on the continued erosion and elimination of school library programs that are staffed by professionally credentialed library teachers, especially in low income communities of color. NEA will also advocate for equitable funding for school library programs staffed by professionally credentialed library teachers in these communications.

RATIONALE/BACKGROUND

The accepted practice of grossly inequitable access to well resourced, professionally staffed school library programs, a core academic resource well-documented as being especially beneficial to low income students, is an issue of social, educational, and economic justice and a manifestation of institutional racism.

Submitted By: 50 Delegates

Contact: Sue Doherty, Massachusetts
sueadoherty@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$500.

NEW BUSINESS ITEM 77

NEA will contact state affiliates to determine the status of substitute educators and to investigate how they can best be incorporated as members of their locals, state affiliates, and the NEA. A report will be produced and made available for downloading from the NEA website to assist affiliates and locals in organizing substitute educators.

RATIONALE/BACKGROUND

Organizing subs will bring them into the Union and enable new educators, who often start their careers as subs, to start as NEA members. Encouraging subs to organize will also promote unity.

Submitted By: 50 Delegates

Contact: Peter Henry, Washington
phenry@u.washington.edu

— NEW BUSINESS ITEMS —

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-2 Organizing

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$47,500.

NEW BUSINESS ITEM 78

NEA will, by way of its various forms of communication, inform members nationwide about the Relay Graduate School of Education, its programs and practices, and the potentially negative impact it can have on our students and our profession.

2. President Lily Eskelsen Garcia will offer an explanation to members as to why NEA is now a partner with the Relay Graduate School of Education.

RATIONALE/BACKGROUND

Knowledge is power. When programs such as Relay work to diminish the profession rather than elevate it, and when such programs represent the very things we stand against, it is important that members are informed of those threats.

Submitted By: 50 Delegates

Contact: Sheryl Cunningham, Colorado

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications
CF-6 Governance

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 79

NEA will publish an article using NEA digital properties suggesting that all graduating seniors wear the same color and design graduation gown at graduation ceremonies making male and female graduates equal.

RATIONALE/BACKGROUND

Many school administrators require that female students wear white gowns and male students wear dark gowns. NEA members shall encourage school officials to promote equality and gender neutral graduations by having all graduates wear the same color gown.

Submitted By: 50 Delegates

Contact: Cecile Bendavid, California

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$2,500.

NEW BUSINESS ITEM 80

Through NEA existing media, and in collaboration with the NEA student program and the NEA Higher Education program, disseminate information on religious hate speech that leads to verbal abuse, violence and intolerance on school campuses focusing on the rise of anti-Semitism, Islamophobia, anti-Sikh and prejudice towards other minority world religions.

RATIONALE/BACKGROUND

Because of the rhetoric on campuses being used by the extreme rightists, there is a rise of bullying and attacking of students because of their religious beliefs, dietary needs and the clothing that they wear.

Submitted By: 50 Delegates

Contact: Charles Moskowitz, Florida

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-2 Organizing
CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$25,000.

NEW BUSINESS ITEM 81

NEA, working with the NEA Contingent Faculty Caucus and other contingent Higher Education activists, will advocate for equal access to retirement benefits by investing best practices and developing strategies for providing faculty and professional staff employed in part-time positions with appropriately prorated retirement benefits.

RATIONALE/BACKGROUND

More than half of all Higher Education faculty members are part-time workers, often piecing together jobs at several schools and receiving no benefits.

Submitted By: 50 Delegates

Contact: Beverly Stewart, Illinois
bstewart1332@gmail.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$25,000.

NEW BUSINESS ITEM 82

NEA will use existing communication and publication methods to disseminate information about affirmative consent, including some version of the definition of affirmative consent: Affirmative consent means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can

be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

RATIONALE/BACKGROUND

We need to lead in the efforts to stop sexual assault and sexual violence, including sexual assault on high school and college campuses, and to promote the importance of active, continual, conscious, and voluntary consent.

Submitted By: 50 Delegates

Contact: Dan Reynolds, California
screendocdan@yahoo.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-4 Communications
CF-5 Business Operations

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$8,000.

