

NEW BUSINESS ITEM 1

That NEA will not schedule any future Representative Assemblies in “Right to Work states” Starting in 2025.

Rationale/Background: NEA being a union organization should only host the annual Representative Assembly in states that have laws that support unions.

Submitted by: Governance Body of Affiliate – Tustin Educators Association

Contact: Roger Kavigan, CA, waycute@hotmail.com

Relevant Priority: EO-1 Enterprise Operations

Cost Implications: A cost cannot be determined for this item at this time, as bids have not yet gone out for Representative Assemblies in 2025 or beyond. However, higher costs are anticipated as the item would limit the locations eligible to host the RA.

NEW BUSINESS ITEM 2

The National Education Association will re-dedicate itself to the pursuit of increased student learning in every public school in America by putting a renewed emphasis on quality education. NEA will make student learning the priority of the association. NEA will not waiver in its commitment to student learning by adopting the following lens through which we will assess every NEA program and initiative: how does the proposed action promote the development of students as lifelong reflective learners?

Rationale/Background: It is essential we focus resources on the core ideals of our organization: student learning. By adopting a lens focused on student learning, NEA will be able to evaluate options more objectively with the goal of developing lifelong reflective learners.

Submitted by: Majority vote at regularly called meeting of the state delegation

Contact: Tammy Smith, AK, tasmith@gci.net

Relevant Priority: SO-1 Increase Educator Voice, Influence, and Professional Authority

Cost Implications: Enactment of this NBI requires consideration by the NEA Budget Committee during development of the 2020-2022 Strategic Plan and Budget. If passed, this NBI would be referred to the NEA Budget Committee for consideration within the allocated budgeted meeting times at no additional cost.

NEW BUSINESS ITEM 3

To work toward the goal of making every educator a great educator, NEA will promote the inclusion of the five propositions of National Board Certification in all teacher preparation programs and inservice trainings: 1. Commitment to students and their learning; 2. Knowledge of their subjects and how to teach them to their students; 3. Responsibility for managing and monitoring student learning; 4. Thinking systematically about their practice and learning from experience; 5. Engagement in professional learning communities.

Rationale/Background: Every student across the nation deserves to have an excellent teacher. Regular professional development should be focused on the five core propositions of National Board Certification in order to ensure quality teacher development based on researched teaching practices.

Submitted by: Majority vote at regularly called meeting of the state delegation

Contact: Tammy Smith, AK, tasmith@gci.net

Relevant Priority: SO-1 Increase Educator Voice, Influence, and Professional Authority

Cost Implications: This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 4

The NEA executive committee shall design and conduct an internal study of non-educator public employee member concerns, needs, and expectations and present the results of the study to the NEA board of directors and the 2020 NEA representative assembly.

Rationale/Background: NEA enjoys a growing number of non-educator public employees who remain under-represented and under-engaged. This study will enhance our capacity to embrace and involve our non-educator sisters and brothers in the work of our union.

Submitted by: Governance Body of Affiliate – Montana Federation of Public Employees

Contact: Glen Southergill, MT, Southergill@gmail.com

Relevant Priority: SO-6 Enhance Organizational Capacity

Cost Implications: This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$83,350.

NEW BUSINESS ITEM 5

NEA shall review all existing governing documents (e.g. policy statements, legislative program, resolutions, constitution, and bylaws) and where appropriate direct that these documents incorporate language that is democratically inclusive of all NEA members. Further NEA shall use inclusive language in all future communications.

Rationale/Background: NEA is no longer a union of only educators and has not been for some time. NEA is a union of public employees, all of whom NEA should recognize wherever possible in its governing documents and communications.

Submitted by: Governance Body of Affiliate – Montana Federation of Public Employees

Contact: Patrick Wayne, MT, patway2004@hotmail.com

Relevant Priority: SO-6 Enhance Organizational Capacity

Cost Implications: This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 6

NEA will partner/collaborate with The National Equity Project (Black Teacher Project) in an effort to sustain, recruit and develop educators of color.

Rationale/Background: In an attempt to continue to provide all students with a diverse and culturally relevant academic experience, NEA should take an active role in maintaining and growing the education force with educators of color.

Submitted by: 50 delegates

Contact: Temisha Brame Carter, CA, drtemishabrame@gmail.com

Relevant Priority: SO-1 Increase Educator Voice, Influence, and Professional Authority; SO-2 Recruit and Engage New and Early Career Educators; SO-3 Advance Racial Justice in Education

Cost Implications: This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$56,740.

NEW BUSINESS ITEM 7

NEA shall reinstate the Ethnic Leaders meeting specifically designed to encourage, train and develop ethnic leaders.

Rationale/Background: NEA shall take an active role in creating and maintaining a pathway to develop ethnic leaders.

Submitted by: 50 delegates

Contact: Temisha Brame Carter, CA, drtemishabrame@gmail.com

Relevant Priority: SO-1 Increase Educator Voice, Influence, and Professional Authority; SO-3 Advance Racial Justice in Education

Cost Implications: This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$356,200.

NEW BUSINESS ITEM 8

NEA will increase the Educators Employment Liability coverage from \$35,000 to \$45,000. This fund covers legal reimbursement to members who have been charged with a criminal matter related to their employment as long as the member is fully exonerated. Further, NEA will self-insure itself for this defense cost.

Rationale/Background: In the past six years, NEA's claims have not exceeded \$6,000,000. We pay \$11,000,000 in premium share. This would save the NEA at least \$5,000,000 annually. NEA could quickly build up a substantial fund to cover Educator's Employment Liability.

Submitted by: Governance Body of Affiliate – Connecticut Education Association

Contact: Tom Nicholas, CT, tomn@cea.org

Relevant Priority: SO-4 Support Professional Excellence; SO-6 Enhance Organizational Capacity

Cost Implications: This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. Increasing the coverage and studying the viability of self insuring this risk would cost an additional \$272,625.