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 teacher in the learning process and other employees in the educational effort, 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
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 teacher in the learning process and other employees in the educational effort, 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
1. Membership, as provided in the Bylaws, 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. All members of the Association shall agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.
2. Members engaged in teaching or in other educational work shall adhere to the Code of Ethics of the Education Profession.
3. An application for membership shall be subject to review as provided in the Bylaws.
4. 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.
5. Persons interested in advancing the cause of public education who are granted membership pursuant to section 2(a)(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.
CONSTITUTIONAL AMENDMENT 4

ADOPTED

Article IX. Amendment of Constitution and Bylaws

Section 2. Amendment of the Constitution

A proposed amendment to the Constitution shall be presented in writing to the Committee on Constitution, Bylaws, and Rules and read by title to the Annual Meeting immediately prior to its proposed adoption no later than seventy (70) days following the close of the prior year’s Representative Assembly. Documentation of timely submission of an amendment shall be the responsibility of the contact person for the amendment; provided, that the time of submission of an amendment that is proposed by a majority vote of the NEA Board of Directors shall be when the language of the amendment is approved by the Board of Directors.

BYLAW AMENDMENT 1

ADOPTED

Bylaw 2. Membership

2-1. Categories

a. There shall be seven (7) categories of membership in the Association: Active, Aspiring Educator, Retired, Substitute, Reserve, Community Ally, and Staff.

b. Community Ally membership shall be open to any person 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. Community Ally members shall not have the right to nominate or vote for candidates for elected office, nominate or vote for delegates to the Representative Assembly, or hold any elected office or appointed committee position in the Association.

2-7. Membership Dues

1. Dues of Community Ally members shall be established by the Representative Assembly in the program budget.

BYLAW AMENDMENT 2

WITHDRAWN

BYLAW AMENDMENT 3

DEFEATED

BYLAW AMENDMENT 4

WITHDRAWN

BYLAW AMENDMENT 5

ADOPTED

Bylaw 8. Affiliates and Special Interest Groups

12. Trustees Over State Affiliates

a. The Association may establish a trusteeship over an affiliated state association for the purpose of: (i) correcting corruption or financial malpractice; (ii) restoring democratic procedures; or (iii) correcting a serious dereliction of duties in their performance of responsibilities. No trusteeship shall be established by the Association if the state affiliate with which the local association is affiliated has an established trusteeship or 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 inadequate 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 prepare a defense.

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

c. 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 is 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 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 the trusteeship is established 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.

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

(1) conduct the affairs of the trusted 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 trusted state association, to be held in trust for and used only in the proper conduct of the Affairs;

(3) remove officers and staff of the trusted 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 trusted 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 trusted state association, if available; otherwise, such expenses shall be paid by the National Education Association.

e. 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 the board of directors (or equivalent governing body) of a trusted state association to terminate a trusteeship, the trusted state association shall have the right to appeal to the NEA Board of Directors, provided that no such appeal may be taken within three (3) months 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 trusted 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 trusted 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 trusted state association.

f. No financial obligation or liability of the trusted state association which may exist at the time a trusteeship is established, or which may be incurred during a trusteeship, shall be assumed by or become an obligation of the National Education Association.

g. Subject to the provisions of section (a) of this Bylaw, in case of emergency, where the best interests of the state or local association and the National Education Association require, the Executive Committee may, by unanimous vote of all members of the Executive Committee (excluding any member who was or is a member of the state association in question), establish an immediate trusteeship over the state or local association without action by the Board of Directors. In such case, the matter shall be submitted to the Board of Directors, which may affirm or reverse the action of the Executive Committee pursuant to the procedure set forth in section (c) of this Bylaw, provided that if the Board of Directors does not take action within sixty (60) days following the establishment of a trusteeship by the Executive Committee, said trusteeship shall automatically terminate.

h. If the Board of Directors establishes a trusteeship or refuses to terminate an established trusteeship, the trusted 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 trusted state association or by a three-fourths (3/4) vote of the highest governing body of the trusted state association within forty-five (45) days after the decision of the Board of Directors is made known to the trusted 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. This Bylaw shall not apply to affiliates that, as of January 1, 2019, had provisions in their bylaws or equivalent governing documents that prohibited affiliation with an entity that could impose a trusteeship on the affiliate.
Amendments

Bylaw Amendment 6
Passed

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 services provider approved in advance by NEA, or in an in-person election at each work site 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 60 days’ written notice to the membership, to NEA, and to any other NEA-affiliated entity that would be affected by the proposed disaffiliation; (ii) providing at least 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 local affiliate terminates its affiliation with the National Education Association, the name of the local 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 the property of NEA.