NEW BUSINESS ITEM 83

The NEA shall support local associations in their ongoing efforts to achieve respect for the Martin Luther King Jr. National Holiday, guaranteeing that school will not be in session on this day and all public school employees will be given a day of rest to reflect upon and honor the important work and life purpose of Dr. Martin Luther King, Jr. The NEA shall encourage state associations to electronically publish a list of school districts that do not fully honor the Martin Luther King Jr. National Holiday. At the request of local associations, NEA shall provide support for their efforts to achieve respect for Martin Luther King Jr. Day through changes to contract language and/or district policies. Furthermore, through existing media, the NEA shall highlight the stories of association members whose fight to achieve respect for the Martin Luther King Jr. National Holiday have yet to be realized.

RATIONALE/BACKGROUND

While the Martin Luther King Jr. National Holiday is almost universally honored in urban/suburban districts across the US, many small-town locals still struggle to gain respect for a day of rest on this holiday. NEA should support their efforts.

Submitted By: 50 Delegates

Contact: Lawrence E. Lane, Oklahoma
llane7777@aol.com

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$5,750.

NEW BUSINESS ITEM 84

The National Education Association shall produce and distribute informational materials digitally that guide schools, administration, and teachers on effective methods of informing families in the educational

Notes

— NEW BUSINESS ITEMS —

community about dangers of Complementary and Alternative Medicines (CAM) for illness, disease, and/or disability. CAM is often defined as, "a group of diverse medical and healthcare systems, practices and products that are not presently considered to be part of conventional medicine." This shall include all alternative, aroma, holistic, homeopathic, natural, and any other pseudoscience healing treatments that are available.

RATIONALE/BACKGROUND

Complementary and Alternative Medicines (CAM) are a danger to children. CAM use instead of conventional medicine leads to delayed treatment, masking of symptoms, and high risk treatments. This has serious outcomes or death for the children subjected to CAM treatments.

Submitted By: 50 Delegates

Contact: Michael Espinos, Illinois

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$20,500.

NEW BUSINESS ITEM 85

NEA will work with existing coalition partners and existing means of communication to increase member awareness of resources and trainings available on the topics of what kinds of experiences are trauma for students, how trauma affects students and their education, and educating students who have experienced traumatic events.

RATIONALE/BACKGROUND

A traumatic event can seriously interrupt the school routine and the processes of teaching and learning. The involvement of the school is critical in supporting students following exposure to a traumatic event.

Submitted By: 50 Delegates

*Contact: Chrystal Freer, Oregon
freer1979@msn.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice
CF-4 Communications

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 86

NEA write a letter to all state affiliates asking for help in identifying NEA members living in federal forest communities/counties that could help the NEA in advocating for the renewal of the Secure Rural Schools and Communities Self-Determination Act.

RATIONALE/BACKGROUND

4,400 rural districts, representing nine million students in 780 counties (41 states) received their last SRSCSDA payment. As part of the National Forest Counties and

Schools Coalition, NEA's advocacy is strong and must be supported by grassroots advocacy.

Submitted By: 50 Delegates

*Contact: Dana Dillon, California
danad@jps.net*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-3 Advocacy and Outreach

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$1,500.

NEW BUSINESS ITEM 87

The NEA will take three specific actions in support of striking teachers and communities defending public education in Mexico. First, the NEA will immediately provide \$7,500 to the legal representatives chosen by union leaders Ruben Nunez and Francisco Villalobos, the two highest ranking imprisoned leaders of the Mexican teachers' union in Oaxaca known as Section 22-CNTE who are currently incarcerated far from their homes and families for organizing protests against corporate-driven education reforms. These monies must be quickly sent directly to the lawyers chosen by these leaders of CNTE-Section 22, because the Mexican government has frozen, and apparently seized, all the bank accounts of the teachers' union in Oaxaca, Mexico. Second, news (including photos if possible) of this NEA solidarity donation will be included in all available social, electronic, and print media when the sign-on names added to NEA President Lily Eskelsen García's letter demanding an end to violence against educators and the oppression in Oaxaca, Mexico, is released. Third, at some time during this 2016 RA, this body will grant our president a moment of special privilege to explain why she was moved to write this blog about the violence in Oaxaca, Mexico and to urge everyone at the RA to add their names to her powerful letter now available at: <http://lilysblackboard.org/2016/06/condemn-violence-educators-oxacaresiste/>.

