CONSTITUTIONAL AMENDMENT 1
DEFEATED

CONSTITUTIONAL AMENDMENT 2
ADOPTED

Preamble: We, the members of the National Education Association of the United States, in order that the Association may serve as the national voice for education, advance the cause of public education for all individuals, promote the health and welfare of children and/or students, promote professional excellence among educators, gain recognition of the basic importance of the educator role in the learning process and other efforts in the educational efforts, protect the rights of educational employees and advance their interests and welfare, secure professional autonomy, promote, support and defend public employees’ right to collective bargaining, unite educational employees for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of an independent, united education profession, do hereby adopt this Constitution.

CONSTITUTIONAL AMENDMENT 3
ADOPTED

Article II. Membership

a. Membership, as provided in the By-laws, shall be open to persons who are: (i) engaged in the profession of teaching or in other educational work; (ii) members of a state affiliate in the state affiliate’s membership category that is equivalent to the Association’s Active membership category; or (iii) persons interested in advancing the cause of public education, who supports the mission, vision, and core values of the Association, and who is not eligible for any other NEA membership category. The NEA Board of Directors shall adopt rules to implement this membership category.

b. Members engaged in teaching or in other educational work shall adhere to the Code of Ethics of the Education Profession.

c. An application for membership shall be subject to review as provided in the By-laws.

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

e. Persons interested in advancing the cause of public education, who are granted membership pursuant to section 2a(iii) above and who are not eligible for any other category of membership shall not have the right to serve as officers of the Association, as members of the Board of Directors, or as delegates to the Representative Assembly.

BYLAW AMENDMENT 1
ADOPTED

Bylaw 8. Affiliates and Special Interest Groups

1. The Association may establish a trustee- ship for the purpose of (i) correcting corruption or financial malpractice; or (ii) restoring democratic procedures; or (iii) correcting a serious dereliction of duties in their performance of union responsibilities. No local trusteeship shall be established by the Association if the state affiliate with which the local association is affiliated has the authority under its constitution and bylaws to establish such a trusteeship unless the state affiliate by majority vote of its board of directors (or equivalent body) requests that the Association establish the local trusteeship.

b. If, after providing the affiliate an opportunity to address and provide information to the Executive Committee, the Executive Committee determines, by two-thirds (2/3) vote, that there is adequate cause under section (a) of this Bylaw to establish a trusteeship, it shall recommend to the Board of Directors that a trusteeship be established. As soon as possible after said vote, the president shall send to the Board of Directors a copy of the recommendation of the Executive Committee, and shall include with said recommendation a written statement setting forth the basis for the Executive Committee’s determination that there...
is adequate cause for the establishment of a trusteeship. The written statement shall be sufficiently specific so as to enable the state or local association to proceed with the case.

Any action taken by the state or local association to disaffiliate from the National Education Association after the Executive Committee has made an adequate-duty determination pursuant to section (b) of this Bylaw, or has established an immediate trusteeship pursuant to section (g) of this Bylaw, shall be of no effect if the NEA Board of Directors approves by two-thirds (2/3) the trusteeship recommendation of the Executive Committee.

A. A recommendation by the Executive Committee to establish a trusteeship shall be acted upon by the Board of Directors at its next regularly scheduled meeting or at a special meeting called for that purpose, occurring at least forty (40) days after the Board of Directors has received said recommendation.

At least thirty (30) days prior to the meeting of the Board of Directors at which the recommendation of the Executive Committee to be acted upon, the president shall send to the state association subject to the trusteeship, as well as its state affiliate where applicable, a notice advising it of the recommendation of the Executive Committee and setting forth the date, time, and place of the meeting of the Board of Directors at which said recommendation shall be acted upon. The president shall include with said notice a copy of the written statement that was submitted to the Board of Directors pursuant to section (b) of this Bylaw and a copy of the rules and procedures that shall be followed by the Board of Directors in acting upon the Executive Committee’s recommendation.

A hearing shall be held before the Board of Directors, pursuant to rules and procedures adopted by the Board of Directors for such purpose to determine whether to establish a trusteeship. If two-thirds (2/3) or more of the members of the Board of Directors who vote on the question vote “yes,” the recommendation of the Executive Committee shall have been accepted, in which event a trusteeship shall be established over the state association as of the announcement of the vote. As soon as possible after said vote, the Executive Committee shall appoint a trustee.

Subject to the control and direction of the Executive Committee, a trustee shall have the power to:

(1) conduct the affairs of the state association, including supervisory control over its officers, employees and other representatives;

(2) take possession of the books, records, funds, and other assets of the state association, to be held in trust for and used only in the proper conduct of its affairs;

(3) retain officers and staff of the state association, and re- place them if deemed appropriate for the duration of the trusteeship; and

(4) take such other actions as in a trustee’s judgment are necessary for the preservation of the rights and interests of the National Education Association and the members of the state association.

The Executive Committee shall have the right, with or without cause, to replace a trustee at any time.

Reasonable expenses incurred by a trustee in the performance of his or her functions shall be paid out of the funds of the state association, if available; otherwise, such expenses shall be paid by the National Education Association.

The Executive Committee shall terminate a trusteeship as soon as the cause for its establishment has been remedied. If the Executive Committee rejects a request from a board of directors (or equivalent governing body) of a state association to terminate a trusteeship, the state association shall have the right to appeal to the NEA Board of Directors, provided that no such appeal may be taken within thirty (30) days after the decision of the NEA Board of Directors on a prior appeal.

Prior to the termination of a trusteeship, a trustee shall conduct an election, in accordance with the applicable provisions of the governing documents and policies of the state association and the National Education Association to fill, as of the date of such termination, officer positions vacated by removal or departure of former incumbents. As of the date of termination of a trusteeship, a trustee shall return control of the books, records, funds, and other assets of the state association to its appropriate officers. A trustee shall make a final accounting of a trusteeship, and submit copies to the Board of Directors and the state association at its annual meeting, and to NEA and any other NEA affiliate established trusteeship or refuses to terminate an established trusteeship, the state association shall have the right to appeal to the Representative Assembly. Provided that written notice of such appeal is filed with the president by at least ten (10) percent of the active members in good standing of the state association or by a three-fourths (3/4) vote of the highest governing body of the state association within forty-five (45) days after the decision of the Board of Directors is made known to the state association. The Representative Assembly shall rule on the appeal at its first meeting occurring after the president receives the written notice of appeal.

Pending an appeal to the Representative Assembly, the decision of the Board of Directors shall remain in full force and effect.

i. The Board of Directors shall adopt such rules and procedures as may be necessary to implement this Bylaw.

j. This Bylaw shall not apply to affiliates that, as of January 1, 2019, had provisions in their bylaws or equivalent governing documents that prohibit affiliation with an entity that could impose a trusteeship on the affiliate.

**STANDING RULE AMENDMENT 2**

**DEFEATED**

**STANDING RULE AMENDMENT 3**

**DEFEATED**

**STANDING RULE AMENDMENT 1**

**ADOPTED**

**STAND-IN RULE**

**AMENDMENT 2**

**STAND-IN RULE**

**STAND-IN RULE**

**AMENDMENTS**

**BYLAW AMENDMENT 6**

**ADOPTED**

Bylaw 8. Affiliates and Special Interest Groups

New Bylaw 8.21. Disaffiliation

a. A state or local affiliate may only terminate its affiliation with the National Education Association, and any other NEA affiliate, if two-thirds (2/3) of the members voting in a mail ballot election of the full membership conducted by the American Arbitration Association, or a comparable independent third-party election service provider, approved in advance by NEA, or in an in-person election at each worksite if required by the relevant state affiliate’s governing documents or policy, and agreed to by NEA, vote in favor of disaffiliation. No such disaffiliation election shall be conducted or effective without first (i) providing at least sixty (60) days’ written notice to the member, to NEA, and to any other NEA affiliated entity that would be affected by the proposed disaffiliation, of the mail ballot election and the basis for the proposed disaffiliation; (ii) providing at least thirty (30) days’ written notice to the membership, and to NEA and any other NEA affiliated association, of a general membership meeting to be scheduled at an accessible place and time immediately before disaffiliation ballots are mailed out; (iii) holding that membership meeting in a manner that allows ample opportunity for discussion and debate over the affiliation issue; and (iv) allowing at least one representative of NEA and one representative of any other NEA affiliated entity that would be affected by the proposed disaffiliation to address the membership at that membership meeting.

b. If a state affiliate terminates its affiliation with the National Education Association, the name of the state affiliate, if it includes NEA or the phrase “education association,” or “association of educators,” as well as any other assets of the affiliate provided or funded by the state affiliate or National Education Association, shall revert to and become the property of the state affiliate. If a state affiliate terminates its affiliation with the National Education Association, the name of the affiliate, if it includes NEA or the phrase “education association” or “association of educators,” as well as any other assets of the affiliate provided or funded by the National Education Association, shall revert to and become property of NEA.
NEA Executive Committee
(three-year term/two seats)
Elected Robert Rodríguez 4,048 76.17%
Runoff Christine Sampson-Clark 2,581 48.57%
Runoff Michael Wesley, Jr. 1,855 34.90%
Ruben R. Murillo, Jr. 1,637 30.80%
Tania Kappner 352 6.62%
Mark Airgood 156 2.94%

NEA Board of Directors ESP At-Large
(three-year term/five seats)
Elected Mary Ann Rivera 4,309 101.39%
Elected Andrea Beeman 4,206 98.97%
Elected Ellen Olsen 4,054 95.39%
Elected Mike Glabere 2,901 68.26%
Elected Kenneth Dukes 2,621 61.67%
Damita White-Morris 1,894 44.57%
Patricia H. Mondello 1,264 29.74%

NEA Board of Directors ESP At-Large
(one-year term/one seat)
Elected Ashanti Rankin 3,220 58.24%
Julie Wickersham 1,429 25.85%
Jeanette Kimber 880 15.92%

NEA Board of Directors Higher Ed
(three-year term/one seat)
Elected Loretta A. Ragsdell 2,846 52.38%
DeWayne T. Sheaffer 2,587 47.62%

NEA Board of Directors Administrator At-Large
(three-year term/one seat)
Elected Cynthia Henderson 3,810 72.60%
Victoria Reese 1,438 27.40%

2019 RA Election Results

Constitutional Amendment 1
Defeated Yes - 1,565 26.70% No - 4,297 73.30%

Constitutional Amendment 2
Adopted Yes - 5,563 94.08% No - 350 5.92%

Constitutional Amendment 3
Adopted Yes - 4,059 68.94% No - 1,829 31.06%

Constitutional Amendment 4
Adopted Yes - 5,035 85.82% No - 832 14.18%

Bylaw Amendment 1
Adopted Yes - 4,066 69.42% No - 1,791 30.58%

Bylaw Amendment 2
Withdrawn

Bylaw Amendment 3
Withdrawn

Bylaw Amendment 4
Withdrawn

Bylaw Amendment 5
Adopted Yes - 4,766 81.62% No - 1,073 18.38%

Bylaw Amendment 6
Adopted Yes - 5,194 88.42% No - 680 11.58%

2019 NEA Representative Assembly Voting Schedule—July 6, 2019

State. Voting Time
Alabama 11:00 AM
Arizona 11:30 AM
Arkansas 10:15 AM
California 9:00/9:15 AM
Colorado 11:30 AM
Connecticut 11:00 AM
Delaware 11:00 AM
District of Columbia 11:30 AM
Florida 9:30 AM
Georgia 9:45 AM
Hawaii 11:15 AM
Idaho 11:15 AM
Illinois 11:45 AM
Indiana 9:30 AM
Iowa 10:45 AM
Kansas 9:15 AM
Kentucky 9:15 AM
Louisiana 10:00 AM
Maine 11:15 AM
Maryland 11:15 AM
Massachusetts 11:15 AM
Michigan 11:15 AM
Minnesota 10:00 AM
Mississippi 9:15 AM
Missouri 11:00 AM
Montana 11:30 AM
Nebraska 11:00 AM
Nevada 9:15 AM
New Hampshire 9:45 AM
New Jersey 10:30 AM
New Mexico 9:45 AM
New York 10:45 AM
North Carolina 10:30 AM
North Dakota 11:30 AM
Ohio 11:30 AM
Oklahoma 11:00 AM
Oregon 9:45 AM
Pennsylvania 10:15 AM
Rhode Island 10:00 AM
South Carolina 9:30 AM
South Dakota 11:45 AM
Tennessee 10:15 AM
Texas 10:45 AM
Utah 10:45 AM
Vermont 10:00 AM
Virginia 9:45 AM
Washington 11:00 AM
West Virginia 10:00 AM
Wisconsin 10:30 AM
Wyoming 11:30 AM

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

July 6, Runoff Ballot

NEA Executive Committee Three Year Term (1 Seat) — Vote for 1
- Christine Sampson-Clark
- Michael Wesley Jr.

Mark your ballot like this: ☐
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 1

ADOPTED AS AMENDED

NEA will immediately call on the Trump administration, U.S. Senate, the House of Representatives, and the courts, for the immediate end to the detention and criminalization of immigrant children and their families; including an end to ICE raids, which inflicts chaos, fear, and instability on entire communities.

