CONSTITUTIONAL AMENDMENT 3

ADOPTED

Article IV. Executive Officers
Section 5. Elections, Terms, and Salaries

Beginning in 1993 and each third year thereafter, the President, the Vice President, and the Secretary-Treasurer shall be nominated at and elected by the Representative Assembly at the Annual Meeting in accordance with this Constitution, the Bylaws, and the Standing Rules.

b. Beginning in 2014 and each third year thereafter, the Secretary-Treasurer shall be nominated at and elected by the Representative Assembly at the Annual Meeting in accordance with this Constitution, the Bylaws, and the Standing Rules.

c. In an election for President, Vice President, or Secretary-Treasurer, if there is only one (1) candidate for the position, the Chair shall declare such candidate elected.

d. The terms of the President, of the Vice President, and of the Secretary-Treasurer shall be three (3) years beginning September 1 following their election, except that the term of the Secretary-Treasurer elected in 2012 shall be two (2) years. Each executive officer shall remain in office through August 31 of the year in which a successor is elected, unless otherwise provided in this Constitution. An executive officer shall serve no more than two (2) terms in the office to which elected.
### Amendments

**STANDING RULE AMENDMENT 7A**

**ADOPTED**

Rule 4. Reports
D. Report of the Committee on Program and Budget

Appropriation requests shall be considered by the Representative Assembly at the time of the adoption of the budget. The adoption of the budget shall be by vote of the Representative Assembly after consideration of all new business items.

**STANDING RULE AMENDMENT 7B**

**ADOPTED**

Rule 5. Amendments to the NEA Constitution, Bylaws, and Standing Rules

Amendments to the Standing Rules may be proposed to the Representative Assembly by one or more of the following methods:

(a) Petition of Delegates – petition signed by at least twenty-five (25) fifty (50) certified delegates and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.

**STANDING RULE AMENDMENT 12**

**ADOPTED**

Rule 11. Elections Conducted at the Representative Assembly
B (3). Procedures – Campaign Materials

No campaign materials may be distributed, posted, or displayed within the seating area of the auditorium or where they are visible from the seating area while the Representative Assembly is in session, provided that this prohibition shall not apply to the wearing of T-shirts, hats, pins, buttons, and the like.

No campaign materials or materials promoting passage or defeat of any Constitutional or Bylaw amendment, including T-shirts, hats, pins, buttons, and the like, shall be distributed, posted, or displayed at the polling places or where they are visible from the polling places on election day.

### RA Elections

**RA Officer Election Results - July 3, 2017**

<table>
<thead>
<tr>
<th>Position</th>
<th>Votes</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>President (3-year term)</td>
<td>6,455</td>
<td>94.86%</td>
</tr>
<tr>
<td>Lily Eskelsen García</td>
<td>350</td>
<td>5.14%</td>
</tr>
<tr>
<td>Vice President (3-year term)</td>
<td>6,333</td>
<td>93.28%</td>
</tr>
<tr>
<td>Becky Pringle</td>
<td>456</td>
<td>6.72%</td>
</tr>
<tr>
<td>Secretary-Treasurer (3-year term)</td>
<td>6,017</td>
<td>90.01%</td>
</tr>
<tr>
<td>Princess Moss</td>
<td>668</td>
<td>9.99%</td>
</tr>
<tr>
<td>NEA Executive Committee (3-year term)</td>
<td>5,412</td>
<td>87.64%</td>
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<tr>
<td>George Sheridan</td>
<td>4,662</td>
<td>75.50%</td>
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<tr>
<td>Hanna Vaandering</td>
<td>1,438</td>
<td>23.29%</td>
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<tr>
<td>Rae Nwosu</td>
<td>590</td>
<td>9.55%</td>
</tr>
<tr>
<td>Theria Smith</td>
<td>248</td>
<td>4.02%</td>
</tr>
<tr>
<td>ESP At-Large Representatives (3-year term)</td>
<td>4,526</td>
<td>92.88%</td>
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<tr>
<td>Sequanna Taylor</td>
<td>3,448</td>
<td>70.76%</td>
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<tr>
<td>Donna West</td>
<td>3,299</td>
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<tr>
<td>Valerie Fisher</td>
<td>3,233</td>
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<tr>
<td>Tracy Phillips</td>
<td>3,019</td>
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<tr>
<td>Brenda Johnson</td>
<td>2,970</td>
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<tr>
<td>Margaret Powell</td>
<td>2,891</td>
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<tr>
<td>Karen Barnes</td>
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<tr>
<td>Jeanette Griffin-Kimber</td>
<td>2,404</td>
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<tr>
<td>Dan Kivett</td>
<td>2,295</td>
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<td>Lisa Jennings</td>
<td>1,415</td>
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<tr>
<td>Frank Green</td>
<td>1,309</td>
<td>26.86%</td>
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<tr>
<td>Gerry French</td>
<td>841</td>
<td>17.26%</td>
</tr>
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</table>

**ESP At-Large Representative (1-year term)**

Julie Wickersham - Declared Elected

**RA Constitutional Amendment Election Results - July 4, 2017**

<table>
<thead>
<tr>
<th>Amendment</th>
<th>Votes</th>
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</thead>
<tbody>
<tr>
<td>Defeated</td>
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<tr>
<td>Constitutional Amendment 2</td>
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<tr>
<td>ADOPTED</td>
<td></td>
</tr>
<tr>
<td>Constitutional Amendment 3</td>
<td>6,156</td>
</tr>
</tbody>
</table>

### Constitutional Amendments for Consideration at the 2018 Representative Assembly

**FIRST CONSTITUTIONAL AMENDMENT**

To open NEA membership to public education allies while preserving NEA governance positions for education professionals and active equivalents.

**SECOND CONSTITUTIONAL AMENDMENT**

To change the allocation of delegates to the Representative Assembly.

**THIRD CONSTITUTIONAL AMENDMENT**

To replace the word student with the term “Aspiring Educator” when referring to student members.

**FOURTH CONSTITUTIONAL AMENDMENT**

To change the frequency of the Representative Assembly from every year to every other year beginning in 2024.

**FIFTH CONSTITUTIONAL AMENDMENT**

To establish the Representative Assembly as the only body to recommend or endorse presidential candidates for both the primary and general election.

**SIXTH CONSTITUTIONAL AMENDMENT**

To move the deadline to submit a proposed amendment to the Constitution from the end of the previous RA to 120 days preceding the RA.

### Candidates for 2018 RA Elections

**NEA Executive Committee**

2 positions/3-year term

**Name:** Eric R. Brown

**Community and state of residence:** Chicago, Illinois

**Current and previous employment:** Science Teacher at Evanston Township High School in Evanston, IL 1999-present.

**Association experience:** (local, state, and national): Currently running for re-election to the NEA Executive Committee. Previous service as local president, Illinois Education Association Board of Directors and chairperson for HCR and Collective Bargaining committees, NEA Board of Directors, NEA Budget Committee. Our power comes from members raising their voices and being heard from the school house to the White House.

**Name:** Shelly Moore Krajacic

**Community and state of residence:** Kenosha, Wisconsin

**Current and previous employment:** NBCT high school English and drama teacher at Ellsworth Community High School 1998 - present

**Association experience:** NEA Executive Committee 2015-present, NEA Board of Directors 2005-2011, NEA Program and Budget Committee 2008-2011, NEA Commission on Effective Teachers and Teaching 2010-2011, various committees; state: Wisconsin Transition Co-Chair 2012-2014, WEAC Board of Directors, various, 2003-present, various WEAC Committees, various regional offices and committees, local: President, Vice President, Chief Negotiator, various committees.
NEA POLICY STATEMENT ON CHARTER SCHOOLS
ADOPTED AS MODIFIED

Introduction
Charter schools were initially promoted by educators who sought to innovate within the local public school system to better meet the needs of their students. Over the last quarter of a century, charter schools have grown dramatically to include large numbers of charters that are privately managed, largely unaccountable, and not transparent as to their operations or performance. The explosive growth of charters has been driven, in part, by deliberate and well-funded efforts to ensure that charters are exempt from the basic safeguards and standards that apply to public schools, which mirror efforts to privatize other public institutions for profit.

Charter schools have grown the most in school districts that were already struggling to meet students’ needs due to longstanding, systemic and ingrained patterns of institutional neglect, racial and ethnic segregation, inequitable school funding, and disparities in staff, programs and services. The result has been the creation of separate, largely unaccountable, privately managed charter schools, often in those districts that undermine support and funding of local public schools. Such separate and unequal education systems are disproportionately located in, and harm, students and communities of color by depriving both of the high quality public education system that should be their right.

As educators we believe that “public education is the cornerstone of our social, economic, and political structure,” NEA Resolution A-1, the very “foundation of good citizenship,” and the fundamental prerequisite to every child’s future success as in Brown v. Bd. of Ed. of Topeka, Shawnee Cty., Kan., 347 U.S. 483, 493 (1954). The growth of separate and unequal systems of charter schools that are not subject to the same basic safeguards and standards that apply to public schools threatens our students and our public education system. The purpose of this policy statement is to make plain NEAs opposition to the failed experiment of largely unaccountable, privately managed charter schools while clarifying NEAs continued support for those public charter schools that are authorized and held accountable by local democratically accountable school boards or their equivalent.