RATIONALE/BACKGROUND

We can contribute to justice in Oaxaca, Mexico where teachers, parents, and the community are under siege. This small solidarity donation will help provide legal representation for imprisoned education union officials who face years in prison for defending public education.

Submitted By: 50 Delegates

*Contact: Caleb Allison, Oklahoma
maestroallison@yahoo.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$63,550.

NEW BUSINESS ITEM 88

Working with its state affiliates, NEA will research and inform its members about the variety of ways states are using high-stakes testing in their accountability systems.

RATIONALE/BACKGROUND

NCLB is a thing of the past. The NEA cannot continue past transgressions. We must ensure that the high-stakes element of NCLB does not work itself back into ESSA.

Submitted By: 50 Delegates

*Contact: Joe Hermann, California
j.hermann@sbcglobal.net*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

G-S Goals' Shared Tactics
CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$7,500.

NEW BUSINESS ITEM 89

When amendments to NEA RA items are made in advance, they will be made available online in real time to the delegates. Moreover, amendments made from the floor will be made available online in real time whenever possible.

RATIONALE/BACKGROUND

Having amendments available in advance will allow delegations to engage in more robust discussion. With Google Docs, social media, and other tools at our disposal, this simple adjustment will help us all be better informed when taking action.

Submitted By: 50 Delegates

*Contact: Marshall Thompson, Minnesota
mthompson14@gmail.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$125,000.

NEW BUSINESS ITEM 90

The NEA will develop a framework for elementary, middle, and high school students, setting time and frequency for physical education programs. This framework will be based on available scientific information intended to keep our students fit, healthy, and ready to learn. The NEA will publish the framework on the NEA website.

RATIONALE/BACKGROUND

Scientific information tells us that students who are physically fit make better learners and retain more information. Yet, physical education gets cut to less time when school systems need time for testing or other subject blocks. This policy is self-defeating.

Submitted By: 50 Delegates

*Contact: Yvonne Baicich, Maryland
ynbaicich@hotmail.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-1 Research Policy and Practice
CF-4 Communications

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of \$75,975.

NEW BUSINESS ITEM 91

NEA will establish a digital means of communication for new delegates attending the NEA Conventions; e.g., a private Facebook page, conference call and a forum for Q&A and concerns.

RATIONALE/BACKGROUND

To provide a vehicle for new delegates to learn and become effective for their first RA.

Submitted By: 50 Delegates

*Contact: Janice McRae, Maryland
janice.mcrae2@aol.com*

RELEVANT STRATEGIC GOAL (G) OR CORE FUNCTION (CF)

CF-6 Governance

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2016-2018 Strategic Plan and Budget at no additional cost.

— 2016 ELECTIONS —

Voting: What You Need to Know

Delegates begin casting ballots today.

Who can vote?

Only delegates who have registered for the RA can vote.

When do you vote?

With so many voters, the Elections Committee tries to avoid long lines by asking delegates to vote with their state delegations at the designated times.

Where do you vote?

Balloting will take place in Exhibit Hall B. Delegates should go to the voting station that is indicated on the front of their delegate ID.

How do you vote?

At the voting area, delegates should go to the voting station that is labeled with their voting station number, show only their delegate credential, and sign for the ballot. Each delegate will have access to a voting booth. NEA voting is by secret ballot. No campaign material of any kind is allowed in the voting area. Cell phones must be turned off. No cameras are allowed.

How are ballots counted?

The ballots are counted electronically using a patented process that allows for transparency and accuracy.

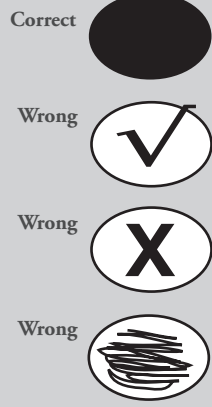
When will results be announced?

The results will be announced after the lunch break on Tuesday, July 5, and before the lunch break on Wednesday, July 6.

What if the first election does not fill every position?