Specifically and immediately, NEA will call on the U.S. government to address the human rights violations for which it is responsible in detention centers across the country by demanding that:

- Immigrant children currently incarcerated by the U.S. government be treated as human beings with infinite worth and potential, and not be exposed to conditions that harm or traumatize them.
- Detention facilities be open to visits by doctors, educators, social workers, clergy, and other children’s advocates.
- The U.S. government comply with the guidelines for basic standards of care of children set forth by the American Academy of Pediatrics.
- The U.S. government stop sending children and immigrant families to for-profit detention centers.

To achieve the above, NEA will:

1. Instruct our General Counsel to challenge such policies and practices in the courts and other venues by leading or joining cases with advocacy partners;
2. Call on members and affiliates to seek sponsors and support for legislation that protects immigrant families, the rights of asylum seekers, and the humane treatment of all immigrants;
3. Oppose ICE raids that terrorize peaceful communities and endanger children who are left without caregivers when parents are arrested and detained;
4. Urge all presidential candidates to develop plans for comprehensive immigration reform that include specific ways to ensure the humane treatment of all immigrants and ways to end ICE raids and family separations;
5. Partner with immigrant rights’ organizations to inform our members and the families they serve of the civil and human rights of undocumented people through community engagement and specifically partner on training such as know-your-rights training;
6. Initiate and support networking locally so that our members and public can jointly engage in initiatives and actions on immigration justice;
7. Promote the efforts of our affiliates and partners to protect immigrant students and families from the harm and trauma caused by fear of deportation, anti-immigrant violence, and family separation;
8. Mobilize members to contact their elected officials, participate in protests, and disseminate advocacy materials on urgent immigration issues;
9. Expand NEA’s rapid response social justice activist network to engage and activate our members and allies on key immigration priorities; and
10. NEA will provide information to state affiliates on how they can gain access to assist refugees being held in detention centers, how they can teach, provide social work service, psychology services, provide soap, toothbrushes and other sanitary needs to refugees. Please inform our members how we can take direct action of detentions centers.

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 $421,000.

NEW BUSINESS ITEM 2

DEFEATED

NEW BUSINESS ITEM 3

DEFEATED

NEW BUSINESS ITEM 4

DEFEATED

NEW BUSINESS ITEM 5

ADOPTED

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 demographically inclusive of all NEA members. Further, NEA shall use inclusive language in all future communications.

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

WITHDRAWN

NEW BUSINESS ITEM 7

REFFERRED TO THE APPROPRIATE COMMITTEE

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

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

ADOPTED AS MODIFIED

NEA will conduct a study to examine the feasibility of self-insuring the risks covered by the Educators’ Employment Liability insurance.

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 $15,625 to increase coverage and to undertake a study on the viability of self insuring this risk.

NEW BUSINESS ITEM 9

DEFEATED

NEW BUSINESS ITEM 10

ADOPTED AS AMENDED

The NEA will compile existing resources in an online toolkit for members which will offer resources for educating students and families on balanced technology usage, and which outlines the physiological, social-emotional, and behavioral effects of screen time on children.

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 $16,875.

NEW BUSINESS ITEM 11

ADOPTED

Using existing resources, NEA will incorporate the concept of “White Fragility” into NEA training/staff development, literature, and other existing communications on social, gender, LGBTQIA+, and racial justice whenever and wherever context and expense allows.

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 $7,500.

NEW BUSINESS ITEM 12

ADOPTED AS AMENDED

NEA will work with other unions and encourage its affiliates to promote and participate in state and community efforts for Census 2020.

As a national census partner, NEA shall play a leadership role in ensuring a fair and accurate census through such action as:

1. Working with allied coalitions such as the Learning First Alliance to foster national partnerships among the Census Bureau and its constituent groups so as to expand coverage of Census 2020 across the major education association websites and online social networks to encourage joint projects and local event coordination.
2. Link to key Census Bureau information such as talking points, digital articles, fact sheets, regional office and partnership program contacts, and access to the Bureau’s Census In Schools and employment websites.
3. Targeting assistance to schools in or near “hard to count” Census tracts and identifying resources to ensure that home language materials and technical assistance are available in communities impacted by poverty and concentrations of minority group or non-English speaking populations.
4. Encouraging NEA state and local affiliates to become Census partners and work to ensure that all educators, current and retired, are represented in local Complete Count Committees and have the opportunity to become employed as enumerators.
5. Coordinating the provision of Census Bureau materials and speakers at NEA conferences and state summer leadership meetings and through the NEA booth at national partnership organization conferences.
6. Conducting a midterm evaluation of NEAs Census 2020 partnership activities to provide the basis for adjusting Association assistance to align with the Bureau’s post-enumeration work concluding in December 2020.

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 $12,500.

NEW BUSINESS ITEM 13

ADOPTED AS MODIFIED

NEA will create an ongoing series in NEA Today using existing digital resources including NEAdistributed.org and NEA Express Today, and promotion on the NEA Today social media highlight examples of the Ethnic Studies curricula and programs across the nation and connection to student growth and success of students who have access to Ethnic Studies.
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 18
ADOPTED AS AMENDED
In accordance with Resolution C-6, the NEA will pursue strategies to publicize the crucial importance of recess and free play in the lives of school children of all ages, especially those children in grades preK through eighth grade. The NEA will use online resources to propose and urge local actions which will convince Boards of Education that recess should be expanded and occur every day. Further, the NEA will publicize the following issues that threaten the lives and mental health of our students:

1. Up to one in five children in the U.S. shows signs or symptoms of a mental health disorder.
2. High school and college students are showing increasingly alarming rates of depression and/or anxiety leading to suicide.
3. Increased screen time, too much testing, constant adult supervision, have prevented students from learning how to be independent and solve their own problems. Students are learning that their destinies are out of their hands.

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 $77,750.

NEW BUSINESS ITEM 19
ADOPTED
NEA will promote the Black Lives Matter Week of Action in schools during Black History Month in 2020. Beginning in the fall of 2019, using existing communications resources, NEA will specifically call for clear efforts to demonstrate support for the four demands of the BLM Week of Action in schools:

1. Ending zero-tolerance policies and replacing them with restorative justice practices
2. Hiring and mentoring black educators
3. Mandating that Ethnic Studies be taught in preK-12 schools in age-appropriate ways
4. Hiring more counselors not cops

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 $500.

NEW BUSINESS ITEM 20
ADOPTED AS MODIFIED
The National Education Association will create space in all individuals’ names, tags, badges, and IDs for the individual’s pronouns. The individuals’ pronouns will only be left off at the individuals’ request. This space will first appear at the 2020 NEA Leadership Summit and will continue forward from there. We will create fields within NEA360 to indicate pronouns. By doing this, it will give locals information to add pronouns to their membership forms and to be more inclusive. We will create fields within NEA360 to indicate pronouns.

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 $6,125.

NEW BUSINESS ITEM 21
ADOPTED AS AMENDED
NEA will create an electronic toolkit that will assist locals in developing member allies who will serve as diversity ambassadors to engage in courageous conversations in an effort to support educators of color and other targeted and marginalized educators.

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 $10,500 for updating an existing toolkit.

NEW BUSINESS ITEM 22
DEFEATED

NEW BUSINESS ITEM 23
ADOPTED
NEA will survey state alternate certification programs to assess how educators are being trained and supported to be successful in the classroom. The results of the survey will be published in existing NEA publications.

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 $12,500.

NEW BUSINESS ITEM 24
DEFEATED

NEW BUSINESS ITEM 25
ADOPTED AS MODIFIED
NEA will collaborate and partner with organizations and individuals who are doing the work to push reparations for descendants of enslaved Africans in the United States and to involve educators, students, and communities in the discussions around support for reparations. NEA will write an article in NEA Today to pay homage to educators who have been and are currently fighting for reparations, such as Ernie Smith, and to highlight the organizations and individuals involved in the fight for reparations. NEA will actively network and collaborate with organizations such as ALCU, the National Coalition of Blacks for Reparations in America (N’COBRA), and individuals such as Derrick Hamilton, to hold national town halls in different regions of the United States in order to educate members and the general public about the importance of reparations.

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 $106,000.

NEW BUSINESS ITEM 26
DEFEATED

NEW BUSINESS ITEM 27
DEFEATED

NEW BUSINESS ITEM 28
DEFEATED

NEW BUSINESS ITEM 29
ADOPTED AS MODIFIED
The NEA will contact all school districts through the Council of Chief State School Officers (CCSSO) to recommend incorporating into their science curriculum, causes, effects, and solutions to climate change and pollution. The NEA will inform each school district of NEA’s position supporting teaching current and established researched-based data from reputable science resources and include human’s involvement in climate change and the possible solutions. The NEA will provide online resources for teachers to plan and implement lessons, including any existing union-friendly teaching resources.

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 30
DEFEATED
NEW BUSINESS ITEM 31
ADOPTED
Utilizing existing communication resources, the NEA shall publicize the investigation that has uncovered state and federal funding for Confederate museums, shrines, and groups that present a distorted view of history and perpetuate racist ideology (www.smithsonianmag.com/history/costs-confederac-special-report-1809707351).

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 $1,000.

NEW BUSINESS ITEM 32
CONSOLIDATED WITH NBI 12

NEW BUSINESS ITEM 33
ADOPTED
NEA will investigate, using existing committees and the National Vocational and Career Technical Education Caucus (V-CTE), to determine the impact of CTE programs in the reduction of institutional racism through Career and Technical Education partnerships with their program business partners in their communities. These findings will be made available to all members through existing platforms to aid in developing further paths to end institutional racism.

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 $15,500.

NEW BUSINESS ITEM 34
ADOPTED AS MODIFIED
NEA will disseminate current information developed in partnership with the National Indian Educational Association and/or the National Congress of American Indians regarding missing and murdered indigenous women and girls during the month of May 2020. This will be in solidarity with Red Shawl Day. Information will be disseminated through established modes of communication.

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 $6,500.

NEW BUSINESS ITEM 35
DEFEATED

NEW BUSINESS ITEM 36
DEFEATED

NEW BUSINESS ITEM 37
The NEA will publicize our vigorous defense of immigrants’ rights: defending the right to asylum, ending the criminalization of border crossings, opposing child separation, the construction of a border wall, and immediately shutting down immigrant detention centers (in reality concentration camps).

Rationale
Immigrants are being held in conditions that have been accurately compared to concentration camps. We must fight to end these atrocities and stand with all immigrants, with our students and their families.

Submitted By: 50 Delegates
Contact: Tania Kappner, California tania.kappner@unea.net

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-4: Increase Educator Voice
SO-4: Support Professional Excellence

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 38
NEA will develop a report on the negative effects of charter co-locations on students, particularly students of color, students with disabilities, and public school communities, and publish such reports in NEA Today, on NEA social media, and all other forms of communication.

Rationale
Charter co-location is having a drastic impact on students of color and students with disabilities in California and it is important to build consciousness throughout the nation about this issue.

Submitted By: 50 Delegates
Contact: Ismail Armendariz, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 39
The NEA will publicize our ongoing commitment to the protection of the full range of special education programs and placement of students in those programs dependent on student needs and the Individual Education Plan (IEP) process. We require that any candidate seeking NEA endorsement commit themselves to full funding for special education teachers and specialists.

Rationale
The greatest challenge to the education of special needs students today is not their own disabilities; the most severe threat to these students now is the ongoing attack against public education in general and against special education in particular.

Submitted By: 50 Delegates
Contact: Adarene Hoag, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-2: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 40
NEA will update the existing research review on the academic and social implications of Ethnic Studies and publish the results through existing NEA resources.

Rationale
NEA RA passed a similar resolution and published a research review in 2010. Since then, locals and states nationwide have used this research to advance quality ethnic studies programs in their districts. However, this research is old and needs updating.

Submitted By: 50 Delegates
Contact: Keitlin Kamalei Jenkins, Washington
keitlinjenkins@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $39,000.

NEW BUSINESS ITEM 41
NEA will support hiring more diverse leadership staff such as assistant principals and principals in our schools.

Rationale
Our students and teachers of color need to see more diverse leaders who are role models leading our schools that they can identify with.

Submitted By: 50 Delegates
Contact: Lisa Maxvill, Virginia
lismaxvill@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
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 $19,835.

NEW BUSINESS ITEM 42
NEA will develop an “Education Bill of Rights” through the creation of a steering committee that will design and manage a democratic, “bottom-up” process to engage members in the development of the document which will be comprised of 10 educational demands of the federal government.

Rationale
School funding at the local level is limited and creates unfair disparities. We must unite nationally and take our demands to the federal government. In addition, a clear statement of principles will simplify the vetting process of the 2020 candidates.

Submitted By: 50 Delegates
Contact: Mark Norberg, California
fnj27001@yahoo.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates
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 $160,200.