1. NEA supports public charter schools that are authorized and held accountable by local public school districts. Charter schools serve students and the public interest when they are authorized and held accountable by the same democratically accountable local entity that authorizes other alternative school models in a public school district such as magnet, community, educator-led or other specialized schools. Such charters should be authorized only if they meet the substantive standards set forth in (a) below, and are authorized and accounted for by a democratically controlled procedure as detailed in (b) below.

a. Public charter schools should be authorized by a public school district only if the charter is both necessary to meet the needs of students in the district and will meet those needs in a manner that is more effective than the public school system. Public charters, like all public schools, must provide students with a free, accessible, non-sectarian, quality education that is delivered subject to the same basic safeguards and standards as every other public school, namely, in compliance with: i) open meetings and public records laws; ii) prohibitions against privatization or profiteering as enforced by conflict of interest, financial disclosure and auditing requirements; and iii) the same civil rights, including federal and state laws and protections for students with disabilities, employment, health, labor, safety, staff qualification and certification requirements as does the public school system. That a charter is authorized in a public school district that has an existing collective bargaining agreement with its employees, the authorizer will ensure that the employees will be covered by a collective bargaining agreement. Those basic safeguards and standards protect public education as a public good that is not to be commodified for profit.

In addition, charter schools may be authorized or expanded only after a district has assessed the impact of the proposed charter school on the district’s school resources, programs and services, including the district’s operating and capital expenses, appropriate facility availability, the likelihood that the charter will prompt cutbacks or closures in local public schools, and consideration of whether other improvements in either educational programs or school management (ranging from reduced class sizes to community or magnet schools) would better serve the district’s needs. The district must also consider the impact of the charter on the racial and socio-economic composition of schools and neighborhoods and on equitable access to quality services for all district students, including those defined as (a) meeting English language learners. The impact analysis must be independent, developed with community input, and be written and publicly available.

b. Public charter schools should only be authorized by the same local, democratically accountable entity that oversees all district schools such as a locally elected school board or, if there is no school board, a community-appointed charter authorizer accountable to the local community.

Maintaining local democratic control over decisions as to whether to authorize charters at all, and if so, under what conditions, safeguards community engagement in local public schools. A single local chartering entity ensures the comprehensiveness of consideration of whether each option, and the mix of options offered in a district, meets the needs of students and the community as a whole given the resources and facilities in the district. A single entity also permits effective integrated oversight of all schools, including charter schools, and a central mechanism for identifying and responding to successful innovations throughout local public schools.

The overall goal of the authorization and review process must be to improve the education offered to all students. That goal cannot be accomplished with a diffuse authorization system, comprised of multiple different entities, with the fragmented partial view of the students served by a district and the overall scope of its education offerings.

The local authorizer also must ensure that parents are provided with the same information about charters that is provided to parents about other district schools, as well as information about any significant risks in which the district departs from district norms in its operations including the actual charter of the school.

The state’s role in charter authorization and oversight should be limited to ensuring that the local school districts only authorize charters that meet the criteria in (a) above and do so by way of a procedure that complies with (b). To that end, the state should both monitor the performance of districts as charter authorizers and hold districts accountable for providing effective oversight and reporting the quality, financing, and performance of any charters authorized by the district. In addition, the state must provide adequate resources and training to support high quality district charter authorization, practices and compliance work, and to share best authorization practices across a state. States should ensure that charters operate without any effective oversight, draining public school resources and thereby further harming local public schools and the students and communities they serve.

Finally, one particular form of unaccountable privately managed charters deserves specific discussion. Fully virtual or online charter schools cannot adequately serve students and students with a well-rounded, complete educational experience, including optimal kinesthetic, physical, social and emotional development. Accordingly, they should not be authorized as charter schools.

III. Organizing Communities for Quality Public Education

NEA stands for our students wherever they are educated. Relegating students and communities to unaccounted and accountable privately managed schools that do not comply with the basic safeguards and standards detailed above has created separate systems of
charters that are inherently unequal. To counter the threat to public education of such charters, NEA supports both communities organizing for quality public education and educators working together to improve charter schools.

a. NEA supports communities that are working to hold charters accountable whether that work takes the form of state legislative initiatives, local school board resolutions and actions, or efforts to raise local awareness of the need for charters to comply with the basic safeguards and standards detailed above. NEA also will support state and local efforts to preserve public school funding and services by eliminating such funding and services from unaccountable privately managed charters that do not comply with those basic safeguards and standards.

b. NEA believes that all educators deserve the right to collective voice and representation, and that an organized workforce is a better guardian of quality standards for students and educators alike. For that reason, state affiliates that seek to organize charter schools may continue to seek NEA’s assistance in those organizing efforts.

C. PRIVATIZATION AND SUBCONTRACTING PROGRAMS

AMENDMENT C-3
ADOPTEDE

Amend by addition, page 10, lines 41-42:

The term “whole student approach” means that in order for effective learning to take place, every student must be healthy, safe, engaged, supported, and challenged.

AMENDMENT C-4
ADOPTEDE

Amend by addition, page 12, lines 23-24 and 26-28:

NEA will oppose specific subcontracting programs under which private-sector entities are used to provide education support or professional services for public schools and higher education institutions if it determines that the programs have a negative impact on public education and the whole student approach to education, or if—because sectarian entities are used to provide the services—they weaken the wall of separation between church and state. NEA's position with regard to programs of this type will depend in most cases on two issues. First, is a contractor capable of providing employees who have the professional development, commitment, character, and workplace stability to participate in the whole student approach. Second, whether they place the economic security of public education employees at risk, without regard to individual job performance, so that the services in question can be performed by private-sector employees.

F. TEACHER EVALUATION AND ACCOUNTABILITY

AMENDMENT F-1
ADOPTEDE

Amend by deletion and addition on page 21, lines 47-48:

iii. Indicators of Contribution to Student Learning, and Growth, and/or Development demonstrating a teacher's impact on student learning, and growth, and/or development.

AMENDMENT F-2
ADOPTEDE

Amend by deletion and addition on page 21, lines 48-54:

Such indicators must be authentic and reflect recognition that there are multiple factors that impact a student’s learning which are beyond a teacher's control (which must include, but shall not be limited to, learning challenges and poor attendance), and may include the following indicators chosen by a local or state affiliate: student learning objectives developed jointly by the teacher and principal/evaluator; teacher-created selected assessments; district or school assessments; student work (papers, portfolios, projects, presentations); and/or teacher defined objective for individual student growth; student development objectives. High quality, developmentally appropriate standardization tests, teacher-selected assessments that provide valid, reliable, timely, and meaningful information regarding student learning, and growth, and/or development may be used for quality, formative evaluation.
AMENDMENT 1

ADOPTED

I-12. HUMAN RIGHTS

Amend by addition on page 21, line 53 of the yellow book:

The Association opposes any federal, state, or local law; executive order or presidential signing statement; and/or amendment to the U.S. Constitution that curtails or infringes on basic human rights. The Association also opposes harsh sentencing measures, such as mandatory minimums and other national, state, and local laws which have contributed to mass incarceration.

AMENDMENT 6

ADOPTED AS MODIFIED

I-24. FAMILY PLANNING

Amend by addition on page 72, line 32 of the white book:

In addition, the Association believes that continued funding of those facilities at both the federal and state level is necessary to provide access to care for people who cannot afford or travel to private facilities.

AMENDMENT 7

REFERRED TO THE RESOLUTIONS COMMITTEE

NEW I. RACIAL JUSTICE

Amend by addition on page 24, line 15 of the yellow book:

The National Education Association acknowledges the existence of and will actively advocate for, the construction of social and educational strategies whose goal is the elimination of institutional racism, white privilege, and white supremacy.

White supremacy is here defined as an institutionally perpetuated system of overt and covert exploitation and oppression of people of color by white people for the purpose of maintaining and defending a system of wealth, power, and privilege.

White privilege is here defined as an invisible package of unearned assets, a set of advantages white people benefit from that are automatically conferred irrespective of wealth, gender, or other factors and that are severely limited or withheld from people of color.

AMENDMENT 8

ADOPTED AS MODIFIED

NEW I. RACIAL JUSTICE

Amend by addition on page 24, line 18 of the yellow book:

The Association encourages its affiliates to work with family and student partners to develop, initiate, and promote programs that will lead us to repair, heal, organize, and advocate to achieve racial justice so that every student and educator may fulfill their full potential.

AMENDMENT 9

NEW RESOLUTION I

REFERRED TO THE RESOLUTIONS COMMITTEE

Amend by addition:

New I. Criminalization of Youth

The National Education Association believes that the practice of random searches of students contradicts existing best practices like restorative justice and it is ineffective in creating safety, intrusive into instructional time, and excessive in its scope. The Association believes that this policy serves to heighten tensions, damaging school morale when students have done nothing wrong, especially if safety concerns are not imminent.

The Association further believes that searching students without reasonable suspicion is an outrageous and direct violation of our students' civil and human rights and as such an obstacle in creating the nurturing learning environments our students deserve.

AMENDMENT 10

REFERRED TO THE RESOLUTIONS COMMITTEE

J-3. MEMBERSHIP PARTICIPATION IN THE ASSOCIATION

Amend by addition on page 24, line 31 of the yellow book:

Members should also support public education by sending their children to public educational institutions, and to other NEA-affiliated institutions.

AMENDMENT 11

ADOPTED

J-3. MEMBERSHIP PARTICIPATION IN THE ASSOCIATION

Amend by addition on page 24, line 25 of the yellow book:

The Association additionally believes that early-career members should be encouraged to participate in and pursue appropriate leadership opportunities at the local, state, and national levels of the union.

AMENDMENT 12

A-4. SHARED RESPONSIBILITY FOR SUPPORT OF PUBLIC EDUCATION

ADOPTED

Amend by addition on page 5, line 7 of the yellow book:

The Association further believes that public education should be publicly and democratically controlled, without undue influence in decision-making on the part of any private interests, including, but not limited to, business concerns and philanthropic organizations.