Standing Rule Amendment 1
Defeated

Standing Rule Amendment 2
Defeated

Standing Rule Amendment 3
Defeated

Are YOU A PART of THE TEAM?

Join the IMpACT TEAM

Join the IMpACT team by signing up for a $5 monthly PAC donation.

Contributions to the NEA Fund are voluntary and will be used for political purposes. Making a contribution is neither a condition of employment nor membership in NEA and members have the right to refuse to contribute without reprisal. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without affecting membership status, rights, or benefits in NEA or any of its affiliates. Federal law requires NEA to use its best efforts to collect and report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of $200 in a calendar year.

Contributions to the NEA Fund are not deductible as charitable contributions.
**NEA Executive Committee**

<table>
<thead>
<tr>
<th>Elected</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Robert Rodriguez</td>
<td>76.17%</td>
</tr>
<tr>
<td>Christine Sampson-Clark</td>
<td>48.57%</td>
</tr>
<tr>
<td>Michael Wesley, Jr.</td>
<td>34.90%</td>
</tr>
<tr>
<td>Ruben R. Murillo, Jr.</td>
<td>30.80%</td>
</tr>
<tr>
<td>Tania Kappner</td>
<td>6.62%</td>
</tr>
<tr>
<td>Mark Airgood</td>
<td>2.94%</td>
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**NEA Board of Directors ESP At-Large**

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<tr>
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<tbody>
<tr>
<td>Mary Ann Rivera</td>
<td>101.39%</td>
</tr>
<tr>
<td>Andrea Beeman</td>
<td>98.97%</td>
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<tr>
<td>Ellen Olsen</td>
<td>95.39%</td>
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<tr>
<td>Mike Glabere</td>
<td>68.26%</td>
</tr>
<tr>
<td>Kenneth Dukes</td>
<td>61.67%</td>
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**NEA Board of Directors ESP At-Large**

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<tbody>
<tr>
<td>Julie Wickersham</td>
<td>25.85%</td>
</tr>
<tr>
<td>Jeanette Kimber</td>
<td>15.92%</td>
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**NEA Board of Directors Higher Ed**

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<tr>
<td>Loretta A. Ragsdell</td>
<td>52.38%</td>
</tr>
<tr>
<td>DeWayne T. Sheaffer</td>
<td>47.62%</td>
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**NEA Board of Directors Administrator At-Large**

<table>
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<tr>
<th>Elected</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Cynthia Henderson</td>
<td>72.60%</td>
</tr>
<tr>
<td>Victoria Reese</td>
<td>27.40%</td>
</tr>
</tbody>
</table>

**Constitutional Amendment 1**

- **Defeated**
  - Yes - 1,565
  - No - 4,297

**Constitutional Amendment 2**

- **Adopted**
  - Yes - 5,563
  - No - 350

**Constitutional Amendment 3**

- **Adopted**
  - Yes - 4,059
  - No - 1,829

**Constitutional Amendment 4**

- **Adopted**
  - Yes - 5,035
  - No - 832

**Bylaw Amendment 1**

- **Adopted**
  - Yes - 4,066
  - No - 1,791

**Bylaw Amendment 2**

- **Withdrawn**

**Bylaw Amendment 3**

- **Withdrawn**

**Bylaw Amendment 4**

- **Withdrawn**

**Bylaw Amendment 5**

- **Adopted**
  - Yes - 4,766
  - No - 1,073

**Bylaw Amendment 6**

- **Adopted**
  - Yes - 5,194
  - No - 680

### Bullet Voting

Many people do not vote in every race, nor do they mark all of the possible boxes in each race. When a voter casts a vote for only a single candidate in a multi-seat election, it is known as **bullet voting**.

Bullet voting can present special problems in calculating the results and tabulating percentages in these multi-seat elections that, like NEA’s elections, require a majority to win. (It is, for example, why a candidate can be shown to have received more than 100% of the votes.) To address these issues, NEA—like other unions and countless state and local governments across the country—uses a standard formula that creates a threshold to determine which candidates have received enough votes to win a seat in the election.

The use of such a formula allows delegates to use bullet voting while still ensuring that the results in multi-seat elections comply with NEA governance requirements.