NEW BUSINESS ITEM 43
NEA will consider a new policy statement on the fundamental right of every student to receive the services of a fully certified library media specialist in a fully funded school library.
**Rationale**

School libraries help schools meet their mission of each student learning and achieving academic success. Library programs help teachers teach and students learn; promote information literacy and digital citizenship; and help foster a love for reading and life-long learning.

Submitted By: 50 Delegates

Contact: Jeff Treistman, Washington
jytetreistman@gmail.com

**Relevant Strategic Objective**

SO-1: Increase Educator Voice

**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 $76,900.

**New Business Item 44**

NEA shall use existing digital and print media to promote teaching about the Armenian genocide by writing an article prior to April 2020 about the history of the Armenian genocide, including American’s assistance of genocide victims and orphans through the Near East Relief. This article should include teaching resources from the Genocide Education Project (www.genocideeducation.org), USC Shoah Foundation (www.sfi.usc.edu), and Near East Foundation (www.neareastmuseum.com).

**Rationale**

NEA Resolutions B-62 supports genocide acknowledgement and education. The Armenian genocide is a pivotal turning point in history and a prototype for the Holocaust, teaching the dangers of nationalism, crimes against humanity, racial and religious injustices, and life after genocide.

Submitted By: 50 Delegates

Contact: Taline Arsenian, California
mathmatters2@yahoo.com

**Relevant Strategic Objective**

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 $53,875.

**New Business Item 45**

Utilizing existing communications channels, the NEA will encourage locals to incorporate practical composting programs in our schools. These programs will serve as a solutions-based approach to teaching climate change lessons.

**Rationale**

Food waste = 30-40% of America’s food supply. Rotting food in landfills produces methane, exacerbating climate change. Industrial composting infrastructure exists or can be developed. School communities can work against climate change by composting food waste.

Submitted By: 50 Delegates

Contact: Jennifer Hall, Washington
jenniferhall319@gmail.com

**Relevant Strategic Objective**

SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

**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 $6,000.

**New Business Item 46**

NEA will encourage the extension of university harassment and assault reporting services to be officially in place until the completion of the K-12 school year, as opposed to phasing out at the end of the college school year when the aspiring educator graduates. NEA will create a list of questions to be used by interested local union representatives to research the harassment and abuse reporting services available to Aspiring Educators.

**Rationale**

After graduation, Aspiring Educators may be especially vulnerable to harassment or assault. They have significant power imbalances with administrators, supervising teachers, and writers of their letters of recommendation, and may no longer have full support from their university’s advocacy programs.

Submitted By: 50 Delegates

Contact: Ben Haralovich, Indiana
haralovich.mcea@gmail.com

**Relevant Strategic Objective**

SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

**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 $4,000.
NEW BUSINESS ITEM 47

NEA will work with current partners (such as GLSEN), to expand on the number of professional development opportunities for Gender Sexuality Alliances (GSAs) advisors. This training should include, at a minimum:

- Starting a new GSA;
- How to handle possible backlash from different stakeholders; and
- Model GSA projects and activities.

Rationale
Research tells us that LGBTQ+ students are more likely to feel safe and are more comfortable being open about their sexual orientation, gender identity, and/or expression in schools with GSAs.

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

Contact: Chris Cannella, New Jersey cgeapresident@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 48

NEA will create model legislative language that state affiliates can use to lobby for a K-12 cross content curriculum that is LGBTQ+ inclusive.

Rationale
Studies have shown that LGBTQ+ students are often the target of bullying and harassment, which has led them to have a much higher rate of suicide attempts than their non-LGBTQ+ classmates.

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

Contact: Chris Cannella, New Jersey cgeapresident@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 49

Using existing resources and tools, NEA will encourage local affiliates to collect and share information with NEA and state affiliates on how districts are implementing the requirement for input from educators, parents, and community stakeholders under the Every Student Succeeds Act (ESSA). This data is critical to fighting for the programs and services that student and school staff need.

Rationale
We need to ensure that the intent of and requirements under ESSA to involve educators and community stakeholders in planning use of federal resources are not ignored.

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

Contact: Marcella Simadiris, New Jersey cindyanneroy@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-4: Support Professional Excellence
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 50

NEA will use existing avenues of communication to call on the city and state of New York to issue an official and formal apology to Antron McCray, Kevin Richardson, Yusef Salaam, Raymond Santana, and Korey Wise, the Exonerated Five.

Rationale
NEA Resolution I-50 states the belief that educators recognize the culture of white supremacy and white privilege. The Exonerated Five were paid restitution with no apology from New York, New York.

Submitted By: 50 Delegates

Contact: Ingrid Gunnell, California igunnell@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education

NEW BUSINESS ITEM 51

NEA will distribute a resource for educators and students with opioid dependence who are seeking recovery or in recovery, outlining rights and protections in accordance with federal anti-discrimination/civil rights laws, such as the Americans with Disabilities Act (ADA), the Rehabilitation Act of 1973, and the Family Medical Leave Act (FMLA). The resource should be distributed to local schools across the nation, including post-secondary educational institutions. Additional information regarding such rights and protections should be made available on the NEA website. The resource distributed could be the preexisting one created by the Bristol Plymouth Teacher Association (Taunton, Massachusetts), or a version of it if the NEA wishes to amend it. If amended, the resource should always use stigma-reducing language and aim to help those recovering from opioid use disorder maintain job security or pursue an education.

Rationale
Americans, including students and teachers, with opioid dependence are moving to the margins of society as they lose their jobs or are unable to continue their education, which makes it extremely difficult to rehabilitate or remain rehabilitated.

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

Contact: Cynthia Roy, Massachusetts cindyanneroy@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

Notes

Cost of New Business Items yet to be considered: $5,625,815
Cost of New Business Items Referred to Appropriate Committees: $356,200
Cost of New Business Items to Date: $993,075
Cost of New Business Items to Date per delegate: $161.27
Cost of New Business Items to Date per member: $0.33

TAKE A LOOK! NEA PROGRESS ON RACIAL EQUITY LANGUAGE

NEA is actively looking at our language and terms related to race and ethnicity to ensure they are respectful, inclusive, equitable, and unifying. The Association seeks to strengthen and grow our commitment to advancing racial justice in education, challenging institutional racism, and interrupting patterns of white supremacy. As one way to honor this commitment, an internal language review is underway, in direct partnership with our leaders and members, to determine if currently used terminology is appropriate and effective, or whether a new approach is needed.

Please take the opportunity to review the Racial Equity Language Review Progress Report located under the Resources tab at www.nea.org/ra

NEW BUSINESS ITEMS

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 $25,000.

NEW BUSINESS ITEM 48

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 $12,000.

NEW BUSINESS ITEM 49

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 $33,000.

NEW BUSINESS ITEM 50

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 $2,000.
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 52

The NEA Center for Organizing will expose in existing NEA publications the continued efforts by venture capitalists to privatize substitute teachers and education support professionals by subcontracting these positions through unrepresented "gig" workers, for example, from Swing Education, Inc., EDUStaff LLC, and Kelly Educational Staffing.

Rationale
Covering absences protected by a union contract should be done by organized colleagues, not for-profit temp agencies, which charge school districts up to 25% extra to provide essential teaching and ESP support.

Submitted By: 50 Delegates

Contact: Ben Viznick, California benviznick@edglobal.net

Relevant Strategic Objective (SO)
SO-5: Support Professional Excellence
SO-6: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $11,500.

NEW BUSINESS ITEM 54

NEA will delay deciding on a preferred primary presidential candidate until members have had time to become educated through watching candidate debates. NEA will incorporate direct member voice in determining which candidate to support, for example, through a secure electronic website for members to vote. The results will be shared with each state president to share with their executive boards.

Rationale
The NEA believes that "educators should have the opportunity to actively participate in the political process" and "every member has the right and obligation to participate fully in the Association." Member voice must help determine which primary candidate to support.

Submitted By: 50 Delegates

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

Relevant Strategic Objective (SO)
SO-2: Recruit and Engage New and Early Career Educators
SO-6: Enhance Organizational Capacity

NEW BUSINESS ITEM 53

The NEA Center for Organizing will implement a comprehensive plan for the increased organizing of substitute educators into NEA locals and state affiliates to provide economic and professional justice for these itinerant educators. "Comprehensive" means:

- Identifying problems locals and state affiliates may have in organizing substitutes
- Identifying state and local laws excluding subs to health care, sick leave, unemployment insurance, and pensions
- Identifying threats to the organizing of substitutes posed by for-profit enterprises which subcontract our jobs

Rationale
Organizing substitute educators empowers them to achieve higher pay and benefits. This helps remedy the problem of shortages of qualified substitute educators and gives classroom teachers and other educators confidence their students will receive quality services when they are absent.

Submitted By: 50 Delegates

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

Relevant Strategic Objective (SO)
SO-4: Support Professional Excellence
SO-6: Enhance Organizational Capacity

NEW BUSINESS ITEM 55

The National Education Association (NEA) will organize and mobilize in support of the Equality Act to be a top legislative priority by using existing resources to channel activist energy toward education and advocacy, encourage all members to sign up to the NEA EdJustice newsletter to receive action alerts and invitations to be the best advocate possible, and continue persistent and ongoing lobby efforts with our Senate to increase their awareness of the importance of passing non-discrimination protections based on sexual orientation or gender identity.

Rationale
No federal law explicitly requires fair treatment for lesbian, gay, bisexual, transgender, or queer people across this nation in critical areas like employment, housing, and education. The patchwork of current laws leaves millions of people subject to discrimination.

Submitted By: 50 Delegates

Contact: Charles Shannon, California charleshannon@me.com

Relevant Strategic Objective (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 56

The NEA supports the leadership of women in the #MeToo movement who have come forward and publicly named their rapists. Furthermore, the NEA opposes all attacks on a woman's right to choose and will publicize widely our support for a woman's fundamental right to abortion and Roe v. Wade.

Rationale
The most misogynistic forces, under Trump, want to abolish the gains of the women's right movement. Women's leadership is essential for any successful egalitarian movement and therefore must be protected.

Submitted By: 50 Delegates

Contact: Aderene Hoag, California adarene.hoag@ucaea.net

Relevant Strategic Objective (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 57

The NEA supports the continued strike action of teachers. We understand that our union's alliance with students and the community is key to winning our demands. Now is the time for teachers' independent struggle to defend public education: win significant class-size reductions; significant improvements in teachers' pay and working conditions; defend special education programs; and re-establish the principle of equal quality education for all on the basis of a fully funded public education system.

Rationale
In both "red" and "blue" states, teacher strikes have won real gains. When we take independent mass action, allied with students and the community, we can achieve full funding for public education.

Submitted By: 50 Delegates

Contact: Mark Airgood, California

Relevant Strategic Objective (SO)
SO-3: Advance Racial Justice in Education

Cost Implications
This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget.

NEW BUSINESS ITEM 58

Using existing resources, the National Education Association (NEA) will encourage members to use digital resources from partner organization such as the Human Rights Campaign's Equality Act NOW webpage (https://www.hrc.org/equalityact/) to explore ways to support the Equality Act, a federal law that will explicitly require fair treatment for lesbian, bisexual, transgender, or queer people in critical areas like employment, housing, and education.

Rationale
Our nation's civil rights laws protect people on the basis of race, color, national origin, and in most cases, sex, disability, and religion. But federal law does not provide consistent non-discrimination protections based on sexual orientation or gender identity.

Submitted By: 50 Delegates

Contact: Charles Shannon, California charleshannon@me.com

Relevant Strategic Objective (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $2,500.

NEW BUSINESS ITEM 59

The NEA demands that all candidates seeking our union's endorsement publicly state their opposition to all charter school expansion. That would mean repudiating the policies of Arne Duncan and Betsy DeVos. The NEA will publicize this demand by all appropriate means.

Rationale
Charter schools exist for one purpose: to cheapen education and strip young people and their families of the right to a public education. Equal, quality public education for all cannot be accomplished by the market economy.

Submitted By: 50 Delegates

Contact: Tania Kappner, California

Relevant Strategic Objective (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 60

The National Education Association will make available, through existing digital media, a resolution such as the one found on the National Center for Lesbian Rights webpage (http://www.ncrlrights.org/wp-content/uploads/2016/06/Equality-Act-Sample-Resolutions.pdf) to all state and local affiliates in support of the Equality Act that will expand protections based on gender identity, sex, and sexual orientation, assuring that all are offered equal protection from discrimination.

Rationale
While the U.S. Supreme Court solidified marriage equality in all 50 states, many LGBTQ+ Americans still face discrimination in their daily lives. Some states have invoked Religious Freedom Restoration Acts or similar legislation to discriminate against the LGBTQ+ community.

Submitted By: 50 Delegates

Contact: Charles Shannon, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $34,000.

NEW BUSINESS ITEM 62

NEA will analyze, inform, and promote measures about the unsupervised, unregulated, and alarming potential control that Internet companies have over all citizen’s personal information, and public students, in particular.

Rationale
Google, Amazon, Facebook, Apple, and Twitter (GAFAI) have become powerful instruments of mass control. Since schools have been soft targets of surveillance by GAFAI, it is of utmost importance that NEA emerge as guardians of students and all citizen’s privacy.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates
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 $90,000.