AMENDMENT 13

REFERRED TO THE RESOLUTIONS COMMITTEE

A-6. PARENTAL INVOLVEMENT

Amend by addition on page 5, line 19 of the yellow book:

The Association believes that laws which circumvent authentic parental and community involvement are detrimental to the partnership between parents and educators, such as, but not limited to, current so-called “trigger” laws being unethically usurped by entities outside of school districts to which the Association is strongly opposed.

AMENDMENT 14

REFERRED TO THE RESOLUTIONS COMMITTEE

A-15. FINANCIAL SUPPORT OF PUBLIC EDUCATION

Amend by addition of a new letter v. on page 19, line 122 of the yellow book:

v. Taxation assessed by local and state governments should be allocated for the maximum benefit of the people of the state. The Association opposes tax revenue being spent on banking institutions when that revenue could fund education, social services, and environmental protection.

AMENDMENT 15

ADOPTED

B-2. INDEPENDENT READING SKILLS

Amend by addition on page 6, line 35 of the yellow book:

Students at all levels should have access to independent reading choices through school libraries in their buildings that are staffed by certified school library media center teachers, and supported through the expertise of the diverse needs of students.
The Association encourages development of a curriculum that establishes realistic academic challenges that include character development, career, vocational, and technical exploration, and promotes self-awareness that fosters positive self-esteem.

**AMENDMENT 19**

**ADOPTED**

**B-55. Science Education**

Amend by deletion and addition on page 8, lines 40-43 of the yellow book:

The National Education Association believes that science education must be based on empirical evidence derived from valid scientific experimentation. Science, although inquiry-based, is verified through repetitive experimentation using the steps of the scientific process: scientific theory that incorporates empirically collected evidence, scientific methodology, and other accepted scientific processes. This entire process leads to scientific consensus.

**AMENDMENT 20**

**ADOPTED**

**B-72. School Library Media Programs**

Amend by addition on page 38, lines 75-76 of the white book:

This program should include a full-time certified/licensed school library media specialist and qualified education support professionals in every school.

**AMENDMENT 21**

**REFERRED TO THE RESOLUTIONS COMMITTEE**

**New Resolution B**

Submitted from the floor; requires majority vote to be heard and two-thirds vote to pass.

Amend by addition:

**New B. Critical Thinking**

The National Education Association believes that critical thinking is an essential part of a well-rounded education. The Association also believes that education employees play a vital role of teaching critical thinking skills. Critical thinking includes the ability to:

- Analyze, synthesize, and evaluate arguments
- Determine the importance and relevance of arguments and ideas
- Identify erroneous and fallacious reasoning and logic
- Distinguish correlation from causation
- Differentiate between beliefs versus knowledge
- Reflect upon personal biases.

**AMENDMENT 22**

**REFERRED TO THE RESOLUTIONS COMMITTEE**

**C-11. Safe Schools and Communities**

Amend by addition on page 42, line 29 of the white book:

The Association believes that children will be safer in school communities when the provisions of the qualified mental health professionals, law enforcement, and all school personnel are trained in restorative justice practices that are appropriate for a school’s student population.

**AMENDMENT 23**

**REFERRED TO THE RESOLUTIONS COMMITTEE**

**C-13. Discipline**

Amend by addition on page 42, line 88 of the white book:

The Association believes that law enforcement personnel in schools should not have arresting power.

**AMENDMENT 24**

**NEW RESOLUTION C**

**REFERRED TO THE RESOLUTIONS COMMITTEE**

Amend by addition:

**New C. Marketing of Unhealthy Foods and Beverages**

The National Education Association believes that school environments should promote healthy lifestyles to children. The Association further believes that the marketing of foods and beverages high in fat, sugar, and salt in schools are at odds with healthy guidelines and the creation of healthy school environments. Such marketing activities erode the school food environment by promoting the wrong message about good nutrition to students and should be eliminated. The Association further recognizes that the marketing of unhealthy foods and beverages disproportionately affects the health of low socioeconomic status students and students of color across the country. The Association supports fundraising efforts, sponsorships, and mascots that promote healthy food guidelines.

**AMENDMENT 25**

**NEW RESOLUTION C**

**ADOPTED**

**AMENDMENT 26**

**ADOPTED**

**D-21. Education Employee Evaluation**

Amend by deletion and addition on page 13, line 41 of the yellow book:

Components of effective evaluation must include indicators of teacher practices, teacher contribution and growth, and contribution to student learning and growth and/or development.

**AMENDMENT 27**

**REFERRED TO THE RESOLUTIONS COMMITTEE**

**D-21. Education Employee Evaluation**

Amend by deletion and addition on page 13, line 43 of the yellow book:

High quality, developmentally appropriate standardized test results, teacher selected assessments that provide valid, reliable, timely, and relevant information regarding student learning and growth and/or development may be used as an indicator for quality, formative evaluation.

**AMENDMENT 28**

**ADOPTED**

**D-21. Education Employee Evaluation**

Amend by deletion and addition on page 13, line 45 of the yellow book:

However, standardized tests, even if deemed valid and reliable, standardized tests must not be used to support any employment action against a teacher and may not be used to determine any part of an educator’s evaluation.
NEW BUSINESS ITEM 1
ADOPTED

That NEA will make available through the NEA website an ongoing updated list of companies and organizations that the NEA is boycotting with a brief explanation as to why they are being boycotted.

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 2
ADOPTED AS AMENDED

The NEA will conduct a review of existing research, data, and information about Online Credit Recovery Programs (OCRPs) that were recently being used in various school districts across the nation, noting the following:

- Instructional method (hybrid or blended), or 100% online. If blended or hybrid what is the percent of in-person curriculum based instruction by a certified teacher?
- Is it based on research? If it is based on research, then is it independently corroborated?

The review will be posted on nea.org.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of $31,000.

NEW BUSINESS ITEM 3
ADOPTED

The NEA will continue to advance the rights of lesbian, gay, bisexual, transgender, or questioning (LGBTQ) students and educators by taking the following actions to counter the continuing backlash against LGBTQ individuals

1. Call upon our members and society to promote a culture of safety, support, and affirmation that ensures civil rights and advocacy for LGBTQ members and students including, adopting policies that respect the civil rights of all educators and students, inclusive of transgender students and educators.
2. Provide tools for affiliates and members to use at the state and local level to gain or secure protections for LGBTQ individuals at work and in schools.
3. Convene periodic webinars for state and local affiliates and members (in the fall, winter, and spring) to provide updates as to the current status of state and local protections as well as models for actions that can be taken at the state and local level to increase protections.
4. Provide legislative support and resources to state affiliates and tools for local affiliates to use in advocating for increased LGBTQ protections.
5. Continue to actively participate in the legal efforts to secure full civil rights for LGBTQ individuals by filing amicus curiae briefs in support of challenges to anti-LGBTQ legislative and policy initiatives and in support of ensuring full civil rights protections for LGBTQ individuals.
6. Evaluate eliminating states and cities as acceptable locations for future NEA meetings if the state or city adopts a law or ordinance that licenses discrimination against students and educators based on their sexual orientation or gender identity/expression.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of $36,000.

NEW BUSINESS ITEM 4
ADOPTED AS MODIFIED

NEA-Retired requests that NEA draft model legislation that can be used in every state to address current concerns such as eliminating gerrymandering, reversing right to work, or preserving pensions.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of $25,500.

NEW BUSINESS ITEM 5
REFERRED TO THE APPROPRIATE COMMITTEE AS AMENDED

We call upon the NEA, as a member of the labor community, to explore how we could use existing funds to promote solidarity amongst all labor communities through actions such as:

- Declaring that an attack on one of our labor groups is an attack on ALL of our labor groups.
- Working together with other organized labor unions, including, but not limited to, United Steelworkers (USW), United Automobile Workers (UAW), American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), American Federation of Teachers (AFT), International Brotherhood of Electrical Workers (IBEW), Service Employees International Union (SEIU), American Federation of State, County and Municipal Employees (AFSCME), Nurses, Firefighters, Peace Officers and many others.
- Standing united against any action that would diminish our rights or the rights of any of our brothers and sisters in the greater labor community.
- Providing support, including but not limited to, walking picket lines, providing crisis funds, and other assistance as needed with all labor unions who are faced with uncertainty based off of the whims of local, state, and federal governments.

COST IMPLICATIONS

Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 6
ADOPTED

I move that NEA investigate the feasibility of using otherwise empty charter buses that are being contracted for RA use from outside of the host city to transport local and state delegates along the buses’ routes to the RA site.

COST IMPLICATIONS

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

NEW BUSINESS ITEM 7
ADOPTED

The NEA shall, using existing research and available sources, including, but not limited to, stories about the detrimental effects forced deportations. In order to educate NEA and community members about the detrimental effects forced migration and deportations have on people, this publication should include, but not be limited to, stories about and histories of:

- Forced migrations and deportations, both past and present.
- How children’s lives are detrimentally affected directly and indirectly through forced migration and deportations.
- U.S. military veterans deported after serving in the U.S. military.
- Why people flee their home countries, including war, famine, and imbalanced treaties such as NAFTA.

And, statistics on:

- Numbers and ethnicities of deportees over time.
- Crime statistics, including types of crimes committed by undocumented immigrants vs. citizens.

NEW BUSINESS ITEM 9
ADOPTED AS MODIFIED

I move that NEA create a training module on trauma-informed instruction that can be accessed by state and local affiliates. This module will be based on best practices and utilize the trauma-informed educational efforts current NEA affiliates are practicing.