To be elected, a candidate must receive a majority of the votes cast. If there are positions for which not enough candidates win majorities, there will be a run-off election. In a vote-for-one election, the top two candidates will be in the run-off. If more than one position needs to be filled, the number of candidates in the run-off will be one more than the number of positions to be filled. If needed, run-off elections will be held Wednesday, July 6, along with balloting for bylaws and constitutional amendments.

Mark Your Ballot Carefully



2016 NEA REPRESENTATIVE ASSEMBLY VOTING SCHEDULE - FOR JULY 5, 2016 ONLY

State	Voting Time	State	Voting Time
Alabama	2:00 PM	Missouri	3:00 PM
Alaska	2:00 PM	Montana	3:30 PM
Arizona	3:30 PM	Nebraska	2:45 PM
Arkansas	1:30 PM	Nevada	1:45 PM
California	1:15 PM	New Hampshire	3:00 PM
Colorado	2:45 PM	New Jersey	2:30 PM
Connecticut	2:45 PM	New Mexico	1:00 PM
Delaware	3:00 PM	New York	2:00 PM
District of Columbia		North Carolina	2:30 PM
*Ex Officio	1:15 PM	North Dakota	3:00 PM
Federal EA	1:15 PM	Ohio	3:30 PM
Florida	1:15 PM	Oklahoma	3:00 PM
Georgia	1:15 PM	Oregon	3:15 PM
Hawaii	3:45 PM	Pennsylvania	1:45 PM
Idaho	3:30 PM	Rhode Island	1:15 PM
Illinois	2:45 PM	South Carolina	2:15 PM
Indiana	3:15 PM	South Dakota	3:45 PM
Iowa	2:45 PM	Tennessee	2:15 PM
Kansas	3:15 PM	Texas	2:15 PM
Kentucky	2:45 PM	Utah	2:45 PM
Louisiana	2:00 PM	Vermont	1:15 PM
Maine	3:15 PM	Virginia	3:15 PM
Maryland	3:15 PM	Washington	2:00 PM
Massachusetts	2:15 PM	West Virginia	1:15 PM
Michigan	3:00 PM	Wisconsin	2:30 PM
Minnesota	3:15 PM	Wyoming	3:45 PM
Mississippi	1:15 PM		

*Ex Officio delegates with limited voting rights may only vote for amendments to the Constitution and Bylaws on July 6.

01



NEA - 2016 Representative Assembly

P 01

Election of Officers

274-16-04

Executive Committee Three-Year Terms (Vote for up to 2)

- Mark Airgood
- Maury Koffman
- Tania Kappner
- Kevin Gilbert

At-Large ESP Three-Year Terms (Vote for up to 5)

- Teresa Barnes
- Andrea L. Beeman
- Ellen Olsen
- Teri Roots
- James Frazier
- Ashanti Rankin
- Irene Matheis
- Mary Ann Rivera
- Antoinette Felder

Mark Your Ballot Like This ■

At-Large Higher Education (Vote for up to 4)

- Elizabeth K. Davenport
- Dewayne Sheaffer
- Loretta A. Ragsdell
- Barbara Cady
- J. Philippe Abraham

Shall the National Education Association recommend to its members the election of Hillary Clinton as President of the United States?

- YES
- NO

Mark Your Ballot Like This ■

If you have further issues or questions, please email neatoday-app@nea.org.



**NEA RA
DIGITAL
APP**

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NEA.ORG/RA-APP

— LEGISLATIVE AMENDMENTS —

LEGISLATIVE AMENDMENT 1

Section: I. High Quality Public Education
Page 6 line 45
Amend existing item
NEA supports
“...educational, developmental, family, health; including mental health services for students and their families that address trauma and adverse childhood experiences; and other comprehensive services through community-based organizations; give students....”

RATIONALE/BACKGROUND

Student learning is jeopardized when societal challenges are prevalent, i.e., poverty and drug addiction. Access to quality school-based family mental health services provide necessary supports.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Martha Allen, Vermont

LEGISLATIVE AMENDMENT 2:

Section IDEA Special Education
Page 13 line 21
Add a new item
NEA supports
“completing the reauthorization of IDEA in the timeframe called for in the law.”