NEW BUSINESS ITEM 63

NEA will start a campaign using its logistic resources to counter the dominant ideology that has been enabling corporate reformers to dismantle and privatize our public school system.

Rationale
No decisive victory will come without NEA members articulating an alternative vision and mission to the current free-market version, and pointing out the incompatibility of free-market ideology that rejects America’s democratic public school system.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-2: Recruit and Engage New and Early Career Educators
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 $140,000.

NEW BUSINESS ITEM 64

At the beginning of all NEA conventions, NEA will consider acknowledging the native people of whom this land originated.

Rationale
Within NEA’s Racial and Social Justice program, this acknowledgment of Native Lands elevates awareness and commitment to the native people across our nation. This acknowledgement will bring to light the racial inequalities of native people today.

Submitted By: 50 Delegates

Contact: Martin Thompson, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education

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 65

The National Education Association (NEA) will create an ongoing series in the NEA Today and existing digital resources on the histories of and intersectionality of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people and persons with disabilities so all NEA members can learn about these diverse groups of people that have been marginalized in the K-12 historical narrative and make accurate and meaningful classroom connections.

Rationale
While many educators have heard about some events in the LGBTQ+ civil rights movement, many significant people and events are often not known. There are also people who represent layers of diversity and live at the intersections of multiple oppressions.

Submitted By: 50 Delegates

Contact: Charles Shannon, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates
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 $68,125.

NEW BUSINESS ITEM 66

NEA will campaign to educate its members on, and promote the attitudes, values, and goals of unionism, solidarity, justice, fairness, and the search for the common good. Unionism needs to recover its good civic name and reputation that has been stolen and debased by the neo-liberal establishment.

Rationale
In the past forty years, without debate or discussion, civic values have been corroded, corrupted, or crowded out by the free-market values such as individualism, competition, and greed.

Submitted By: 50 Delegates

Contact: Sergio Flores, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates
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 $68,125.

NEW BUSINESS ITEM 67

Withdrawn

NEW BUSINESS ITEM 68

The National Education Association will provide a $2,000 Stonewall LGBTQ+ scholarship for tuition assistance to an openly LGBTQ+ student attending graduate school who demonstrates a commitment to research and practice surrounding LGBTQ+ issues and awareness in our schools. This would be a tribute to the Stonewall Riots that led to the gay liberation movement and the modern fight for LGBTQ+ rights in the United States.

Rationale
We are experiencing a shift in social structures as LGBTQ+ populations advocate for full acceptance. With this comes the need for increased awareness and education on the issues affecting LGBTQ+ students, their parents, educators, and support professionals.

Submitted By: 50 Delegates

Contact: Charles Shannon, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $140,000.
NEW BUSINESS ITEM 69
NEA will promote the creation of a state bank in every state.

Rationale
In order to create a stable and sustainable public school system, it is imperative to acknowledge our dependence on the capricious financial system, and to plan for a future with more local, regional, and state control.

Submitted By: 50 Delegates
Contact: Sergio Flores, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

Cost Implications
The establishment and administration of the intent of this NBI will include screening of candidates’ applications which will require unbudgeted staff time. Every effort will be made to work with an existing business partner to administer this scholarship. Failing the identification of a suitable partner to do this work, this NBI will cost an additional $32,000.

NEW BUSINESS ITEM 70
The NEA will publish a call in NEA publications for an end to the deportation of refugees to Iraq and will publicly support efforts to prevent their deportation. The NEA will support organizing a demonstration at the Iraq embassy and help fund buses to that demonstration to demand that Iraq cease issuing 24-hour travel documents to make the deportation of Iraqi refugees by the Trump administration possible.

Rationale
In June 2017, ICE detained hundreds of Iraqi nationals across the U.S. These refugees are now being told to report to ICE to be deported. These deportations are a death sentence. We cannot let this happen.

Submitted By: 50 Delegates
Contact: Tania Kappner, California
tania.kappner@ueua.net

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 71
NEA will monitor politicians for academic truth in claims and ideas pertaining to public education.

Rationale
Politicians and authorities have used and abused misinformation, false claims, exaggerations, and even fabrications in order to promote reforms that include such ideas as choice, competition, high-stakes testing, merit pay, charter schools, VAM, CCSS, and SBAC.

Submitted By: 50 Delegates
Contact: Sergio Flores, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

EO-1: Enterprise Operations

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 $49,000.

NEW BUSINESS ITEM 73
The NEA will publish a condemnation of Donald Trump’s move toward war with Iran in NEA publications.

Rationale
The growing danger of war with Iran in which atomic weapons would be used for the first time since WW II is one of Trump’s most direct threats yet to constitutional limits on his power.

Submitted By: 50 Delegates
Contact: Mark Airgood, California
mairgood@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 74
The NEA will call for the impeachment of President Trump. Support for and the rationale of this action shall be printed in NEA Today and other NEA media.

Rationale
The cruel policy of separating children from families immigrating to the United States has resulted in the incarceration of children in inhumane conditions and the death of two children last year. We cannot stand by and watch.

Submitted By: 50 Delegates
Contact: Sidney Kardon, Michigan
sidkardon@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 75
NEA will not schedule future Representative Assemblies in states with oppressive gender-based statutes as determined by the Annual Meeting Review Committee.

Rationale
NEA Representative Assemblies and their economic impact should only be offered to states that are compatible with our beliefs and values.

Submitted By: 50 Delegates
Contact: John Tucker, Illinois
jact7220@aol.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-6: Enhance Organizational Capacity
EO-1: Enterprise Operations

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 76
NEA will encourage locals to advocate for voter registration to take place at all public high schools.

Rationale
We must get our youth involved in making decisions that affect their futures now!

Submitted By: 50 Delegates
Contact: DaZanne David Porter, Washington

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates
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 at no additional cost.

NEW BUSINESS ITEM 77
NEA and its state and territorial affiliates shall research and pursue legislation in the various state and territorial legislatures, including the District of Columbia, to ensure that Career Technical Education and Junior Reserve Officers Training Corps educators are protected by the same job security rights as other educators at the same grade level in the jurisdiction. In other words, if the default classification for high school teachers in a state is probationary, fol- lowed by permanent, CTE and JROTC educators shall likewise receive the same classification.

Rationale
In some states, such as California, CTE and JROTC educators may be permanently classified as temporary “at will” employees, whereas their colleagues in other academic subjects are classified as
NEW BUSINESS ITEM 78
NEA will fund training materials and space for two three-hour suicide TALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2020.

Rationale
Suicide continues to impact our students, colleagues, and communities. This training will equip members to recognize when suicide is present and to connect a person with suicidal thoughts to someone trained in intervention.

Submitted By: 50 Delegates
Contact: Timothy Brown, Colorado composer@timothybrown.net

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-4: Support Professional Excellence
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $2,100.

NEW BUSINESS ITEM 79
NEA and its affiliates using current Association options will inform their members so they can share this information in their communities of the abusive practice of lower judicial courts putting citizens in jail because they cannot pay bills, and fines, without clearly and completely informing citizens they can request a determination to pay application. This lack of information results in many citizens not requesting this form, which would give them the option to pay bills and fines in installments, or even performing community service, and instead these citizens are placed in jail. Debtors prisons in the United States are unconstitutional and by not clearly and completely informing citizens of this rights, the court is denying citizens of their constitutional rights. Many of these citizens are poor, minorities, and women. This lack of action and results has a devastating impact on children and their ability to attend school and fully participate in their education, which may cause children to drop out of school, which may lead to a difficult future for those children.

Rationale
The goal of this NBI is to decrease the number of students who may become individuals of the school-to-prison pipeline and mass incarceration, which heavily negatively impacts poor communities, communities of color, and women.

Submitted By: 50 Delegates
Contact: Java Robinson, Maryland jandl1920@yahoo.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. This lack of action and resources under the proposed Modified 2019-2020 Strategic Plan and Budget is unconstitutional and mass incarceration, which heavily negatively impacts poor communities, communities of color, and women.

NEW BUSINESS ITEM 80
NEA will establish task forces consisting of general and special education teachers, ESPs, specialists, administrators and community partners to make recommendations on systemic changes to K-12 educational institutions to address the increase in behavioral difficulties in the student population.

Rationale
Disruptive behaviors have increased in elementary school classrooms according to teachers, administrators, and staff. Current interventions are top down and not proven effective to manage classroom behaviors. Teachers are not supported, negatively affecting learning and morale.

Submitted By: 50 Delegates
Contact: Bernadette Boddington, California b.boddington58@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. Costs are based on using the latest data from the US, Department of Education. It would cost an additional $20,135.

NEW BUSINESS ITEM 81
NEA will use existing resources to:

1. Research secondary school vocational programs (a/k/a career and technology programs) to gather data related to eligibility criteria;
2. Determine whether the eligibility criteria are equitable and create fair access for all students;
3. Share results of research with members through existing publications/digital media;
4. Promote eligibility criteria that are equitable and fair for all students.

Rationale
Vocational/CTE programs often use criteria that are not publicized, documented, or made available to students and parents; and the criteria can prohibit acceptance of students with learning differences. All students need equal access to vocational/CTE programs.

Submitted By: 50 Delegates
Contact: Robin Szymanski, Maryland 18happyelephants@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. Costs are based on using the latest data from the US, Department of Education. It would cost an additional $44,000.

NEW BUSINESS ITEM 82
In alignment with NEA Resolution B-56 regarding science education, NEA will publish an article using appropriate channels clarifying the rationale for the exclusion of “creation science” in science classrooms. This article will also be archived on the NEA website.

Rationale
Resolution B-56 specifically states that science content must be based upon empirically collected evidence. “Creation science” does not meet this criterion. Yet, science teachers sometimes face criticism from their communities and colleagues for carrying out their duties as science teachers.

Submitted By: 50 Delegates
Contact: Daniel Solomon, California d.solomon58@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

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 $61,400.

NEW BUSINESS ITEM 83
Utilizing its Strong Public Schools website, the NEA will highlight the presidential candidates’ proposal for addressing poverty, extreme income, and wealth inequality, and other forms of economic injustice, by examining both their past records and current platforms. Additionally, the NEA will highlight the organizations, groups, and individuals who donate to each candidate’s campaign, including PACs and the backgrounds of individual donors, as well as the average donation amounts received for each candidate. The NEA will use available research and investigative journalism to find this information.

Rationale
Along with racism, poverty is the biggest impediment to a child’s success. The NEA must only endorse candidates with a clear record and intention to tackle poverty and refuse contributions from PACs and individuals who represent those who benefit from economic injustice.

Submitted By: 50 Delegates
Contact: Stephen Siegel, Oregon ssiegel1533@yahoo.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $152,500.

NEW BUSINESS ITEM 84
The NEA will use existing resources by expanding the NEA Diversity training program to provide quality anti-racist, anti-biased culturally competent vital professional development opportunities. In order to work towards identifying regional leaders, volunteers or whomever the committee elects to expand learning, to facilitate and train the trainer model using an interactive virtual curriculum to build capacity in members at the state and the local level.

Rationale
It is imperative that NEA members, staff, and our students recognize biased actions and policies in districts, schools, and classrooms and that micro-aggressions, cultural ignorance, stereotyping, and toxic interactions must be confronted in all our work.

Submitted By: 50 Delegates
Contact: Angela Harris, Wisconsin a.harris1533@yahoo.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $44,000.
NEW BUSINESS ITEM 85

Proposing a cost analysis of the Human and Civil Rights awards celebration to explore tiered ticket pricing in the year 2020, including: premiere seating for a sit down dinner and souvenir; general admission seating with cash bar and souvenir; and basic admission seating for the awards show only.

Rationale
To embrace change but to honor the legacy of the original event created by the American Teachers Association and to “Respect Our Past, Own Our Future.”

Submitted By: 50 delegates

Contact: Elaine Merriweather, California elainermerr@aol.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $3,000.

NEW BUSINESS ITEM 86

NEA will continue to promote “Wear Red for Ed Wednesday” throughout the 2019-2020 school year.

Rationale
The Red for Ed movement has ignited a fire for educators and parents alike throughout our country. It is my desire, and I truly believe our desire (as the greatest union), to continue the movement of wearing red on Wednesdays.

Submitted By: 50 Delegates

Contact: Kevin Michles, California preferredplasticscustombau@yahoo.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 87

NEA will publish in the NEA Today the impact of voter suppression in the United States.

Rationale
Voter suppression has been used to influence election outcomes throughout the United States. Thirteen states have laws making it harder for citizens to register to vote. This impacts our members and communities.

Submitted By: 50 Delegates

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

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $3,250.

NEW BUSINESS ITEM 88

NEA will use existing communication channels to expose practices by third-party staffing companies that impact the pay, benefits, and “years of service” of educators and other school employees. Because there are over 50 state/governing authorities, NEA will choose a sample of such practices to highlight.

Rationale
School employees are generally offered benefits in return for the value of their labor. Privatized employees often lose retirement benefits and health care coverage, as the system loses the value of their contributions and lowers the number of participants.