COST IMPLICATIONS

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

NEW BUSINESS ITEM 10
ADOPTED AS MODIFIED

I move that NEA will create articles using existing digital resources to inform members of the detrimental effects of student random searches.

That the NEA, where feasible and allowable by NEA policies and guidelines, upon the request of the local and/or state affiliate, provide guidance on student privacy and model school board resolutions to challenge and prevent these degrading actions.

COST IMPLICATIONS

This NBI can be accomplished at an additional cost of $12,000.

NEW BUSINESS ITEM 11
ADOPTED

The NEA will publish, through its digital media properties, its strong opposition to forced migration and deportations. In order to educate NEA and community members about the detrimental effects forced migration and deportations have on people, this publication should include, but not be limited to, stories about and histories of:

- Forced migrations and deportations, both past and present.
- How children’s lives are detrimentally affected directly and indirectly through forced migration and deportations.
- U.S. military veterans deported after serving in the U.S. military.
- Why people flee their home countries, including war, famine, and imbalanced treaties such as NAFTA.

And, statistics on:

- Numbers and ethnicities of deportees over time.
- Crime statistics, including types of crimes committed by undocumented immigrants vs. citizens.
**NEW BUSINESS ITEMS**

- Numbers of refugees and migrant patterns worldwide.
- Who is affected by immigration laws and policies and how they are affected.

**Cost Implications**
This NBI can be accomplished at an additional cost of $15,000.

**NEW BUSINESS ITEM 12**

ADOPTED

I move that NEA will have an ongoing series in the NEA Today and existing digital resources highlighting examples of community schools across the nation and will create a training module for locals to use with parent and community partners around creating community schools.

**Cost Implications**
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

**NEW BUSINESS ITEM 13**

ADOPTED

I move that NEA Board of Directors consider a new policy statement on public community schools to be presented at the 2018 NEA RA for adoption.

**Cost Implications**
This NBI can be accomplished at an additional cost of $53,175.

**NEW BUSINESS ITEM 14**

**Consolidated with NBI 9**

**NEW BUSINESS ITEM 15**

ADOPTED AS MODIFIED

NEA will support the implementation of restorative justice practices by sharing with the members through existing NEA communication channels the best practices and guidelines to implement restorative justice practices in states and locals, as well as the cultural and historical context of these practices.

**Cost Implications**
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

**NEW BUSINESS ITEM 16**

ADOPTED AS MODIFIED

NEA will review the demographic data of high-stakes assessments, like PRAXIS, and other state and national assessments, to ensure that ethnic minority candidates are not adversely impacted when they take the assessments required to become educators. The results of this review should be shared through existing NEA communication channels.

**Cost Implications**
This NBI can be accomplished at an additional cost of $12,500.

**NEW BUSINESS ITEM 17**

ADOPTED

The NEA stands for all students including immigrant students, students from religious minorities, students of color, and LGBTQ students and will act to ensure that their civil rights are fully protected by:

1. Calling upon our members and society to take action to promote a culture of safety, support, and affirmation that ensures civil rights for all students by adopting policies that respect the civil rights of all students.
2. Providing tools for affiliates and members to use at the state and local level to gain or secure protections for students’ civil rights.
3. Issuing legal guidance and model school district policies that spell out the legal rights and provide best practices designed to ensure that students’ rights are protected.
4. Continuing to actively participate in the legal efforts to secure full civil rights by joining with other legal advocacy organizations and filing amicus curiae briefs in courts to argue in support of those rights highlighting the commitment of NEA members to the equal and fair treatment of all students.
5. Joining with the civil rights and advocacy community to ensure that the federal civil rights of students continue to be enforced.
6. Pursuing information regarding the extent to which the current U.S. Department of Education has cut back enforcement of federal civil rights.
7. Joining with other allies to challenge where appropriate the U.S. Department of Education’s rollback of civil rights protections for students.
8. Highlighting through NEA communication properties the efforts of NEA members to advocate for their students for these core civil rights issues.

**NEW BUSINESS ITEM 18**

ADOPTED AS AMENDED

The NEA will oppose deportations and state that public school staff should decline cooperation with Immigration and Customs Enforcement (ICE) officials or any official seeking immigration information.

The NEA will further encourage school districts to adopt policies refusing cooperation with ICE officials under the Family Educational Rights and Privacy Act (FERPA) due to the detrimental effects ICE actions have on documented, citizen, and undocumented community members alike.

The NEA will issue a press release stating its support for the physical, social, and emotional well-being of all members of school communities need in order to learn. This press release will also reiterate that school staff should not be encouraged or coerced to provide information about the immigration status of any community member in order to safeguard students’ privacy and well-being.

NEA will urge local affiliates to publicize local and state policies that protect or potentially harm immigrants in order to inform members.

**Cost Implications**
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

**NEW BUSINESS ITEM 20**

ADOPTED AS MODIFIED

The NEA Student Program Chair will work with the Ethnic Minority Affairs Committee (EMAC) to create a strategy and process for an ethnic minority aspiring educator to be recommended to the president as a representative on EMAC.

**Cost Implications**
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

**NEW BUSINESS ITEM 21**

ADOPTED AS AMENDED

NEA will encourage state affiliates to explore opportunities to include aspiring educators and early career members in the NEA and state events. NEA will collect best practices from state leadership and share these with each state affiliate.

**Cost Implications**
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

**NEW BUSINESS ITEM 22**

REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED

The 2017 RA directs the NEA PAC Council to make a plan for surveying the general membership regarding their preference for president of the United States on a quadrennial basis and to include the publication of the results using existing resources starting with the recommendation by the PAC Council for president of the United States in 2020.

**Cost Implications**
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.
NEW BUSINESS ITEM 23
ADOPTED AS AMENDED

NEA will use existing legal resources to support state affiliates by providing information regarding existing laws that allow undocumented students to receive in-state college tuition rates in the state in which they reside.

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

NEW BUSINESS ITEM 24
ADOPTED AS AMENDED

The NEA shall mount a media campaign in the coming school year advocating the preservation and extension of library media programs in public schools and community college libraries across the country that are staffed by professionally trained librarians. The campaign shall consist of both print and digital media in both print and video formats. Publication will be made in media outlets curated by the NEA and other organizations supportive of school library programs such as the American Library Association, School Library Journal, and everylibrary.org as well as the related social media pages maintained by the same organizations and through their outlets.

Cost Implications
This NBI can be accomplished at an additional cost of $98,000.

NEW BUSINESS ITEM 25
ADOPTED AS AMENDED

NEA Exit Interview Project - Drawing from the work of state associations and locals that have implemented educational employee exit surveys, the NEA will develop an exit toolkit that includes: leaver demographics, job surveys, the NEA will develop an exit mentoring educational employee exit associations and locals that have implemented from the work of state associations and locals.

Cost Implications
This NBI can be accomplished at an additional cost of $5,675.

NEW BUSINESS ITEM 26
ADOPTED AS AMENDED

NEA will make available, through digital resources, classroom strategies from current research for meeting the needs of students who may be struggling with mental health conditions.

Cost Implications
This NBI can be accomplished at an additional cost of $5,675.

NEW BUSINESS ITEM 27
ADOPTED AS AMENDED

NEA will use existing research and resources to publish successful practices used by states and locals to recruit and retain minority educators for K-12 and public higher education institutions. The NEA will determine what policies and practices support these efforts. NEA will identify toolkits and resources for locals, schools, district offices, and higher education institutions to use to recruit and retain teachers of color and encourage minority students to major in education.

Cost Implications
This NBI can be accomplished at an additional cost of $24,531.

NEW BUSINESS ITEM 28
ADOPTED

Through a press release, the NEA will state our opposition to the draconian austerity measures and privatization of public services being imposed on the people of Puerto Rico through the Puerto Rican Oversight, Management, and Economic Stability Act (PROMESA) of 2016, as this debt was not created nor is owned by the Puerto Rican people. In this press release, the NEA shall explain how we

- Support the need for communities to have well-run schools where the people live, and we oppose the closure of more than 130 schools, the cutting of 40 days from the school year, and the non-renewal of the year-to-year teacher contracts of more than 5,000 teachers.
- Support local educators and oppose the corporately-controlled board’s plans to freeze teacher salaries that have been stagnant since 2007.
- Support the rights of people to access healthcare and receive their pensions and oppose expected cuts in both.

The NEA will include a written demand to end to these destructive cuts as outlined above and insist that the restructuring plan not be carried out at the expense of the Puerto Rican U.S. citizens who own less than one-third of the debt. The public good must be put first before the lobbying efforts of hedge- and vulture-fund owners.

Cost Implications
This NBI can be accomplished at an additional cost of $10,010.

NEW BUSINESS ITEM 29
ADOPTED

The NEA will change the name “NEA Student Program” to “NEA Aspiring Educators,” starting in the 2018-2020 budget cycle.

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

NEW BUSINESS ITEM 30
ADOPTED AS AMENDED

In partnership with the Southern Poverty Law Center, NAACP ACLU, GLSEN, National Center for Trans-Equality Human Rights Campaign, and any other legal and human rights groups of related concerns, NEA will track incidents of discrimination, racism, homophobia, and transphobia, as well as anti-semitism, Islamophobia, and all other forms of religious discrimination, and bigotry in our public schools. The data will be shared with districts to educate and eradicate hate through the development of programs that include, but are not limited to, training on unconscious bias, culturally responsive instruction, and the anti-defamation league.

Cost Implications
This NBI can be accomplished at an additional cost of $60,500.