RATIONALE/BACKGROUND

IDEA hasn't been reauthorized since 2004. This legislative amendment calls for Congress to do the job they promised.

Submitted by: 50 Delegates
Contact Person: Traci Arway, Ohio

LEGISLATIVE AMENDMENT 3:

Section: Safe Schools
Page 8 line 42
Add a new item
NEA supports
“lifting the ban that prevents the Centers for Disease Control from conducting research on gun violence in this country.”

RATIONALE/BACKGROUND

It is essential that educators and the public know more about the causes of gun violence in order to protect our students and our communities.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Len Paolillo, Massachusetts

LEGISLATIVE AMENDMENT 4

Section: Postsecondary Education
Page 14 line 37
Add a new item
NEA supports
“exempting student loan forgiveness amounts from federal income taxation.”

RATIONALE/BACKGROUND

Under some of the new forgiveness laws, remaining balances that are forgiven are taxed as income. Student loans are NOT income!

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Cyndi Swaney, Oregon

LEGISLATIVE AMENDMENT 5

Section: Assessments
Page 6 line 9
Add a new item
NEA supports
“legislation that ensures students have reached English language proficiency before taking mandatory grade-level English Language Arts statewide assessments.”

RATIONALE/BACKGROUND

Requiring English language learners to take high stakes tests when they haven't passed English proficiency tests is ineffective and indefensible.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Cyndi Swaney, Oregon

LEGISLATIVE AMENDMENT 6

Section: Safe Schools
Page 8 line 42
Add a new item
NEA supports
“protecting an individual from non-consensual invasions of normal expectations of privacy, such as a person knowingly making or recording and sharing a photograph, motion picture, videotape, or other video recording of another person's intimate areas without the consent of the person being recorded.”

RATIONALE/BACKGROUND

The abhorrent practice of “upskirting” violates a normal expectation of privacy for educators or students and substantially interferes with a safe, respectful learning environment.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Sue McGrory, Oregon

LEGISLATIVE AMENDMENT 7

Section: Affordable Housing
Page 23 line 36
Add a new item
NEA supports
“aligning the current United States Department of Housing and Urban Development (HUD) definition of homelessness to that of the United States Department of Education definition of homelessness which includes children and youth who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations.”

RATIONALE/BACKGROUND

The current HUD definition doesn't allow the majority of our students experiencing homelessness to access federal programs targeted at ending youth and family homelessness.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Mike Harman, Utah

LEGISLATIVE AMENDMENT 8

Section: Education Funding
Page 10 line 4
Amend existing item
NEA supports
Add the language “age appropriate gender identity and LG-BTQ equity education programs” after “Native Hawaiian education” and before “magnet services”

RATIONALE/BACKGROUND

We need funding for programs that teach age-appropriate understanding of gender identity and LGBTQ equity education to have a tolerant, accepting, and knowledgeable populace.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Barbara Wickham, Oregon

LEGISLATIVE AMENDMENT 9

Section: School Choice
Page 9 line 18
Amend existing item
NEA supports
“have a teaching force that is 100% state certified and/or licensed;”

RATIONALE/BACKGROUND

Our students deserve a licensed and/or certified educator; many charter schools that receive federal funds do not require any educational experience whatsoever of their “teachers.”

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Barbara Wickham, Oregon

LEGISLATIVE AMENDMENT 10

Section: Assessments
Page 6 line 19
Add new item
NEA opposes
“the use of standardized tests as an indicator of equity and opportunity for students.”

RATIONALE/BACKGROUND

Currently the U.S. Department of Education uses test scores as an indicator of equity. This unfairly penalizes students and limits opportunities without considering other factors that impede achievement.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact Person: Marcella Simadiris, New Jersey

LEGISLATIVE AMENDMENT 11

Section: Judiciary
Page 29 line 17
Add new item
NEA supports
“a judicial code of conduct for the Supreme Court Justices.”

RATIONALE/BACKGROUND

Supreme Court Justices should be subjected to ethical scrutiny and regulation because currently they do not have to disclose a conflict of interest.