Submitted By: 50 Delegates

Contact: Greg Burrell, Oregon greggear1@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
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. It would cost an additional $5,500.

NEW BUSINESS ITEM 89

NEA will advocate for limitations on class sizes and proportions of classes with students with special needs by creating and distributing model language for state legislation. This legislation would require no greater than a six to one student-to-teacher ratio in self-contained rooms and natural proportions of students with special needs within each school for inclusion classrooms.

Rationale
When the number of students with special needs in a given class exceeds natural school proportions, the quality of services provided to all students declines.

Submitted By: 50 Delegates

Contact: William Dishman, Florida bioguy2008@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $15,000.

NEW BUSINESS ITEM 90

NEA will research, determine, and publish through any existing means, inequities between annual contract and continuing contract (tenured) teachers. This research will focus on teacher retention, student performance, and student/teacher stress.

Rationale
It is essential that research be conducted that will adequately support unions that are battling legislation that denies educators the opportunity to earn a continuing contract.

Submitted By: 50 Delegates

Contact: William Dishman, Florida bioguy2008@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $48,000.

NEW BUSINESS ITEM 91

NEA will use existing resources to publicize the Mexican Repatriation (1929-1936), the Bracero Program (1942), Operation Wetback (1954), and a list of resources educators can use to teach their students about these parts of U.S. history.

Rationale
Learning about these parts of U.S. history will better enable students to understand current immigration issues.

Submitted By: 50 Delegates

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

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $3,250.
NEW BUSINESS ITEM 92
NEA will include in existing national conferences training sessions that help educators develop their leadership competency by specifically focusing on training educators in practices of mindfulness and how to use mindfulness in developing education leaders and for student success.

Rationale
We know that mindfulness practices address trauma and opening neurologically pathological ways of learning for students and educators to strengthen well being for all.

Submitted By: 50 Delegates

Contact: Gina Harris, Illinois

ginaharris7@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-6: Enhance Organizational Capacity
EO-1: Enterprise Operations

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 $5,380.

NEW BUSINESS ITEM 93
NEA will use existing channels to call on educators to refrain from discouraging or explicitly telling students to not speak a language other than English at school. NEA may also include information about:

• The benefits of being multi-lingual;
• How linguistic oppression is traumatic to children and stifle their academic achievement;
• The white supremacy culture associated with “English only” movements; and
• The history of violence inflicted on children for speaking a language other than English at school.

Rationale
Educators who are still discouraging students at school from speaking a language other than English are negatively impacting a student’s sense of self and relationship with educators because key parts of the student’s identity are diminished and in some situations, their sense of self and relationship about:

Submitted By: 50 Delegates

Contact: Shane Parmely, California

shane.parmely@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $2,500.

NEW BUSINESS ITEM 94
The NEA will participate in the Month of the Military Child in April 2020. Through normal media outlets, the NEA will inform state and local affiliates of ways that they can support and celebrate military children and encourage them to sponsor and participate in local Month of the Military Child events.

Rationale
April is designated as the Month of the Military Child, underscoring the important role military children play in the armed forces community. Sponsored by the Department of Defense Military Community and Family Policy, the Month of the Military Child is

Submitted By: 50 Delegates

Contact: Greg Keper, Washington

melvendmur@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $8,000.

NEW BUSINESS ITEM 95
NEA will publish, using existing resources, reports on previous and current litigation in regards to the harmful effects of glyphosate-based weed killers, as well as school districts that have banned glyphosate on public school campuses.

Rationale
Monsanto lost a $289 million lawsuit to a man who contracted cancer from using Roundup. Our children should not be subjected to the harmful effects of glyphosate. Hawaii just banned it from every school in the state.

Submitted By: 50 Delegates

Contact: Justin Hughey, Hawaii

hughey2000@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $4,500.

NEW BUSINESS ITEM 96
NEA will use existing channels to publicize and support a nationwide day of action (date TBD) protesting immigrant child concentration camps.

Rationale
We need to take direct action and lend our credibility to stop this abusive and trauma-inflicting practice.

Submitted By: 50 Delegates

Contact: Shane Parmely, California

shane.parmely@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $8,000.

NEW BUSINESS ITEM 97
NEA will create and share online sample lessons about the 2020 Census, including a sample Census for students and information about the legal obligation to complete the census.

Rationale
Refusing to answer a question or intentionally giving a false answer to a question is a violation of federal law and can result in a fine. Violating the law can negatively impact someone’s immigration status.

Submitted By: 50 Delegates

Contact: Shane Parmely, California

shane.parmely@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-4: Support Professional Excellence

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 $4,500.

NEW BUSINESS ITEM 98
NEA will partner with organizations, such as Mothers and Men Against Gangs Coalition, schools, businesses, law enforcement agencies, elected officials, community members, and families to:

• Promote January as the Gang Awareness and Prevention month of action starting in January 2020 using existing communication resources, specifically calling for clear and immediate action to help NEA members educate their students and families on the implications of gang involvement;
• Promote the creation of social justice clubs in our schools that will help students to be empowered, self-sufficient, and proactive in their community by associating them-

Rationale
My son, Martin Alberto Garza, was murdered in January 2013 by a gang member. He was an innocent victim getting ready to graduate from high school. As a result of this unnecessary gang violence, I realized more resources are needed

Submitted By: 50 Delegates

Contact: Yulil Alonso-Garza, California

mgcoalition@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $63,170.

NEW BUSINESS ITEM 99
NEA Today magazine should print an article opposing the bloated Pentagon budget totaling $1.2 trillion.

Rationale
The NEA should oppose U.S. wars of aggression on principle. Schools will never be fully funded until financing of the military industrial complex is dramatically slashed.

Submitted By: 50 Delegates

Contact: David Feldman, California

radiohead251@aol.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

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 $2,500.
NEW BUSINESS ITEM 100
NEA Board of Directors will consider a new policy statement on inclusive education that will emphasize the unique needs of each student and varying levels of inclusion to present at the 2020 NEA RA for adoption.

Rationale
Inclusive education benefits all students and leads to higher academic success and social acceptance. Peers of significantly impacted students will be the policymakers of the future. We need to advocate for high-quality inclusive education program for all.

Submitted By: 50 Delegates
Contact: Julie Estes, Washington estefamily5@charter.net

Relevant Strategic Objective (SO)
SO-1: Increase Educator Voice
SO-4: Support Professional Excellence
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 101
Using existing communication vehicles, specifically NEA Today, NEA will speak to the importance of health and our advocacy for a duty-free lunch period of not less than 30 minutes for all its members.

Rationale
Although NEA Resolution F-7 (j) calls for a 30 minute duty-free lunch period, our legislative program supports the same, some of our members of our members enjoy far less.

Submitted By: 50 Delegates
Contact: Manny Lopez, California

Relevant Strategic Objective (SO)
SO-4: Support Professional Excellence

Cost Implications
This item cannot be accomplished with current staff and resources. The NEA will create a webpage that will allow for the caucuses to grow and reach and maintain the national standards for school counselors, social workers, psychologists, and nurses.

NEW BUSINESS ITEM 103
The NEA will ensure that all of its digital media are accessible to those who are blind, visually impaired, and others with print-media disabilities, making sure that all web media and uploaded documents are able to be converted from text to speech.

Rationale
This will allow equal access to information for NEA members who are blind, low vision, or who have a print-media disability, such as myself.

Submitted By: 50 Delegates
Contact: Winter J. Marshall-Allen, Alaska
mesallen1808@gmail.com

Relevant Strategic Objective (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 104
The NEA will add a section to the delegate registration webpage that will list the caucuses wishing to be listed so delegates may pay their dues online for each respective caucus at the time of registration for the NEA RA.

Rationale
This would allow for the caucuses to grow their membership and create a more efficient method for collecting and monitoring their membership dues.

Submitted By: 50 Delegates
Contact: Joe Salas, California
josaphala7@hotmail.com

Relevant Strategic Objective (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-4: Support Professional Excellence

NEW BUSINESS ITEM 105
NEA shall provide additional supports to local affiliates and individual members advocating for their undocumented students by: disseminating and publishing an update to the 2/21/18 NEA General Counsel Advisory for members engaging in immigration advocacy that includes a member’s rights and limitations in doing so.

Rationale
To inform members on their rights and limitations when advocating for their undocumented students.

Submitted By: 50 Delegates
Contact: Mayra Alvarado, California
mayraalvarado69@gmail.com

Relevant Strategic Objective (SO)
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 106
The NEA currently has five English language learner (ELL) online blended learning courses with resources for educators. The NEA will use these existing resources to develop an online blended learning course and virtual workshop that members may use to educate parents and guardians about ELLs.

Rationale
It is important that we engage parents and educators in the work of advocating for ELL students.

Submitted By: 50 Delegates
Contact: Ann Marie Borders, Michigan aborders@aol.com

Relevant Strategic Objective (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-4: Support Professional Excellence
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 107
NEA will promote safe, trauma-free working and learning environments by sharing with state affiliates effective implementation supports and trainings for school systems that adopt restorative practices and asset-based discipline approaches and by advocating that all states reach and maintain the national standards for school counselors, social workers, psychologists, and nurses.

Rationale
Traditional and zero-tolerance discipline policies don’t work and disproportionately hurt disenfranchised students. NEA’s policy promotes a restorative practice approach to discipline. However, support is needed to implement such an approach. Advocacy should include staffing ratios and aligning responsibilities.

NEW BUSINESS ITEM 108
Through existing communications, NEA will promote and support educator self-care activities as critical to ensuring student success and educator retention in the profession by:

1. Advocating for mental health, employee assistance, and post-trauma supports for all educators;
2. Promoting a “self-care” campaign to counter the narrative that it’s “selfish” for an educator to care for their own health and well-being; and
3. Sharing research and resources to address compassion fatigue, secondary traumatic stress, and educator post-traumatic stress disorder.

Rationale
Similar to airlines advising adult passengers to secure their own oxygen masks before helping others, educators need to take care of themselves in order to successfully serve and empower their students.
NEW BUSINESS ITEM 109

NEA will raise student trauma awareness among all members by supporting state affiliate efforts to offer trauma-sensitive professional learning opportunities that address:

1. The impact of toxic stress on brain development and student behavior and learning;
2. Adverse childhood experiences (ACEs) research, screening, and awareness resources;
3. Trauma-sensitive teaching practices; and
4. The linkage of trauma to poverty, substance abuse, institutional racism and discrimination.

RATIONALE
Trauma in our schools negatively impacts both student and educator success. NEA members report the issue is growing. While many states are individually addressing trauma, NEA can serve as a connector, helping states raise awareness and share and scale resources.

Submitted By: 50 Delegates
Contact: Noel Candelaria, Texas
noelc@tsta.org

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-2: Recruit and Engage New and Early Career Educators
SO-3: Advance Racial Justice in Education
SO-4: Support Professional Excellence
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $50,000.

NEW BUSINESS ITEM 111

The NEA will take the lead in urging a school calendar revision for the 2020 presidential election and will encourage the closure of schools on election day so that members, locals, and districts can participate in a day of action where school will not be in session.

RATIONALE
Closing schools on election day pushes the Red4Ed movement forward. Elections have consequences and we must be involved at the highest level. This would give our members time to work a campaign and vote, modeling for our students the importance.

Submitted By: 50 Delegates
Contact: Lawrence E. Lane, Oklahoma
l1g3o7777@outlook.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $5,000.

NEW BUSINESS ITEM 112

The NEA will work with the host facility at future RAs to convert more rest rooms near the floor of the Representative Assembly to gender neutral rest rooms for the duration of the RA.

RATIONALE
The current bathroom arrangement provides insufficient access to rest rooms for those who use the women’s room, leading to disproportionately long lines thereby interfering with their ability to participate in the conduct of business.

Submitted By: 50 Delegates
Contact: Michelle Cohen, Massachusetts

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Enterprise Operations

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 113

NEA, using existing resources, will publicly condemn the incarceration of immigrant children in concentration camps.

RATIONALE
NBI A provides important tools in our call to stop the incarceration of immigrant children. It fails, however, to call the detention centers for what they really are: concentration camps.

Submitted By: 50 Delegates
Contact: Donald Stauffer, California
dstauffer@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 114

NEA shall form a committee with the U.S. Department of Education to evaluate how the lack of appropriate discipline is creating unsafe conditions in schools for both teachers and students.

RATIONALE
With the emphasis placed on keeping individuals out of schools, we need to evaluate how we deal with disruptive students once they are in the schools.

Submitted By: 50 Delegates
Contact: Brian K. Miller, Pennsylvania
bknl080861@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $2,000.
NEW BUSINESS ITEM 117
NEA will bring awareness to the workload model approach for speech language pathologists (SLPs) by creating a policy brief in order to understand the need to decrease caseloads for SLPs. In addition, NEA will illustrate the benefits of appropriate SLP caseloads to its membership by publishing an article on existing forms of communication.

Rationale
Research shows large caseloads are related to poorer student outcomes and fewer services for students with disabilities—going against the intent of IDEA—given that federal legislation mandates the use of continuum at individualized services.