NEW BUSINESS ITEM 31
ADOPTED AS MODIFIED

Utilizing existing resources, the NEA will publicize its work with state and local affiliates in order to elect pro-public education governors and state legislators in upcoming state elections.

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

NEW BUSINESS ITEM 32
ADOPTED AS MODIFIED

Through existing resources, NEA will share sample contract language for fully paid parental leave and highlight states that have passed parental leave legislation as well.

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

NEW BUSINESS ITEM 33
ADOPTED AS MODIFIED

The motion is to move that NEA communicate that all schools have wellness policies in place that school wellness policies are in the academic and financial plan.

Cost Implications
This NBI can be accomplished at an additional cost of $6,250.

NEW BUSINESS ITEM 34
ADOPTED AS MODIFIED

The NEA shall mount a media campaign in the coming school year advocating the preservation and extension of library media programs in public schools and community college libraries across the country that are staffed by professionally trained librarians. The campaign shall consist of both print and digital media in both print and video formats. Publication will be made in media outlets curated by the NEA and other organizations supportive of school library programs such as the American Library Association, School Library Journal, and everylibrary.org as well as the related social media pages maintained by the same organizations and through their outlets.

Cost Implications
This NBI can be accomplished at an additional cost of $98,000.

NEW BUSINESS ITEM 35
ADOPTED AS MODIFIED

NEA will use existing legal resources to support state affiliates by providing information regarding existing laws that allow undocumented students to receive in-state college tuition rates in the state in which they reside.

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

NEW BUSINESS ITEM 36
REFERRED TO THE APPROPRIATE COMMITTEE

THE NEA will collaborate with the ACLU, the NAACP Legal Defense Fund and state member organiza-
New Business Items

New Business Item 37
Adopted
The NEA will publish an article that documents the illegal overthrow of the Hawaiian Monarchy in 1893, the prolonged illegal occupation of the United States in the Hawaiian Kingdom, and the harmful effects that this occupation has had on the Hawaiian people and resources of the land.

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

New Business Item 39
Adopted
That the NEA stands in solidarity with the Boston Teachers Union in their struggle for a fair contract that includes pay equity and respect for veteran teachers, full staffing and support for special education and inclusion students, smaller classes for the most vulnerable students, and a contract that is good for students and fair to educators. Further, that the NEA stands in solidarity with the members of the Educational Association of Worcester in its fight for a fair contract.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

New Business Item 41
Adopted as Amended
The NEA will publicize our support of the right to universal healthcare, and our opposition to assaults on Medicare, Medicaid, educator health insurance plans, and the healthcare of our students and their families. The NEA will publicize our support of efforts in Congress to defend the right to healthcare; we will publicize these positions in our media and through our actions.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

New Business Item 42
Adopted as Modified
NEA will provide a platform to state and local affiliates to create a grassroots movement to demand the U.S. Congress develop a universal health care system for all. This can be done by tweeting, calling, and messaging their representatives over the coming year. NEA will utilize existing resources and draw upon its membership with organizations such as Labor Campaign 4 Single-Payer (LC4SP).

Cost Implications
This NBI can be accomplished at an additional cost of $24,500.

New Business Item 44
Adopted as Amended
The NEA will investigate and gather information on the necessity and the implementation of career technical education-vocational/trade programs and will create pre-apprenticeship programs in our schools. The Taskforce will look at the following areas:

1. Are school systems promoting and informing students about CTE-vocational/trade education programs at a fair and equitable level?
2. Are school systems providing funding that allows for the latest technology and equipment for quality CTE-vocational/trade programs to allow students to be career ready? Explore practical ways for vocational/trade professionals to enter the educational field to allow the highest quality instruction to students.
3. Are there unnecessary and/or inequitable barriers that limit access for students? Does there need to be a system that creates better awareness of the programs and their economic potential? Is there a need for educational systems to introduce awareness to reduce the stigmas and stereotypes associated with vocational/trade careers? Are there exclusionary barriers that unfairly limit student access to these programs including GPAs, attendance, behavior records, physical and learning disabilities, and English Language Learners?
4. Are there adequate partnerships to have these programs become a gateway to the workforce?

Cost Implications
This NBI can be accomplished at an additional cost of $75,000.

New Business Item 45
Adopted
NEA will educate as many members as possible on, and promote the attitudes, values, and goals of, unionism (solidarity, justice, fairness, and the search for the common good). NEA can accomplish this by expanding its existing resources and trainings.

Cost Implications
This NBI can be accomplished at an additional cost of $19,500.

New Business Item 46
Adopted
NEA will develop an online toolkit to assist communities and educators in combating the insidious hate speech and actions of white supremacists, nationalists, and the so-called “Alt-Right.” The toolkit will identify the groups behind the propaganda and provide counter-messaging and techniques to help protect our students, our educators, and our communities.

Cost Implications
This NBI can be accomplished at an additional cost of $40,500.

New Business Item 47
Adopted
NEA will develop and promote resolutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; resessions calling for county-wide and state-wide moratoria on new charter school authorizations in every state; resolutions calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and solutions calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and resolutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and solutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and resolutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and solutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and solutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and solutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and solutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school authorizations in every state; and solutions that local associations can introduce at school board meetings calling for county-wide and state-wide moratoria on new charter school

Cost Implications
This NBI can be accomplished at an additional cost of $40,500.

New Business Item 49
Adopted as Modified
NEA shall, using existing digital media, support LGBTQ+ and youth by encouraging state and local affiliates to use valid and existing resources such as the booklet from GLSEN called “Just the Facts About Sexual Orientation and Youth: A Primer for Principals, Educators, and School Personnel” (https://www.glsen.org/sites/default/files/just_the_facts_O.pdf)

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

New Business Item 51
Adopted
NEA shall, using existing digital media, encourage state and local affiliates to promote substance abuse prevention programs, counseling, support groups, and treatment centers that educate students about the dangers of all types of drugs and to help those already addicted.

Cost Implications
This NBI can be accomplished at an additional cost of $4,900.

New Business Item 52
Adopted as Amended
If the questions asked to the Secretary of Education by the president of the NEA are not answered by 9/1/17, the NEA will request the resignation of Betsy DeVos as Secretary of Education should she fail to respond to the satisfaction of the NEA governing regarding the questions posed by President Eskelsen Garcia in her letter.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 53

Adopted As Modified

The NEA Office of Strategic Alliance (OSA) will review NEA Vetting Guidelines to determine if they operate in the highest socially responsible manner to include parameters that will protect not only the best interests of public education and labor, but also the best interest of our students, educators, and community members. If found to be lacking, additional guidelines will be added to the vetting process and the new vetting guidelines will be communicated to membership.

Cost Implications

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2017-2018 Modified Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 54

Adopted As Modified

NEA will use existing communication channels to inform teachers about existing federal laws and requirements for ELLs including the requirements for Integrated and Designated English Language Development models of instruction.

Cost Implications

This NBI can be accomplished at an additional cost of $6,000.

NEW BUSINESS ITEM 55

Adopted

NEA shall, using existing digital media, encourage state and local affiliates to foster school environments that affirm the gender diversity of students by using valid and existing resources such as Gender Spectrum’s guide called the “Gender Inclusive Schools Toolkit.” (http://jasmy.org/wp-content/uploads/2011/03/Gender-Inclusive-Schools-Toolkit.pdf)

Cost Implications

This NBI can be accomplished at an additional cost of $6,000.

NEW BUSINESS ITEM 56

Adopted As Modified

Using existing resources, NEA will support state and local affiliates to organize and implement the NEA Charter School Policy.

Cost Implications

Activities to fulfill the requirements of this NBI can be undertaken within the proposed 2017-2018 Modified Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 57

Adopted As Amended

Through existing digital channels, NEA will publish an article about research compiled and methods employed to positively address chronic absenteeism.

Cost Implications

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

NEW BUSINESS ITEM 58

Adopted As Modified

NEA will encourage state and local affiliates to get local school boards to pass “Safe Haven” resolutions. NEA will provide sample resolutions on the NEAToday.org website and to state and local affiliates through existing communication channels.

Cost Implications

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

NEW BUSINESS ITEM 59

Adopted As Modified

NEA will fund training materials and space for two 3-hour safeTALK (Suicide Alertness) classes for up to 30 delegates per class at an RA event in 2018.

Cost Implications

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

NEW BUSINESS ITEM 60

Adopted

NEA shall, using existing digital media, encourage all state and local affiliates to adopt suicide prevention policies and practices like those found in Palo Alto Unified School Districts’ “Comprehensive Suicide Prevention Toolkit for Schools” that target high-risk groups (http://pausd.org/ComprehensiveSuicidePreventionToolkit)

Cost Implications

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

NEW BUSINESS ITEM 61

Referred to the Executive Committee

NEA will publish a statement through existing channels about how the prohibitive costs of teacher certification programs are creating barriers for underrepresented pre-service educators.

Cost Implications

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

NEW BUSINESS ITEM 62

Adopted As Amended

The NEA will publicize our opposition to the travel ban imposed by the current presidential administration, and will join with other organizations in actions to defeat it.

Cost Implications

This NBI can be accomplished at an additional cost of $33,000.

NEW BUSINESS ITEM 63

Referred to the Executive Committee

NEA will use existing communication channels to inform members and member locals about the availability of training with the newly developed ELL modules including advocacy for ELLs; assessment for ELLs; standard-based instruction and lesson plans for ELLs; Second Language Acquisition; and Issues of Equity and Culture. The training is available through the NEA professional development and support department.

Cost Implications

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

NEW BUSINESS ITEM 64

Adopted

The NEA will make available, through the NEA website, an ongoing up-to-date list of companies and organizations that manufacture / sell union made products and/or provide services from worker-friendly employers.