Submitted by: 50 Delegates
Contact Person: Justin Hughey, Hawaii

LEGISLATIVE AMENDMENT 12

Section: Environment
Page 24 line 23
Add new item
NEA supports
“public access to quality water supplies that are free of poisons, toxins, and pollutants;”

RATIONALE/BACKGROUND

With most of the higher levels of lead content in drinking water being reported from urban communities, this concern ties into NEA policy to fight against institutional racism.

Submitted by: 50 Delegates
Contact Person: Melissa Tomlinson, New Jersey

— LEGISLATIVE AMENDMENTS —

LEGISLATIVE AMENDMENT 13

Section: Postsecondary Education
Page 14 line 37
Add new item
NEA supports

- “coexistent definitions of higher education faculty work to ensure equality and consistency of protections for part-time and contingent faculty under the law;”
- “resumption of and adequate funding for the National Study of Postsecondary Faculty and inclusion of data collection on both tenure-line and contingent faculty;”
- “a more comprehensive work supplement from the Bureau of Labor Statistics that would include contingent academic workers and would be conducted at regular intervals.”

RATIONALE/BACKGROUND

More than ¾ of all faculty in higher education are contingent (non-tenure track) and disproportionately fee-payers. Organizing is hindered by chaotic and incomplete data.

Submitted by: 50 Delegates
Contact Person: Judy Olson, California

LEGISLATIVE AMENDMENT 14

Section: Postsecondary Education
Page 14 line 37
Add new item
NEA supports

“transparency about higher education faculty working conditions in order to prompt colleges and universities to accurately disclose to the public the working conditions of all of its faculty and professional staff, including numbers,

and access to institutional support of part-time contingent faculty.”

RATIONALE/BACKGROUND

Most students and parents are unaware of working conditions that can affect the quality of education. Greater awareness aids efforts to improve those conditions.

Submitted by: 50 Delegates
Contact Person: Loretta A. Ragsdell, Illinois

— AMENDMENTS TO NEA POLICY STATEMENTS —

C. CHARTER SCHOOLS

Amendment C-1

Amend by substitution of footnote on page 10, lines 45-47, as follows:

[†]As used in this Policy Statement, the term “charter school” means a publicly funded elementary or secondary school that has been freed from some of the rules, regulations, and statutes that apply to other public schools in exchange for some type of accountability for producing certain results. As used in this Policy Statement, the term “charter school” means a school that does not operate under the authority or direction of a local, county, or district board of education but could include a state-authorized, publicly-funded elementary or secondary school that has been freed from any rules, regulations, and statutes that apply to regular public schools and that operates under a private board of directors or trustees.

RATIONALE/BACKGROUND

To clearly define a charter school and how it differs from and undermines regular public schools.

Submitted by: 50 Delegates
Contact Person: Melissa Tomlinson, New Jersey

Amendment C-2

Amend by striking entire Policy Statement on pages 10-13, and replacing with the following:

NEA supports public schools and finds that increasingly the interests of public schools and privately managed charter schools are in conflict as the number of charter schools continues to grow. The number of charter schools has grown to the point that privately managed charter schools, both for-profit and non-profit, now are an existential threat to public schools and the management of the public’s schools by the public. NEA, therefore, opposes increasing the number of charter schools. And, the NEA supports removal of charter laws that favor charters in the competition between public and charter schools for student enrollment. While opposing expansion of the number of charter schools, NEA continues to support education workers employed in privately managed charter schools to unionize and improve their working conditions.

RATIONALE/BACKGROUND

With over two and a half million students enrolled in privately managed charter schools; and charters’ super PAC money influencing elections across the Nation, it’s time for NEA to change its policy from supporting to opposing charter schools.

Submitted by: 50 Delegates
Contact Person: Jim Mordecai, California

Amendment C-3

Amend by deletion of Section 1.c under Criteria, on page 11, lines 5-36, and addition of a new Prohibitions section following the Introduction beginning on page 10, line 19 as follows:

c. Because a charter school application should be judged more on the basis of what it says than on the basis of who says it, there should be few a priori restrictions on eligibility to receive a charter. The chartering agency should have broad discretion to grant a charter to any responsible group or entity that meets the relevant prerequisites, including a group of parents, a team of teachers, a community organization, a college or university, a union, etc. There should, however, be certain categorical prohibitions:

1. Private for-profit entities should not be eligible to receive a charter. Because for-profit entities have a financial obligation to their shareholders, which requires them to build a profit margin into their calculations, and because they typically lack roots in the local community, such entities should not have independent authority over the operation of a public school. Charter schools should have a limited right to contract with for-profit entities to provide management and other services— but only to the same extent, and under the same circumstances, as mainstream public schools:

2. There also should be an absolute prohibition against the granting of charters for the purpose of home-schooling, including online charter schools that seek to provide home-schooling over the Internet. Charter schools whose students are in fact home-schoolers, and who may rarely if ever convene in an actual school building, disregard the important socialization aspect of public education, do not serve the public purpose of promoting a sense of community, and lend themselves too easily to the misuse of public funds and the abuse of public trust.

3. Although mainstream public schools should be eligible to convert to charter

schools if they meet the relevant prerequisites, private school conversions should be prohibited. The net effect of such conversions is all too often simply the use of public money to pay for private school education. In those instances where private school conversions are allowed, there should be rigorous safeguards to ensure that the conversion to a charter school is done in more than name only. The chartering agency should direct its attention to the student body, the governing board, and the educational program of the proposed charter school, and determine the extent to which they will differ from their counterparts in the pre-conversion private school. This is a fact specific inquiry that must take place on a case-by-case basis, but a private school that converts to a charter school at the very least should not be permitted to give a preference to its former students in admission. Particularly careful scrutiny should be given to the application of any private school with a prior religious affiliation to be sure that the principle of church/state separation is not violated.

Prohibitions on Charters

1. Private for-profit entities should not be eligible to receive a charter. Because for-profit entities have a financial obligation to their shareholders, which requires them to build a profit margin into their calculations, and because they typically lack roots in the local community, such entities should not have independent authority over the operation of a public school. Charter schools should have a limited right to contract with for-profit entities to provide management and other services— but only to the same extent, and under the same circumstances, as mainstream public schools.

2. There also should be an absolute prohibition against the granting of charters for the purpose of home-schooling, including online charter schools that seek to provide home-schooling over the Internet. Charter schools whose students are in fact home-schoolers, and who may rarely if ever convene in an actual school building, disregard the important socialization aspect of public education, do not serve the public purpose of promoting a sense of community, and lend themselves too easily to the misuse of public funds and the abuse of public trust.

3. Private school conversions should be prohibited. The net effect of such conversions is all too often simply the use of public money to pay for private school education. In those instances where private school conversions are allowed, there

should be rigorous safeguards to ensure that the conversion to a charter school is done in more than name only. The chartering agency should direct its attention to the student body, the governing board, and the educational program of the proposed charter school, and determine the extent to which they will differ from their counterparts in the pre-conversion private school. This is a fact specific inquiry that must take place on a case-by-case basis, but a private school that converts to a charter school at the very least should not be permitted to give a preference to its former students in admission. Particularly careful scrutiny should be given to the application of any private school with a prior religious affiliation to be sure that the principle of church/state separation is not violated.

RATIONALE/BACKGROUND

Given that for-profit charters are eroding public schools and creating a two-tier education system, language that prohibits damaging charters is elevated to a higher status.

Submitted by: 50 Delegates
Contact Person: Sidney Kardon, Michigan

Amendment C-4

Amend by addition on page 12, line 27, as follows:

NEA believes that no system should exist that combines publicly governed district schools and privately managed charter schools through the use of a defined “common enrollment” system.

RATIONALE/BACKGROUND

Broad-trained superintendents are promoting a tactic from privateers’ playbook. www.crpe.org. Common enrollment promises equity, but has been proven to be a back door way of promoting segregation particularly in cities where this is implemented.

Submitted by: 50 Delegates
Contact Person: Tawana Lane, Maryland



Pledge to Support LGBTQ Equality

- ▶ Every student deserves a safe, supportive, and affirming school environment.
 - ▶ As a caring educator, pledge to create that space for LGBTQ students.
 - ▶ Take a stand for LGBTQ equality and sign the pledge
educationvotes.nea.org/lgbtqequality

United for Orlando

Resources for students, educators,
and families to conduct conversations
toward healing: nea.org/orlando