Submitted By: 50 Delegates
Contact: Heather Quinones, California heather.quinones@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-4: Support Professional Excellence

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 118
The NEA will demand that the U.S. government accepts responsibility for the destabilization of Central American countries (including, but not limited to, Guatemala, El Salvador, and Nicaragua), and that this destabilization is a root cause of the recent increase of asylum seekers in the United States.

Rationale
This NBI is intended to work in conjunction with NBI A. This item gets to the root of the gross injustice which is impacting immigrant communities.

Submitted By: 50 Delegates
Contact: Carlos Valdez, Colorado cvaldez10@live.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $31,560.

NEW BUSINESS ITEM 119
NEA shall advocate for the inclusion of Frederick Douglas’, “What to the slave is the Fourth of July?”, Oration is history and/or language arts classes.

Rationale
NEA Resolution I-50 mandates educators must acknowledge the existence of white supremacy culture as a root cause of institutional racism. Including Frederick Douglas’ 1852 speech in the curriculum will advance this goal.

Submitted By: 50 Delegates
Contact: Arianna Nelson, South Dakota arianna.nelson@yellowjackets.bhs.edu

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $1,000.

NEW BUSINESS ITEM 120
NEA will promote the #AspiringEdLife Week campaign to assist in the program and struggles that educators are facing in their classrooms. Beginning in the spring of 2020, using existing communications resources, NEA will specifically call for clear efforts to demonstrate support for the #AspiringEdLife Week across various media platforms.

Rationale
The #AspiringEdLife Week is an efficient way to promote the Aspiring Educators program by providing opportunities to celebrate our career, expose its challenges, highlight how the union supports us and allows us to take ownership of our profession.

Submitted By: 50 Delegates
Contact: Arianna Nelson, South Dakota arianna.nelson@yellowjackets.bhs.edu

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-2: Recruit and Engage New and Early Career Educators

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 $10,500.

NEW BUSINESS ITEM 121
NEA will create a task force to examine means of data collection on racial discrimination, racism, harassment, and bullying of members by local and state association leadership. The task force will also develop a process of grievance submission and accountability, as well as development and dissemination of reporting procedure and protocol.

Rationale
Given NEAs commitment to racial justice, we need to face the racism that exists in our own association and do everything

Notes

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 $60,000.

NEW BUSINESS ITEM 115
The RA directs the NEA Board to consider guidelines to prevent the recommendations of any political candidate who takes and/or solicits support from the National Rifle Association.

Rationale
As educators, its time we flex our political muscle to impact gun violence in our communities. The NRA perpetuates the mass sale of assault rifles. By taking this stand, we can impact gun legislation.

Submitted By: 50 Delegates
Contact: Daniel Salkowicz, California dsalkowicz@verizon.net

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $5,000.

NEW BUSINESS ITEM 116
NEA will, through existing resources, map out and identify all Asian/Pacific Islander (API) ethnicity people, as well as disaggregate data related to all API ethnic members’ needs. Additionally, NEA will publicize API findings to assist and inform educators, and the communities they serve, in meeting the needs of all API students.

Rationale
Currently, demographic data identifies people by single race and, therefore, ethnic identities are washed out. This makes identifying needs difficult and misplaced. Demographics should capture all singular API ethnicities so that accurate correlations can be made between people and needs.

Submitted By: 50 Delegates
Contact: Ka’ehukai Barley, Hawaii

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $82,000.

NEW BUSINESS ITEM 117
NEA Resolution I-50 mandates educators must acknowledge the existence of white supremacy culture as a root cause of institutional racism. Including Frederick Douglas’ 1852 speech in the curriculum will advance this goal.

Submitted By: 50 Delegates
Contact: Daniel Salkowicz, California dsalkowicz@verizon.net

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $5,000.

NEW BUSINESS ITEM 118
The NEA will demand that the U.S. government accepts responsibility for the destabilization of Central American countries (including, but not limited to, Guatemala, El Salvador, and Nicaragua), and that this destabilization is a root cause of the recent increase of asylum seekers in the United States.

Rationale
This NBI is intended to work in conjunction with NBI A. This item gets to the root of the gross injustice which is impacting immigrant communities.

Submitted By: 50 Delegates
Contact: Arianna Nelson, South Dakota arianna.nelson@yellowjackets.bhs.edu

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $1,000.

NEW BUSINESS ITEM 119
NEA shall advocate for the inclusion of Frederick Douglas’, “What to the slave is the Fourth of July?”, Oration is history and/or language arts classes.

Rationale
NEA Resolution I-50 mandates educators must acknowledge the existence of white supremacy culture as a root cause of institutional racism. Including Frederick Douglas’ 1852 speech in the curriculum will advance this goal.

Submitted By: 50 Delegates
Contact: Daniel Salkowicz, California dsalkowicz@verizon.net

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $5,000.
possible to protect our members. Currently, no process exists for members to document their experience of harassment or discrimination.

Submitted By: 50 Delegates
Contact: Erika Strauss Chavarria, Maryland
 Strauss.chavarria@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates
SO-6: Enhance Organizational Capacity

COST IMPACTS
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 $12,500.

NEW BUSINESS ITEM 124
NEA will utilize existing resources to evaluate the financial burden that Aspiring Educators face by participating in union leadership at the state and national level and publicize their finding.

RATIONAL
Aspiring Educators must give up a considerable amount of work to participate in state/national leadership because they don't have consistent work schedules. AEs participating in union leadership should not have to choose between representing their union and supporting themselves.

Submitted By: 50 Delegates
Contact: Qoble Martinez, California
qoble sca@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-2: Recruit and Engage New and Early Career Educators

COST IMPACTS
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 $11,000.

NEW BUSINESS ITEM 125
The NEA will form a new committee focused on enhancing the role and value of arts education in public schools. The duties of this committee will include promoting integrative arts curriculum at the state and local levels, as well as providing input and advice toward national arts standards. The committee will also promote research pertaining to the role of arts in childhood development and identify and engage arts educators and allies across the country to advocate for the arts at local and state levels.

RATIONAL
In the arts, we find the one language that unites all individuals without prejudice or exception. The NEA needs a body to represent and defend the arts at the highest levels of national, state, and local educational priority.

Submitted By: 50 Delegates
Contact: Ryan Cohen, California
rcocohen92@gmail.com

NEW BUSINESS ITEM 126
NEA will establish a date during the 2019/2020 school year as an ultimatum for the federal government to take action on the following demands:

• Green jobs and education instead of youth incarceration;
• Progressive taxation for racial reparations;
• Equity in educator salaries and benefits.

These demands would include intentional planning and actions to end the school-to-prison pipeline; stop the detention of immigrant children and family separation; aggressive action to halt and reverse climate change; establishing progressive taxation models to divert funding to racial reparations that include educational programs for ethnic studies and black and indigenous people of color (BIPOC); centered curriculum and student support services. If such action is not taken by the date specified, NEA will implement plans to create statewide actions that include, but are not limited to building collective union power and the withholding of labor.

RATIONAL
The intersection of these major issues that impact our youth need to be pushed forward so that NEA can become stronger in its advocacy and protection of youth.

Submitted By: 50 Delegates
Contact: Melissa Tolkin, New Jersey
mtolkin0652@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education

COST IMPACTS
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 $101,760.

NEW BUSINESS ITEM 128
NEA will review and evaluate other countries' health care systems and U.S. presidential candidates' proposals for creating a sustainable health care system for all, and inform members about their recommendations.

RATIONAL
The profit incentive of America's health care system is the root cause of the increasing costs and limited reach that affects millions of American families. A universal health care benefit will benefit teachers, students, and every citizen.

Submitted By: 50 Delegates
Contact: Sergio Flores, California

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

COST IMPACTS
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 129
The NEA will make available to its members and affiliates a list of minority studies coursework available to teachers at accredited colleges and universities across the nation.

RATIONAL
Our resolutions speak on the importance of multiculturalism in our history curricula. However, teachers sometimes lack the coursework or the best educators. This tool would help educators find appropriate course offerings in their area.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact: Miller Carey, Virginia
miller.miles@virginia.edu
NEW BUSINESS ITEMS

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education
SO-4: Support Professional Excellence

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 $3,000.

NEW BUSINESS ITEM 132
NEA will share the following information among its state affiliates on nea.org:
1. NEA’s historic and current commitment to the National Board of Professional Teaching Standards certification process;
2. Affiliates that offer programs such as Jump Start and/or a candidate support program as a benefit of membership and organizing opportunity; and
3. NEA members who have pursued National Board Certification, and the impact their candidacy has had on their instructional practice and Association leadership.

RATIONALE
NEA should take an active role in providing current information and resources regarding professional development opportunities, with respect to the National Board process.

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

Contact: Miles Carey, Virginia carey.miles@virginia.edu

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education
SO-4: Support Professional Excellence

COST IMPLICATIONS
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 133
NEA shall encourage hotels housing NEA RA delegates to donate excess food during the NEA RA to local organizations that distribute meals to individuals who are food insecure.

RATIONALE
The homeless rate in each city is astounding. Our goal is to work with local organizations that can use food that would otherwise be discarded. We feed minds.

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

Contact: Annice M. Benamy, New Jersey ambenamy@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $125.

NEW BUSINESS ITEM 134
The NEA will publicize, via existing communication channels, a 100% student loan forgiveness program for educators across the country.

RATIONALE
Educators deserve hassle-free student loan forgiveness.

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

Contact: Jamal Taylor, Louisiana

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 135
NEA will provide a model letter that local associations can use to demand the publication of a standard discipline matrix that is available and accessible to all students, educators, and parents/guardians, and that is applied equally to all students.

RATIONALE
Students and communities are negatively affected when restorative practices such as PBIS are not implemented as intended. Furthermore, efforts to break the school-to-prison pipeline are undermined when administrators ignore or sidestep discipline.

Submitted By: 50 Delegates

Contact: Michael Montano, California

Notes

SATURDAY, JULY 6, 2019

RA TODAY • 19
NEW BUSINESS ITEM 136
Beginning no later than July 1, 2020, the National Education Association will change all new print and online publications, ceasing the use of the phrase “achievement gap,” and using the phrase, “educational debt,” instead.

RATIONALE
The phrase “achievement gap” puts responsibility on students and schools. “Educational debt,” on the other hand, emphasizes that any “gap” experienced by our students of color are due to historic harms as experienced by our communities of color.

Submitted By: 50 Delegates
Contact: John Dunegan, Kansas jmdunegan@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

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 $4,000.

NEW BUSINESS ITEM 137
The National Education Association (NEA) will create an electronic platform “Educators Elect Educators.” This would include a comprehensive database of all educators running for elected office from around the nation and would allow individuals to make targeted donations. The database would include the candidates’ names, state, and biographical information, and a donation link to each candidates donation webpage.

RATIONALE
NEA and its members need to support each other when we run for elected office. This is not in place or in lieu of PAC donations.

Submitted By: 50 Delegates
Contact: Jarred Breaux, Louisiana jarredbreaux@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

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 $730,000.

NEW BUSINESS ITEM 138
NEA will open the RA Child Care Center by the first day of the earliest starting pre-conference until the end of business on the last day of the RA.

RATIONALE
Parents who either wish or need for their children to travel with them in order to participate in pre-conferences are unable to do so due to the lapse in the opening of childcare for the RA.

Submitted By: 50 Delegates
Contact: Cameo Kendrick, Kentucky cameo.kendrick@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-4: Support Professional Excellence

COST IMPLICATIONS
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. If passed, this NBI will be referred to the Annual Meeting Review Committee. It would cost an additional $6,840.

NEW BUSINESS ITEM 139
Using existing resources, NEA will encourage state affiliates to promote teaching of issues related to bias, prejudice, and bigotry, including bullying, through genocide, Holocaust, and human rights curricula in kindergarten through 12th grade in all public schools.

RATIONALE
There is a wide array of civil and human rights violations occurring around the world. We should empower educators to engage students in informed discussions around these issues to encourage students to treat all individuals with respect.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting.
Contact: Emily David, New Jersey egibson87@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: 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 $4,000.

NEW BUSINESS ITEM 140
NEA shall review all governing documents and resolutions and make the appropriate edits to replace all gendered language with gender neutral language.

RATIONALE
In order to continue to be an inclusive social justice organization, the documents and resolutions that guide the work of the Association should represent all members regardless of gender identity.

Submitted By: 50 Delegates
Contact: Daniel Harada, Washington dharada90@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 141
NEA shall inform, using existing resources, the NEA will publicize the fact that the Childhood Internet Protection Act, which established Internet filters for schools and libraries, does not block hate group and Holocaust denial websites.

RATIONALE
Since “hate speech” is not federally defined, it is up to local affiliates to advocate for the protection of our students.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting.
Contact: Chuck Ronco, Virginia

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 142
NEA shall inform, using existing resources, educators and their local/ state affiliates about total student absenteeism and expenditures, which represent loss of public investment in our youth. This can later be used as a basis or leverage in local negotiations for increased compensation of educators.