Cost Implications

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

NEW BUSINESS ITEM 65

Adopted

The NEA will, using existing resources, collect and electronically distribute information to states about what each state is doing to combat the chronic underfunding of public colleges and universities.

Cost Implications

This NBI can be accomplished at an additional cost of $33,000.

NEW BUSINESS ITEM 66

Adopted

The NEA will publicize through existing publications the Trump Administration’s efforts to conceal, subvert, or change scientific information and data from public websites including information used by educators to teach about climate change and climate justice.

Cost Implications

This NBI can be accomplished at an additional cost of $1,000.
NEW BUSINESS ITEM 69

ADOPTED AS MODIFIED

Establish a partnership between NEA and Project Pipeline Repair, an initiative to recruit men of color in high school into the teaching profession.

Cost Implications
This NBI can be accomplished at an additional cost of $19,500.

NEW BUSINESS ITEM 71

ADOPTED

NEA will provide model language for locals seeking to protect members who have a concern about data being collected on students and who wish to voice their concern to parents without retribution from their employer. This language should be created for collective bargaining or other processes for affiliates as needed. This information will be posted on mynea360.org (in the appropriate online community).

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

NEW BUSINESS ITEM 72

CONSOLIDATED WITH NBI 27

NEW BUSINESS ITEM 73

ADOPTED

NEA will investigate and report findings in NEA Today or mynea360.org regarding:

1. What is determined to be the weakest aspects of federal student data privacy laws (e.g. FERPA - Federal Education Records Privacy Act; COPPA - Children's Online Privacy Protection Rule; PPRA - Protection of Pupil Rights Amendment; HIPAA - Health Insurance Portability and Accountability Act) that may allow entities outside the classroom-student-parent-district relationships to collect and use student data (regardless if the data is considered ‘personally identifiable’ or not or if the data is used for ‘educational purposes’).

Cost Implications
This NBI can be accomplished at an additional cost of $8,400.

NEW BUSINESS ITEM 74

ADOPTED AS MODIFIED

NEA will release, through existing channels, a statement to encourage the inclusion of training on implicit bias as a component of professional development for all education employees and preparation programs and/or certification requirements.

Cost Implications
This NBI can be accomplished at an additional cost of $8,400.

NEW BUSINESS ITEM 75

ADOPTED AS AMENDED

The NEA will use available communication tools to encourage all state and local affiliates to ask school district and college and university officials to open gyms with showers one hour before school starts to allow homeless students to use the facilities for exercise and showers before school.

Cost Implications
This NBI can be accomplished at an additional cost of $3,135.

NEW BUSINESS ITEM 76

REFERRED TO THE EXECUTIVE COMMITTEE

NEA will share with state and local affiliates best practices in moving educator evaluations from reliance on standardized testing and student growth mechanisms to evaluations based on professional practices.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 77

ADOPTED AS MODIFIED

NEA will educate its members on the continuing efforts of repealing Government Pension Offset/Windfall Elimination Provisions (GPO/WEP) and will encourage members to target every member of Congress on an ongoing basis to support the repeal effort.

The 2018 RA delegates will receive an electronic executive summary of the organizational efforts to save and strengthen social security and will include the enhanced member engagement tactics relating to the GPO/WEP.

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

NEW BUSINESS ITEM 78

ADOPTED AS MODIFIED

Using existing research and available resources, the NEA shall do the following:

1. Publish an article in NEA Today on the racist origins of standardized testing.
2. Make policy recommendations on assessment.
3. Communicate findings, policy recommendations, and examples of language in ESSA plans that locals, districts, and states have agreed upon that exemplify educationally just practices for assessment through existing communications channels.

Cost Implications
This NBI can be accomplished at an additional cost of $7,135.

NEW BUSINESS ITEM 79

ADOPTED AS AMENDED

The NEA shall provide direct organizing support to locals and state affiliates who form or expand Alliance to Reclaim Our Schools (AROS), community tables, and coalitions to defeat any voucher plan and organize for the world class public schools all of our students deserve. NEA will provide organizing support up to $125,000.

Cost Implications
This NBI can be accomplished at an additional cost of $95,000 as $30,000 is already included in the Modified 2017-18 Strategic Plan and Budget.

NEW BUSINESS ITEM 81

REFERRED TO THE APPROPRIATE COMMITTEE

Using existing media, NEA will educate members about social and emotional health needs of transgender and nonbinary students and educators.

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

NEW BUSINESS ITEM 82

ADOPTED

The NEA RA directs the NEA to help state affiliate legal staff assist higher ed contingent faculty appeal a negative disposition to an unemployment compensation claim by creating guidelines contigents can use to help craft their appeal letters and prepare for hearings. These guidelines would be based on the new US Department of Labor guidance letter 5-17, which acknowledged that contingent faculty do not have reasonable assurance of employment between terms and are eligible for unemployment insurance compensation when they do not have work between terms.
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 86
Adopted As Modified and Referred to the Annual Meeting Review Committee

For the 2018 RA, NEA will thoroughly review and evaluate RA exhibitors’ materials for information that is offensive, obscene, or in bad taste. Based on the findings of the review the NEA will enforce its standing rules 12.B (b) and 12.B (d) as they relate to exhibitors found in violation of the aforementioned rules. Because of concerns brought by 2017 RA delegates, special scrutiny will be made to the following exhibitors:
• NEA Ex-Gay Educators
• Creation Truth Outreach
• Creation Science Educators

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 87
Adopted As Amended

The NEA will make available on the NEA website information about the complex issue of human trafficking by supporting and encouraging collaboration with child protective services, law enforcement, social services, and community-based service providers.

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

NEW BUSINESS ITEM 89
Adopted

I move that the NEA send a letter to Ben & Jerry founders and corporation expressing strong support for the Migrant Justice Movement in Vermont, demanding safe working conditions for workers at farms in their supply chain. I further move that the NEA, through existing communications channels, educate members on the working conditions of migrant farm workers.

Cost Implications
This NBI can be accomplished at an additional cost of $1,500.
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 100
Consolidated with NBI 22

NEA use existing communications to promote opportunities and culturally-proficient resources available to teachers relocating to other states and coming in from other countries regarding the ethnic student population in that state/community.

NEW BUSINESS ITEM 101
Referred to the Executive Committee

The NEA RA directs the NEA to examine the economic effect of establishing a dues structure based on income for all members and report the cost effect on members.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 102
Adopted

The NEA will support, through existing NEA communication channels, the actions taken by states to fight legislation that encourages the teaching of ideology and non-scientific alternatives to scientifically-accepted topics such as global climate change and evolution.

Cost Implications
This NBI can be accomplished at an additional cost of $3,000.

NEW BUSINESS ITEM 103
Referred to the Appropriate Committee

NEA use existing communications to promote opportunities and culturally-proficient resources available to teachers relocating to other states and coming in from other countries regarding the ethnic student population in that state/community.

NEW BUSINESS ITEM 104
Adopted As Amended

The NEA shall develop a “Watch List” of Broad superintendents including financial ties and corporate backers. The list shall be made available to state and local affiliates.

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

NEW BUSINESS ITEM 105
Referred to the NEA President

We call upon the President of NEA to form an ad hoc committee of the Board of Directors to investigate ways to enhance Wi-Fi capacity and better use technology at the NEA RA. This committee will recommend improvements to the RA website and app with the goal of an improved digital experience for delegates.

Cost Implications
This NBI can be accomplished at an additional cost of $43,200.

NEW BUSINESS ITEM 106
Adopted

The NEA shall use existing resources to identify states that use state funds to subsidize tuition or otherwise to underwrite private colleges and universities for courses and/or degree programs that substantially duplicate offerings by that state’s public colleges and universities.

Cost Implications
This NBI can be accomplished at an additional cost of $6,000.

NEW BUSINESS ITEM 107
Adopted

NEA shall provide adequate seating in a waiting area or another option to accommodate delegates wanting to submit NBIs after the start of the NEA RA.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 108

NEW BUSINESS ITEM 109
Adopted As Modified

The NEA will encourage state affiliates to promote the recruitment and retention of potential educators from underrepresented groups by promoting the structure of the NEA Student Program in four-year colleges and universities, community colleges, Tribal colleges, Hispanic Serving Institutions, Historically Black Colleges and Universities and predominantly white Institutions.

Cost Implications
This NBI can be accomplished at an additional cost of $18,460.

NEW BUSINESS ITEM 110
Referred to the Appropriate Committee

Using existing digital properties and media resources, NEA shall publish six articles online to educate members about different contract bargaining strategies. Articles will include, but not be limited to, various negotiation strategies in current use by NEA affiliates, their successes and failures with those strategies, as well as the labor and management environments where successful strategies flourish.

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

NEW BUSINESS ITEM 111

NEW BUSINESS ITEM 112
Referred to the Appropriate Committee As Modified

NEA will find an alternate site for the 2022 RA scheduled to be held in Dallas, TX.

Cost Implications
This NBI can be accomplished at an additional cost of $82,080.

NEW BUSINESS ITEM 113
Adopted As Amended

I move that the NEA adopt an official position of objection to the “documentary” called School, Inc., a 3-hour program which aired in installments on PBS in June of 2017 and was funded by a foundation known to support vouchers and allied with Koch Brothers’ Americans for Prosperity and the Richard and Helen DeVos Foundation. And, that the NEA president contact PBS regarding School, Inc. to express counter points to this show and propose critical documentaries about the privatization of public education (like Backpack Full of Cash). Finally, NEA members should be encouraged to contact PBS voicing their opinions on the showing of School, Inc.