RATIONALE
Student absenteeism represents lost education dollars, comprising student futures. Often local districts are in non-compliance with laws/policies addressing
chronic student absenteeism, and in some states teacher evaluations/raises are based upon student performance. This could leverage bargaining.

Submitted By: 50 Delegates

Contact: Fred Short, Florida

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-3: Advance Racial Justice in Education
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. It would cost an additional $5,000.

NEW BUSINESS ITEM 145

NEA will identify on its website resources that preschool educators and other school staff can use with families to promote healthy and safe practices for young children.

Rationale
Families need tools and support for ways that they can implement healthy practices that can contribute to academic success for their children.

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

Contact: Evelyn Ayum, New Jersey

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-4: Support Professional Excellence

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 146

The NEA will publicize, through existing channels, inadequate compensation for educators. Compensation must be commensurate with their level of education and experience in this field, so that they can afford to live comfortably where they work.

Rationale
Appropriate compensation will improve educators’ performance, recruitment, retention, and attendance. Students deserve and require the full attention of their educators and need stability in their learning environment in order to succeed.

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

Contact: Susan Norwood, Tennessee

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-2: Recruit and Engage New and Early Career Educators
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

NEW BUSINESS ITEM 147

NEA will use its existing publication, website, and social media resources to promote hiring—as part of PreK through grade 12 and higher education staff—mental and physical health professionals, including but not limited to school social workers, learning disabilities teacher consultants, school nurses, and school counselors.

Rationale
There has been a 10% rise in mental health/chronic health issues caused by stress and other issues among young adults and teenagers and more professional are needed.

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

Contact: Evelyn Ayum, New Jersey

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-4: Support Professional Excellence

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 $45,000.

NEW BUSINESS ITEM 148

NEA will present the opportunity to debate, discuss, and vote in an open, democratic, and effective manner before a vendor is removed from the Representative Assembly.

Rationale
Many corporations employ our students and their families and even provide second or third income for educators. Some offer scholarships for continuing education opportunities and are avid supporters of our public schools.

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

Contact: Zaneta Moss, Georgia

RELEVANT STRATEGIC OBJECTIVE (SO)
EO-1: Enterprise Operations

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost. If passed, this NBI will be referred to the Annual Meeting Review Committee.
NEW BUSINESS ITEM 149
NEA will use existing communication resources to coordinate with the rural community of Piketon, Ohio and its local school district to inform members and the general public about Zahns Corner Middle School that is permanently closed at this time due to the discovery of radiological contaminants in the school and nearby federal air monitors. The school is located less than two miles away from the former Portsmouth Easeous Diffusion Plant.

Rationale
1. NEA’s voice would amplify the story to educators and policymakers.
2. NEA would highlight the need to find a path forward for students, families, and the community for a state environment to learn, live, and prosper.

Submitted By: 50 Delegates
Contact: Dennis Foreman, Ohio dennis@man.net

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $5,500.

NEW BUSINESS ITEM 150
Through existing resources and/or a targeted survey, NEA will compile and make available to members guidelines for best practices and model language for advocating federal and state educational code language relating to special education. This language can then be used by state and local affiliates in state action for appropriate case workload.

Rationale
Without common language and guidelines, districts are free to overcrowd special ed classes and overload general ed classes with special ed students. These manipulations deny our most vulnerable students a free and appropriate public education. We are all special educators.

Submitted By: 50 Delegates
Contact: Val Wood, California redwood9@icloud.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

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 $20,000.

NEW BUSINESS ITEM 151
Through existing resources, we encourage the NEA to develop a national campaign to acknowledge, highlight, and celebrate the higher education professors, contingent faculty, and Educational Support Professionals each October as National Education Month to be launched in 2020.

Rationale
NEA delegates last year approved the establishment of National Higher Education Month for October 2018. This NBI seeks to expand on that work with the intent of providing time to create a full-bodied annual program.

Submitted By: 50 Delegates
Contact: Loretta Ragdoll, Illinois

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $21,000.

NEW BUSINESS ITEM 152
NEA will create a ribbon for donors to the NEA Fund for Children and Public Education who donate up to $49.

Rationale
Currently only donors who donate $50 receive a ribbon. Donors who donate less receive a pin. This devalues members who cannot afford to give the $50. People take pride in having their NEA Fund ribbon.

Submitted By: 50 Delegates
Contact: Sharon Smith, Pennsylvania fj/s975@comcast.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $1,750.

NEW BUSINESS ITEM 153
Using existing communication methods, the NEA will publicize characteristics, dangers, and examples of predatory lending practices.

Rationale
Predatory lending prey upon our retirees and communities of color.

Submitted By: 50 Delegates

Contact: Chuck Ronco, Virginia

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-3: Advance Racial Justice in Education
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $2,500.

NEW BUSINESS ITEM 154
In cases where locals have both teachers and ESP unions, the NEA will publish the positive effects of having a liaison from each union to come together to collaborate on issues raised by each union in an effort to better serve our students. The liaison’s term would last one year.

Rationale
This position would create a path of direct communication between the unions to discuss important matters; such as the introduction of new curriculum, training on a new app, or discussing grievances. This will positively effect the school climate and culture.

Submitted By: 50 Delegates
Contact: Kevin Kriner, Illinois kkriner@barrington220.org

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-4: Support Professional Excellence

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 $14,500.

NEW BUSINESS ITEM 155
The NEA and its affiliates will not promote or support Amazon in any way, to include a removal of all giveaways of Amazon gift cards and items purchased from the Amazon Marketplace. The NEA will request that NEA Member Benefits do the same.

Rationale
Amazon has actively engaged in union-busting tactics and unsafe, unfair labor practices. As the largest labor union, the NEA should take a public stance on denouncing the labor practices of Amazon by actively choosing not to support them.

Submitted By: 50 Delegates
Contact: Leanne Abuchar, Arizona labuchar315@gmail.com
NEW BUSINESS ITEMS

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

COST IMPLICATIONS
If passed, this NBI will be referred to the NEA Executive Committee pursuant to Standing Rule 6-G.

NEW BUSINESS ITEM 156

Using existing staff and communication resources, NEA will more highly promote and publicize the See Educators Run program to attract, engage, and support members wishing to run for office.

RATIONALE
See Educators Run trains members to run for office, providing the tools and support necessary to advocate more broadly for our students and profession by running for public office and gaining a seat at the table.

Submitted By: 50 Delegates
Contact: Brooke Shanley, Illinois brooke.a.shanley@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

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 157

NEA will seek to collaborate with the National Association of School Nurses (NASN), the Center for Disease Control (CDC), the National Institute of Health (NIH) to co-author a letter to the U.S. Department of Education for the strengthening and improvement of the Health and Wellness curriculum, to be delivered with the same vigor and accountability as core curricula subjects in early childhood population and beyond.

RATIONALE
A whole health curriculum that supports mental health, nutritional health and physical well being, will lay the foundation for a sturdy and resilient physical and mental health, rendering our children the abilities to live and function to their full intellectual,

Submitted By: 50 Delegates
Contact: Elaine Elliott, New Jersey elaineelltt@aol.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

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 $2,500.

NEW BUSINESS ITEM 158

When the NEA RA is held in a state that does not align with our beliefs/resolutions, the NEA will hold a voluntary event (the day before the RA) to support our students, members, and all others impacted who reside in that state to demonstrate our NEA policies and beliefs. We must show solidarity for those who face discrimination.

RATIONALE
NEA is the largest labor union, and a voice for social justice. We need to continue to be the voice that calls out injustice when we encounter it and demand elected officials to respect the rights of all.

Submitted By: 50 Delegates
Contact: Carol Vanity, Pennsylvania cvanity2@ gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

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 $12,500. If passed, this NBI will be referred to the Annual Meeting Review Committee.

NEW BUSINESS ITEM 159

In all communications and public speeches, the NEA will include references to all membership categories, including Educational Support Professionals and higher education and will weave in as many job classifications as possible such as contingent and full-time faculty, para-educators, clerical, food, transportation, technical, skilled trades, security, health, and students services.

RATIONALE
Despite the highly diverse members organized by the NEA and its affiliates, the public perceives our membership as solely representing preK through 12 members. Naming our membership groups shows that diversity and that the NEA embraces impacted who reside in that state to demonstrate our NEA policies and beliefs. We must show solidarity for those who face discrimination.

Submitted By: 50 Delegates
Contact: Loretta Ragsdell, Illinois loyvanity2@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-2: Recruit and Engage New and Early Career Educators
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 $27,600.

NEW BUSINESS ITEM 160

Using existing staff and resources, the NEA will conduct a survey of state affiliate presidents to determine the benefits status of their local and state full-time release presidents. The NEA will support, advocate, communicate, and publicize action plans for full-time release presidents so that there will be no diminution of benefits.

RATIONALE
Our union is stronger when we support full-time release presidents who have the ability to be at the decision-making table. This is another example of how our union is under attack.

Submitted By: 50 Delegates
Contact: Riley O’Casey, Virginia rocary@yahoo.com

RELEVANT STRATEGIC OBJECTIVE (SO)
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 $2,500.

NEW BUSINESS ITEM 161

NEA will support its members in extending their hand to elected officials to respect the rights of all. When we encounter it and demand elected officials to respect the rights of all. Justice when we encounter it and demand elected officials to respect the rights of all.

RATIONALE
NEA is the largest labor union, and a voice for social justice. Our union is stronger when we support full-time release presidents who have the ability to be at the decision-making table. This is another example of how our union is under attack.

Submitted By: 50 Delegates
Contact: Loretta Ragsdell, Illinois loyvanity2@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-2: Recruit and Engage New and Early Career Educators
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 $27,600.

Notes

NEW BUSINESS ITEMS

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

COST IMPLICATIONS
If passed, this NBI will be referred to the NEA Executive Committee pursuant to Standing Rule 6-G.

NEW BUSINESS ITEM 156

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RATIONALE
See Educators Run trains members to run for office, providing the tools and support necessary to advocate more broadly for our students and profession by running for public office and gaining a seat at the table.

Submitted By: 50 Delegates
Contact: Brooke Shanley, Illinois brooke.a.shanley@gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

COST IMPLICATIONS
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NEW BUSINESS ITEM 157

NEA will seek to collaborate with the National Association of School Nurses (NASN), the Center for Disease Control (CDC), the National Institute of Health (NIH) to co-author a letter to the U.S. Department of Education for the strengthening and improvement of the Health and Wellness curriculum, to be delivered with the same vigor and accountability as core curricula subjects in early childhood population and beyond.

RATIONALE
A whole health curriculum that supports mental health, nutritional health and physical well being, will lay the foundation for a sturdy and resilient physical and mental health, rendering our children the abilities to live and function to their full intellectual,

Submitted By: 50 Delegates
Contact: Elaine Elliott, New Jersey elaineelltt@aol.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice

COST IMPLICATIONS
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NEW BUSINESS ITEM 158

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RATIONALE
NEA is the largest labor union, and a voice for social justice. We need to continue to be the voice that calls out injustice when we encounter it and demand elected officials to respect the rights of all.

Submitted By: 50 Delegates
Contact: Carol Vanity, Pennsylvania cvanity2@ gmail.com

RELEVANT STRATEGIC OBJECTIVE (SO)
SO-1: Increase Educator Voice
SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates

COST IMPLICATIONS
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NEW BUSINESS ITEM 159

In all communications and public speeches, the NEA will include references to all membership categories, including Educational Support Professionals and higher education and will weave in as many job classifications as possible such as contingent and full-time faculty, para-educators, clerical, food, transportation, technical, skilled trades, security, health, and students services.

RATIONALE
Despite the highly diverse members organized by the NEA and its affiliates, the public perceives our membership as solely representing preK through 12 members. Naming our membership groups shows that diversity and that the NEA embraces
PROPOSED REVISION OF THE NEA VISION, MISSION, AND VALUES

RECOMMENDATION

The NEA Board of Directors recommends to the 2019 Representative Assembly the following proposed revision to the NEA Vision, Mission, and Values.

Underlined text indicates proposed new language.

Strikethrough text indicates proposed deleted language.

The National Education Association

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust placed in us.

Our Vision

Our vision is a great public school for every student.

Public education is the cornerstone of our democracy where education professionals have a respected and valued voice, and all students are empowered to be leaders of a just society.

Our Mission

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

Our Core Values

These principles guide our work and define our mission:

Equal Opportunity. We believe Public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

A Just Society. We believe Public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.

Democracy. We believe Public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.

Professionalism. We believe The expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.

Partnership. We believe Partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.

Collective Action. We believe Individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

Note: Additional background information on the proposed recommendation can be found on the RA Delegate resources page.


QUESTIONS ON ITEMS UP FOR DISCUSSION?

HERE’S HOW TO FIND HELP

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

- Visit the World of Information—This popular booth is set up to the side of the RA stage in the delegate business area. Staff can assist delegates in getting answers to questions on proposed NBIs before they come up for debate. This booth offers delegates a great way to ask questions, particularly those that might require some research, and get the answers back before going to the microphone to speak for or against an item.
- Ask State Caucus Chair—State caucus chairs might have the answer or might be able to point you to someone who does.
- Ask NEA Board Members—Board members are familiar with NEA programs and policies and often may be able to find the information you need.
- Contact the Maker—Email addresses are printed in the RA Today for all NBI makers who consent.
- Request for Information—If you are unable to find an answer to your question, or something said by the maker or other speakers raises a new question for you during debate, you can call in on a “Request for Information.” This will allow you to ask a question through the chair to the maker of the motion or to ask the chair to provide information about the item. Requests for Information must not be used to enter debate or to ask a question to which you already know the answer. Delegates are encouraged to avoid excessive use of Requests for Information for questions that can be answered ahead of time using the other options outlined above.

Want other delegates to hear the answer to your question? Don’t use Requests for Information to convey to other delegates information you have received. Instead, get the answer in advance using the above options. Then, call in to speak for or against the motion and use the information in your remarks.

These processes will help ensure a full, effective debate with well-informed delegates.
LEGISLATIVE AMENDMENTS

LEGISLATIVE AMENDMENT 1
Section: Judiciary
Page 29 line 31
Add new item
NEA supports:
- a judicial code of conduct and/or ethics for the Supreme Court justices.

Rationale
After allegations of rape, 83 other serious complaints were shown regarding Kavanaugh due to the absence of a code of conduct.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact: Justin Hughey, Hawaii Hughey2000@gmail.com

LEGISLATIVE AMENDMENT 2
Section: Immigration and Naturalization
Page 30 lines 13-52
Amend existing item
NEA supports:
- comprehensive immigration reform that:
  - recognizes the political, economic, and labor issues underlying immigration;
  - promotes a humane, equitable, and orderly system of legal immigration that advances and protects human rights, civil liberties, due process, and the public interest;
  - recognizes the importance of family unity and rejects laws and delays that undermine keeping families intact; and
  - rejects the criminalization of undocumented immigrants and those who work with them, including educators and
  - deals justly with undocumented immigrants who have worked and lived in the United States and includes a path to permanent residency, citizenship, or asylum once background checks have been completed.
- legislation to reduce barriers that prevent legal immigrants from successful completion of the naturalization process for U.S. citizenship.
- legislation to eliminate discrimination in the immigration laws by permitting permanent partners of United States citizens and lawful permanent residents to obtain lawful permanent resident status in the same manner as spouses of citizens and lawful permanent residents;
- legislation to end the practice of incarcerating immigrant children by developing humane, equitable, and expedited processes for determining asylum cases and placing children with family and/or guardians;
- legislation prohibiting separation of immigrant children from their families;
- legislation that requires all children housed for processing be afforded a right to an attorney, to appeals, and to be housed with their families;
- legislation that includes a path to permanent residence, citizenship, or asylum once background checks have been completed.
- legislation that forbids using funds appropriated to any nation to assist or support the detention, interrogation, abuse, or ill-treatment of children in violation of international humanitarian law.

Rationale
Desendants of enslaved Africans in the U.S. have a right to reparations for the crimes and gross injustices committed against them by the U.S.

Submitted by: 50 delegates
Contact: Becca Ritchie, Washington v.ritchie@comcast.net

LEGISLATIVE AMENDMENT 3
Section: Slavery and Genocide
Page 29 line 23
Amend existing item
NEA supports:
- legislation to study reparations for African Americans and the descendants of enslaved Africans in the United States to address the past and present harms caused by the injustices committed against them.

Rationale
The travesty that is happening at the border must be addressed, and it will take immigration reform to do so.

Submitted by: 50 delegates
Contact: Erika Strauss Chavarria, Maryland estrausschavarria@gmail.com

LEGISLATIVE AMENDMENT 4
Section: IDEA Special Education
Page 13 line 22
Amend/Replace existing item
NEA supports:
- legislation that requires all children who experience trauma caused by being held in detention and those who experience trauma caused by being transported to and from detention centers to receive coordinated early intervention services and the appropriate medical care they need.

Rationale
Educator pay does not match student loan repayment options. Educators are public servants who deserve to be free of student loan debt.

Submitted by: Majority vote at regularly called meeting of the state delegation in connection with the Annual Meeting
Contact: Jamal Anthony Taylor, Louisiana TaylorJ141@cpspiscopalnola.org

LEGISLATIVE AMENDMENT 5
Section: Safe Schools
Page 8 line 46
Add new item
NEA supports:
- legislation requiring mandatory gun liability insurance for all gun owners.

Rationale
Victims of gun violence should not have to create ‘universal’ accounts to pay for medical bills. Gun ownership should be treated the same as car ownership.

Submitted by: 50 delegates
Contact: Justin Hughey, Hawaii Hughey2000@gmail.com

LEGISLATIVE AMENDMENT 6
Section: Human and Civil Rights
Page 28 line 17
Add new item
NEA supports:
- legislation that forbids using funds appropriated to any nation to assist or support the detention, interrogation, abuse, or ill-treatment of children in violation of international humanitarian law.

Rationale
NEA must support the dignity and human rights of children who are detained, incarcerated, and tortured, domestically and globally.

Submitted by: 50 delegates
Contact: Erika Strauss Chavarria, Maryland estrausschavarria@gmail.com

LEGISLATIVE AMENDMENT 7
Section: IDEA Special Education
Page 13 line 50
Add new item
NEA supports:
- Federal policies that require implementation of coordinated early intervention services to help ensure students, especially students of color, are not disproportionately misidentified for special education services.

Rationale
The overclassification of children of color fuels the school-to-prison pipeline and prevents students from getting the resources they need.

Submitted by: Governance body of affiliate
Contact: Marcella Simardiris, New Jersey Msimardiris.pea@gmail.com

Notes
**Notes**

**AMENDMENT 1**

**F-8. Salaries and Other Compensation**

Amend by addition of new letter (f) on page 50, line 51 of the white book:

\[\text{f. Be compensated not only competitively, but adequately to live comfortably in the communities of which they are important members in and in which they serve.}\]

Proper housing must be accessible to educators to fully serve their students and the community.

**Rationale**

Teachers are also community members and should have the dignity of adequate compensation to live where they work if they so choose.

Submitted by: Laura Leonard, Tennessee, laura.levend@comcast.net

**AMENDMENT 2**

**F-50. Medication and Medical Services in Schools**

Amend by deletion and addition on page 56 of the white book as follows:

Lines 76-78, letter a: Only licensed medical personnel, or other designated school personnel, properly trained by the district, a district-employed credentialed nurse, are required to administer medications or perform medical services.

Lines 95-96, letter h: A plan is in place to address medical concerns when licensed medical personnel are unavailable. Annual training by a district-employed credentialed nurse for any designated district personnel who consent to performing medical procedures must be required. Written documentation of such training must be maintained by the district and school site.

Line 103: Once consent is obtained, then the district-employed credentialed nurse should provide training to the designated school personnel annually with written, documentation of such training maintained by the district, school site, and the trained, certified employee. Further, the district-employed credentialed nurse shall provide indirect supervision to qualified designated school personnel and must be available either in person or by electronic means as needed.

**Rationale**

The proposed language aligns this resolution with education codes for nurses working on public school sites. The code numbers that support this change in language are EC 49414, EC 49422, EC 49423, EC 49423.5, and Title 5 3051.12 from legal resources for nursing.

Submitted by: Barbara Diane Powell, California, mdpowell@dc.rr.com

**AMENDMENT 3**

**I-47. Elimination of Discrimination**

Amend by addition on page 68, line 107 of the white book:

The Association believes that it is important to eliminate discrimination in the workplace or schools against individuals wearing natural hairstyles such as braids, twists, cornrows, and locks. The Association also believes that wearing natural hairstyles is a human right.

**Rationale**

Penalizing individuals for wearing their hair in a non-European style is discriminatory, and hair policing should not be tolerated.

Submitted by: Angel Boone, New Jersey, angelboone@yahoo.com

**AMENDMENT 4**

**New Resolution submitted from floor; requires majority vote to be heard and two-thirds vote to pass.**

**New I. Indigenous People’s Day**

The National Education Association believes that the history of colonization needs to be recognized and acknowledged in every state. To do so, the Association believes that the name of the current holiday known as “Columbus Day” should be renamed and recognized as “Indigenous People’s Day” in recognition of the early indigenous peoples who were living in the United States before colonization by European settlers.

**Rationale**

As an education association, recognizing, observing, and celebrating factual history is important to maintaining our academic integrity.

Contacts: Melissa Tomlinson, New Jersey, jtmrht0625@gmail.com

**AMENDMENT 5**

**New Resolution submitted from floor; requires majority vote to be heard and two-thirds vote to pass.**

**New I. Acknowledging Intersectionality in Leadership**

The National Education Association believes in intersectionality, the acknowledgment that multiple power dynamics and “isms” are operating simultaneously, often in complex and compound ways—and must be considered together in order to have a more complete understanding of oppression and ways to transform it. They drive disparities and divisions that help those in power maintain and expand their power. Therefore, the Association also believes that its leadership must be widely versed in all ethnic and cultural issues to facilitate the work of our union.

**Rationale**

This will facilitate the work of Human Resources and Civil Rights and our efforts on racial and social justice initiatives. We all must understand the dynamic issues affecting our communities.

Contact: Winter Marshall-Allen, Alaska, mrsallen1808@gmail.com

**AMENDMENT 6**

**C-2. Vaccinations**

Amend by deletion and addition on page 5, line 9 of the yellow book:

The Association acknowledges that all students should be fully vaccinated prior to enrollment in any public school.

**Rationale**

This would eliminate the removal from school of students in noncompliance. Staff and students are exposed from the time of enrollment if unvaccinated.

Submitted by: Denise McCoy, North Carolina, dmcvoy96272@live.com

**AMENDMENT 7**

**C-23. Reduction of Gang-Related Crime**

Amend by addition on page 37, line 12 of the white book:

The Association also believes that resources are critical to help educators and students combat gang violence in our schools and communities.

**Rationale**

I do not want another educator, like myself, to suffer a loss of a child like I have when my son, Martin Alberto Garza, was murdered.

Submitted by: Yulil Alonso-Garza, California, magcoalition@gmail.com

**AMENDMENT 8**

**New C. Opioid Addiction and Abuse**

Amend by deletion and addition on page 6 of the yellow book as follows:

Line 13: New C. Opioid and Narcotic Addiction and Abuse

Line 15: … protect students and communities from opioid and narcotic addiction and abuse.

Line 17: … administer opioid antagonist medications

**Rationale**

To ensure our beliefs reflect the impact and support of diverse communities experiencing opioid and narcotic addictions and their effects. Including “narcotics” expands the scope of our response to crisis of all addictions to go beyond opioids.

Submitted by: Amanda Thompson, North Carolina, tamandt18360@gmail.com
--- RESOLUTIONS ---

AMENDMENT 9
WITHDRAWN

AMENDMENT 10
WITHDRAWN

AMENDMENT 11
WITHDRAWN

AMENDMENT 12
WITHDRAWN

AMENDMENT 13

D-18. PROFESSIONAL DEVELOPMENT IN BEHAVIOR MANAGEMENT, DISCIPLINE, ORDER, AND SAFETY

Amend by reinserting “conflict resolution” on page 6, line 23, of the yellow book:

…all education employees must be provided professional development in trauma-informed practices, behavior management, progressive discipline, conflict resolution, restorative practices, safety plans and emergency procedures, emergency lifesaving techniques, and crisis management.

RATIONALE
Conflict resolution is a vital component of any behavior management program and must occur to ensure the effectiveness of restorative practice techniques.

Contact: Michael Bank, Delaware, michaelbank@dsea.org

--- RESOLUTIONS ---

ELECTION 2020 POSTER CONTEST
YOUR VOTE COULD DECIDE THE WINNER!

NEA members entered designs in a poster contest for our 2020 U.S. presidential work to elevate public education to the national stage.

Your vote will help decide the winner from among 6 finalists of the first-ever NEA Election Poster Contest!

NEA Delegates may earn up to 4 votes, to be cast in person, by participating in special activities in the Experience Area. Anyone can vote one time online, as well.

When to vote: In person during RA business hours, or online any time, until 12pm, July 7th
Where to view and vote: In Person – Experience Area; Online – StrongPublicSchools.org
Empowering ESP to Grow at Every Career Stage

The ESP Professional Growth Continuum (PGC) provides ESP with pathways for continuous professional learning. Developed by ESP for ESP, this continuum can be used to elevate ESP careers and increase their visibility as essential members of the education team.

Grounded in eight universal standards of professionalism, the PGC provides an opportunity for ESP to invest in themselves, their colleagues, and their careers to create a culture of professional excellence that supports student learning.

“The PGC gives you an opportunity to show your district that you are an important stakeholder in your career development. You can use the PGC to bargain, as leverage to increase your salary, or for career advancement.”
— Kimberly Scott-Hayden
Inventory Control Clerk

“The PGC is about being the best we can be for our students. At the end of the day, if ESP increase their skills and knowledge, it’s students who ultimately win.”
— Matthew Powell, Custodial Supervisor, Transportation Specialist and Night Watchman
2019 ESP of the Year

nea.org/esppgc