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

NEW BUSINESS ITEM 114
Adopted

NEA will review current research regarding the Relay Graduate School of Education (Relay GSE) as well as the concerns regarding its negative impact on our students and the teaching profession. NEA will also publish the findings of this review in an article in the NEA Today, providing the best available information regarding this “independent teacher preparation program.”

Cost Implications
This NBI can be accomplished at an additional cost of $5,000.
NEW BUSINESS ITEM 115
ADOPTED
In order to more accurately represent our diverse membership, we request a review of NEA’s Constitution, Bylaws, Standing Rules, Policy Statements, and Resolutions to search for the words “teacher” and “classroom teacher” in order to replace those words with the more inclusive term of “educator,” where appropriate. Then, the results of this review will be presented to the appropriate committees/groups to consider amendments to the documents to replace those words with “educators.”

COST IMPLICATIONS
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 116
REFERRED TO THE APPROPRIATE COMMITTEE
Using the existing media, NEA will highlight National Board Professional Development, including Professional Development Schools.

COST IMPLICATIONS
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 117
ADOPTED
The NEA President will write a letter to the Inspector General to encourage the US Postal Service to provide check-cashing services.

COST IMPLICATIONS
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 118
ADOPTED AS AMENDED
The NEA, through digital technology, will publicize through existing channels, on the complex issues of the Post-Traumatic Stress Disorder (PTSD) and suicide prevention. Suicide rates are higher in people with PTSD, among those individuals who have suffered traumatic events, this includes our veterans and all students and educators hiding these invisible wounds.

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

NEW BUSINESS ITEM 119
REFERRED TO THE EXECUTIVE COMMITTEE
We move that the NEA use $1.5M from contingency funds to hire additional regional- and state-based organizers to support organizing of collective action. The number of organizers should be assigned taking into consideration the number of locals and members in each state and will work under the direction of the state association.

COST IMPLICATIONS
This NBI can be accomplished at an additional cost of $1,500,000.

NEW BUSINESS ITEM 120
ADOPTED AS AMENDED
NEA will partner with other education stakeholders and health organizations to communicate the benefit of and advocate for providing shaded spaces on any and all public school playgrounds to help combat skin cancer. This shall include providing information through NEA Today and other appropriate media.

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

NEW BUSINESS ITEM 121
REFERRED TO THE APPROPRIATE COMMITTEE
The NEA will support, promote, and communicate to members the importance of researched, developmentally appropriate, play-based instruction in kindergarten and pre-kindergarten classrooms. In doing so, the NEA will use available research on brain development and reach out to other early education organizations.

COST IMPLICATIONS
This NBI can be accomplished at an additional cost of $15,030.

NEW BUSINESS ITEM 122
REFERRED TO THE ANNUAL MEETING REVIEW COMMITTEE
NEA will provide video monitors in the nonprofit area during the NEA Representative Assembly to display the RA while in session.

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

NEW BUSINESS ITEM 123
ADOPTED
NEA shall, using existing research, resources such as National Center for Science Education (NCSE), and digital resources within NEA Today, create and distribute digitally an article delineating climate change as an evidence-based scientifically proven occurrence that is detrimental to our planet. The article will describe the mechanisms leading to climate change, the current state of climate change and possible future impact. It shall link what is known about climate change to the National Education Standards of the National Research Council (NRC) and the Benchmark for Science Literacy of the American Association for the Advancement of Science (AAAS).

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

NEW BUSINESS ITEM 124
REFERRED TO THE EXECUTIVE COMMITTEE
Using available media resources, NEA will advocate vigorously against the repulsive language used to label our nation’s lowest performing public schools.

COST IMPLICATIONS
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 125
REFERRED TO THE APPROPRIATE COMMITTEE
NEA will urge that individual civil rights are respected in all incidents in which educators are involved with law enforcement, particularly when educators comply with directives from those authorities. As part of this process, NEA will reach out to law enforcement agencies to encourage a collaboration with educators and community groups. NEA will honor Philando Castille as an educator. Using available media resources, NEA will express its disappointment with the Philando Castille case and the apparent disregard of civil rights protections.

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

NEW BUSINESS ITEM 126
REFERRED TO THE EXECUTIVE COMMITTEE
Using existing resources and technology, NEA will inform school districts of their obligation to provide food to students during the school day, regardless of any balance due on their food accounts. Additionally, schools will inform parents of students’ rights to receive food during the school day.

NEW BUSINESS ITEM 127
REFERRED TO THE EXECUTIVE COMMITTEE
“Take the Label Off!” Failing Schools Act. Utilizing NEA’s existing research, policy, publications and legislative agenda, the NEA will advocate vigorously against the repulsive language used to label our nation’s lowest performing public schools.

COST IMPLICATIONS
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 128
REFERRED TO THE APPROPRIATE COMMITTEE
NEA will work under the direction of the state association.

NEW BUSINESS ITEM 129
ADOPTED AS MODIFIED
NEA will support, promote, and communicate to members the importance of researched, developmentally appropriate, play-based instruction in kindergarten and pre-kindergarten classrooms. In doing so, the NEA will use available research technology, NEA will inform school districts of their obligation to provide food to students during the school day, regardless of any balance due on their food accounts. Additionally, schools will inform parents of students’ rights to receive food during the school day.

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

Cost Implications
This NBI can be accomplished at an additional cost of $6,000.

NEW BUSINESS ITEM 130
Referred to the Appropriate Committee
I move that the NEA president write a letter to the governor of Puebla, Mexico, Jose Antonio Galif Fayad, denouncing the barbaric assassination of Meztli Sarabia Reyna, organizer and leader of Union Popular de Vendedores Ambulantes (UPVA) 28 October, Street Vendor Union of Puebla. Furthermore, that NEA purchase space in LaJornada Newspaper and publish this letter to condemn and demand justice on behalf of her family and in support of Meztli’s father, Ruben Sarabia, and fellow organizers who continue to receive death threats.

Cost Implications
This NBI can be accomplished at an additional cost of $14,760.

NEW BUSINESS ITEM 131
Referred to the Appropriate Committee
NEA will publish articles using the NEA Today and existing means of communication highlighting best practices of collaboration between administrators, educators, and ESPs.

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

NEW BUSINESS ITEM 132
Referred to the Appropriate Committee
NEA will not accept monetary sponsorship or be affiliated with any foundation, corporation, or politician that is affiliated with negative public education reform movement and/or has participated in privatization of public education. A vetting system will be adopted by NEA to determine whether a foundation, corporation, or politician is or is not affiliated with the negative public education reform movement and/or participation in the privatization of public education.

NEW BUSINESS ITEM 133
Referred to the Appropriate Committee
I move that NEA develop resources for the organization of existing charter schools in all states where there are laws allowing them. Resources should include, but not be limited to, model contracts, forms, consortia, and a state strategy document that outlining specific steps each state should make in order to reach a goal of full charter unionization.

Cost Implications
This NBI can be accomplished at an additional cost of $30,000.

NEW BUSINESS ITEM 134
Referred to the Appropriate Committee
The NEA president will make a video(s) promoting national, state, and local involvement in the association welcoming and targeting all new NEA members and describing pathways to engagement. The video will be placed on the NEA website and an email robocall or other form of technology will be utilized to inform the member of the video and encourage them to view it. The NEA President will encourage state and local presidents to the same.

Cost Implications
This NBI can be accomplished at an additional cost of $40,000.

NEW BUSINESS ITEM 135
Adopted As Modified
NEA will investigate and produce a research analysis of computer-based programs, often wrongly promoted as “personalized” or “competency-based” learning programs, that use learning analytics to simply customize standardized learning and replace human educators with digital training and tracking systems.

Cost Implications
This NBI can be accomplished at an additional cost of $62,084.

NEW BUSINESS ITEM 136
Adopted As Amended
NEA will prepare and present a detailed report, using existing resources, on the work that has been done thus far on our initiative to eradicate institutional racism. This report shall include, but not be limited to, trainings, programs, policy changes, successes, setbacks, projections, and timelines for current and planned programs/actions.

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

NEW BUSINESS ITEM 137
Referred to the NEA President
The NEA Annual Meeting Review Committee will investigate the feasibility of utilizing virtual and/or other formats for all or a portion of future RAs.

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

NEW BUSINESS ITEM 138
Referred to the Appropriate Committee
The NEA will research examples of school districts that provide breakfast and/or lunch programs that avoid or severely limit processed, prepackaged and frozen foods. These examples will be published in an edition of NEA Today and shared on the NEA website and Facebook page.

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

NEW BUSINESS ITEM 139
Referred to the Executive Committee
Through existing digital and organizing work, NEA will engage, listen to, and invite Republican members to participate in the local, state, and national organizing activities around the issues they articulate are priorities for them.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 140
Referred to the Appropriate Committee
The NEA shall provide an information display to celebrate the 100th Anniversary of Women’s Suffrage at the 2020 RA.

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

NEW BUSINESS ITEM 141
Referred to the Executive Committee
NEA will publish a statement, through existing channels, denouncing the practice of states withholding federal funding from school districts that do not meet the participation rates required by federal law on state tests.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 142
Referred to the Executive Committee

The NEA will publicize support for the purpose and prior successes of the Office of Civil Rights and publicize opposition to any proposed cuts to that office.

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

NEW BUSINESS ITEM 143
Referred to the Appropriate Committee

The NEA will publish in NEA Today or its online resources 2 or more articles, outlining the information in Richard Rothstein’s book, The Color of Law, which tells the history of government policy segregating America, and/or other appropriate resources.

Cost Implications
This NBI can be accomplished at an additional cost of $2,000.

NEW BUSINESS ITEM 144
Referred to the Appropriate Committee

The NEA Executive Committee will use its resources to craft possible solutions to begin to disassemble government created segregation of our communities and our schools. The possible solutions may include NEA direct action, legislation to propose or support, and governmental policy to change or institute. The report will be available to RA delegates before the 2018 RA so that proposals may be ready to be presented to the delegates for action.

Cost Implications
This NBI can be accomplished at an additional cost of $45,500.

NEW BUSINESS ITEM 145
Referred to the Appropriate Committee

The NEA will collect data and electronically publish findings to members regarding compensation models for Specialized Instructional Support Personnel (SISP) including speech-language pathologists, audiologists, physical therapists, occupational therapists, psychologists, counselors, social workers, and nurses. These specialists are not covered by certification from the Nation Board for Professional Teaching Standards (NBPTS), however many are nationally board certified public school employees in their respective fields.

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

NEW BUSINESS ITEM 146
Referred to the Appropriate Committee

Through existing media, NEA will bring awareness and provide resources to students, parents, and all school staff regarding “student-on-student” crimes of sexual assault, sexual harassment, student domestic violence and other crimes and the rights of victims to seek justice.

Cost Implications
This NBI can be accomplished at an additional cost of $8,500.

NEW BUSINESS ITEM 147
Referred to the Appropriate Committee

The NEA will have NEA English Language Learner (ELL) virtual coaches attend and facilitate the initial, one time onsite session of each ELL blended learning course taught. The virtual ELL coach will lead subsequent blended learning professional development sessions online using video conference platforms.

Cost Implications
This NBI can be accomplished at an additional cost of $22,400.

NEW BUSINESS ITEM 148
Referred to the Executive Committee

NEA shall support the New Faculty Majority - Unemployment Compensation Initiative (NFM-UCI) (unemploymentforadjuncts.com) by: continuing its partnership with NFM in this effort; sharing information about the effects of the recent Department of Labor (DOL) letter establishing unemployment benefit rights for non-tenure-track higher education faculty; and by contributing to the NFM-UCI for the production of an updated guide to collecting unemployment benefits in light of the DOL letter.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 150
Referred to the Appropriate Committee

NEA will not accept exhibitors whose messaging is in conflict with resolution B-55, Science Education.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 151
Referred to the Appropriate Committee

NEA will explore the feasibility of a streamlined, consolidated process linking state and national registration for delegates attending the annual meeting.

Cost Implications
This NBI can be accomplished at an additional cost of $11,720.

NEW BUSINESS ITEM 152
Referred to the Appropriate Committee

NEA informs and encourages all educational institutions to offer freedom of choice in graduation attire without any limitation based on discrimination and stereotyping such as race, gender, sexual orientation, gender identity, disability, ethnicity, immigration status, occupation, or religion.

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

NEW BUSINESS ITEM 153
Adopted As Modified

The NEA will address the racial and environmental injustices surrounding the Flint, Michigan water crisis and the impacts it is having on student, educators and the community as a whole by taking the following immediate actions to counter this issue:

1. Make electronic tools and resources available for identifying the signs and symptoms of possible lead poisoning to all NEA members. These materials should be dispersible to classrooms and the communities of those impacted by lead poisoning.

2. Make materials, resources, and training available in order to implement restorative justice practices with the Flint school system suffering from the physical and social-emotional impacts of lead-poisoning-based trauma.

3. Make electronic materials and resources available including lessons and activities to discuss and acknowledge the impact of this crisis.

4. Reach out to existing community organizations to provide support to ensure all student needs are addressed and all schools in the city of Flint, Michigan have clean and safe drinking water.

5. Create an article in EdVotes.org, highlighting the continuing lead crisis in Flint, MI. The article would include existing videos including “ask me” and “appointment” written by 2017 NEA Social Justice Activist of the Year finalist Jessyca Mathews, to further educate and publicize this issue.

Cost Implications
This NBI can be accomplished at an additional cost of $36,000.
new business items

new business item 154
Consolidated with NBI 86

new business item 155
Referred to the Appropriate Committee

NEA will use existing media to publicize school districts implementing inclusive sex education curriculum that reflects the beliefs of NEA Resolution B-53 (Sex Education b. Diversity of culture and diversity of sexual orientation and gender identity).

Cost Implications
This NBI can be accomplished at an additional cost of $2,000.

new business item 156
Referred to the Executive Committee

NEA will use existing print and digital resources to promote the use of professional development content that NEA currently has available to help teachers build upon knowledge of effective teaching practices. NEA will also develop a plan to inform members of any online resources being developed for professional practice. NEA will strongly encourage state and local affiliates to incorporate these opportunities to retain current members in their new educator outreach campaigns.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

Cost of New Business Items Referred to Appropriate Committees: $2,065,400
Final cost of New Business Items adopted: $1,062,781

new business item 157
Referred to the Appropriate Committee

The NEA will send a letter to the White House sharing our dismay at the disrespectful treatment shown to the state and national teachers of the year at this year’s Oval Office ceremony.

Cost Implications
This NBI can be accomplished at an additional cost of $3,000.

new business item 158
Referred to the Appropriate Committee

NEA will encourage its state affiliates to advocate that all states require civics/government credits for graduation.

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.

new business item 159
Referred to the Appropriate Committee

NEA shall hold an advisory vote at the RA during regular voting for NEA officers to indicate member choices for preferred presidential candidates in presidential primaries. Ballots would list candidates from all parties and members would have the option of choosing one candidate or choosing one preferred candidate from each party. (During the RA 16 months previous to the upcoming presidential elections.)

Cost Implications
Activities to fulfill the requirements of this NBI can be undertaken within the proposed Modified 2017-2018 Strategic Plan and Budget at no additional cost.
**Friends of Education LeVar Burton**

Excerpts from Friend of Education Awarded LeVar Burton’s remarks to the RA on July 3, 2017


I believe that what you have to offer is essential to this nation. And our desire to lead the world in any meaningful manner depends on you.

**Teacher of the Year**

Excerpts from National Teacher of the Year Sydney Chaffee’s speech to the RA on July 3, 2017

When I decided to become a teacher, I imagined it would be a job that would nourish my deep need to be in control. …I didn’t imagine myself as an authoritarian, but I thought, I’ll write lessons, so I’ll know exactly what is going to happen. I’ll be in charge.

Of course, we all know what a naïve expectation this was. Teaching, like parenting, can show us just how powerless we really are. The most carefully-crafted plan can be thrown off by a snow day or fire drill, a fight in the hallway, a curious student’s questions that lead us off on an interesting, but tenuously relevant, tangent. Sometimes we realize students know more or less than we anticipated when planning, or a protocol that looked so good on paper falls to pieces when we try to put it on its feet.

…We all do this work because of a sincere and collective belief in a better future for our students, and we know that they will be the ones to build it. We have to listen to them and support them in developing their voices and finding their power. And each time we witness our students coming into their own as change-makers, we will be reminded of the value of education: as a site of hope and a community where dreams can become reality.

…So I have a proposal. As educators, let’s replace our clipboards with time machines. Let’s create school communities in which our students can move from the past to the present to the future all in one day. Let’s work to ensure that education represents liberation. …Let’s envision education as a time machine that helps our students travel to worlds we have only imagined — ones that are built on ideals of justice and equity and collaboration.”

**ESL of the Year**

Excerpts from 2017 National Education Support Professional (ESP) of the Year Saul Ramos’s speech to the RA on July 3, 2017

As educators, we want success for all our students. We want them to grow more confident, be more aware of their own abilities and inner strength, and more fearless in a world that can be unkind in so many ways.

Some call what I do a job. Others say it’s a career. But I have always believed that what I do is a calling. You see, when you have a calling, you don’t ask the world what it needs, you instinctively go and do what makes you come alive.

…This means we have a responsibility to build trust with our students, learn their names and interests, taking the time to sit down with them and let them know we are giving them our best.

We are also leaders in our Associations. So, to our local and state presidents, if you are looking for hard-working, determined, and passionate individuals, this is the group you need to organize: ESPs!

**NEA President Lily Eskelsen García**

Excerpts from NEA President Lily Eskelsen García’s speech to the RA on July 2, 2017

“…We have a president who resides at the dangerous intersection of arrogance and ignorance and travels with a moral compass that always points to his own self-interest.

It was in his interest and not the interest of school children that he nominated a woman who had never worked or volunteered or even stepped inside a public school to be his Secretary of Education. He chose a billionaire — the queen of for-profit privatization of public education — Betsy DeVos.

…I received an invitation from Betsy DeVos to meet. I responded by writing back and told her that before we talked about meeting, I needed to hear the answers to the questions that she refused to answer at her Senate confirmation hearing.

…I’m going to let you all know her answers just as soon as she gets back to me. But in a profoundly disturbing way, we’ve already received them, haven’t we?

One of the first acts of the Trump/DeVos administration was to rescind the Office of Civil Rights letter that the Obama administration sent to districts clearly stating that they were legally responsible for protecting our transgender students from discrimi- nation. This administration gave a green light to the desppicable, intentional, institutional humiliation of a vulnerable population of students.

…I will not allow the National Education Association to be used by Donald Trump or Betsy DeVos… There will be no photo-op.

We will find common ground with many Republicans and many Democrats on many issues. We will not find common ground with an administration that is cruel and callous to our children and their families. …They’re going to hit us with everything they’ve got because we are a threat to them.

…but they won’t succeed. …We are the members of the National Education Association. We are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust that is placed in us.”

**RA Today**

RA Today • 19

THURSDAY, JULY 6, 2017
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