To get more detail, please visit:

**2020 Candidates for NEA Executive Committee**

**Candidate for President**

Name: Rebecca (Becky) Pringle
Community and State of Residence: Alexandria, Virginia
Current and Previous Employment: NEA Secretary-Treasurer; 8th Grade Science Teacher
Association Experience:

- **Local:** President
  - States PSEA Board of Directors; Regional Chair; Leadership Development Committee; Chair, Minority Representation Task Force
- **National:** NEA Vice President; NEA Secretary-Treasurer; NEA Executive Committee; NEA Board of Directors; Chair, NEA Member Benefits Board; Treasurer, CAEP; Chair, Great Public Schools Oversight Committee; Chair, Leadership Summit; EL OECD; Chair, Ballot Initiative/Legislative Crisis Committee
- **National:** National Board for Professional Teaching Standards; National Labor Leaders Initiative Advisory Committee; White House Commission on Education Excellence for African Americans; Officer Lead, Racial Justice in Education; Officer Lead, ESSA; Liaison: NEA Standing, Board Strategic, and Social Justice Committees

**Candidate for Vice President**

Name: Princess Moss
Community and State of Residence: Alexandria, Virginia
Current and Previous Employment: NEA Secretary-Treasurer; Music Teacher, Louisa County Schools
Association Experience:

- **Local:** President; Vice President; Secretary-Treasurer
- **State:** President; Vice President; UniServ Council Chair
- **National:** NEA Secretary-Treasurer; NEA Executive Committee; Chair, NEA Program and Budget Committee; Chair, NEA Audit Committee; Officer Lead for Organizing; Officer Lead for New Educator Campaign; Officer Lead for NEA600; Chair, NEA Members Insurance Trust; NEA Strategic Partnerships; NEA Great Public Schools Oversight Committee; Academy of Arts and Sciences Board; Women Innovating Labor Leadership Advisory Board; NEA Sexual Orientation and Gender Identification Issues Committee; NEA Human and Civil Rights Committee; Diverse Asset Managers Initiative Representative

**Candidates for Secretary-Treasurer**

Name: James Frazier, Jr.
Community and State of Residence: Union, New Jersey
Current and Previous Employment: Proud ESP member at Burner Middle School in Union, New Jersey, where I have been employed as a School Security Officer for over 23 years
Association Experience:

- **Local:** Government Relations Chair; Vice President; President; Union County 1st Vice President
- **State:** New Jersey Education Association Executive Committee; Congressional Contact Committee; Graduate of John V. Warm's NJEA Union School
- **National:** NEA Director At-Large ESP; NEA Budget Committee; Racial and Social Justice Equity Language Task Force; Leaders for Tomorrow Redesign Team; NEA Read Across America Committee; Minority Leadership Training Planning Team

Name: Noel Candelaria
Community and State of Residence: Austin, Texas
Current and Previous Employment: Texas State Teachers Association President; Ysleta Independent School District, Special Education Teacher; Teacher Aide
Association Experience:

- **Local:** Ysleta Teachers Association; Association Representative; Vice President; President; District Education Improvement Committee, Chair
- **State:** Texas State Teachers Association; President; Vice President; Region President; Board of Directors; Budget Committee Chair; Constitution, Bylaws, and Elections Committee; Strategic Planning Committee; Advisory Committee; Aspiring Educators Liaison
- **National:** National Council of State Education Associations; President; Vice President; NEA HCR Committee; NEA Member Benefits Board; Racial Justice in Education Language Stakeholder Group; NEA-RA NBI Committee; National Teacher Hall of Fame Treasurer; Memorial to Fallen Educators Chair; NEA PAC Executive Committee

**Candidates for Executive Committee (two positions)**

Name: Mark Jewell
Community and State of Residence: Greensboro, North Carolina; currently residing in Raleigh
Current and Previous Employment: I am honored to serve as President of the North Carolina Association of Educators
Association Experience:

- **Local:** Association Representative at every school I taught in. As local leader in West Virginia, I was a member of the Executive Committee and President of the 500 member Mingo County Education Association; In North Carolina, I served two terms as full-time release President of the 3,500 member Guilford County Association of Educators
- **State:** Served on the NCAE Board of Directors the past 14 years; currently serving second term as NCAE President
- **National:** North Carolina NEA Director, 2009-2012

Name: Amber Gould
Community and State of Residence: Phoenix, Arizona
Current and Previous Employment: High school English and student council teacher
Association Experience:

- **Local:** Local President (two years); Vice President (four years); Professional Negotiations Chair (four years)
- **State:** Arizona Education Association Board of Directors (nine years); Red-for-Ed AZ Walkout; Finance and Revenue Committee; Early Career Educator Program founding member; Social Justice Task Force; Return to Work Task Force
- **National:** NEA Board of Directors (four years); Program and Budget Committee (three years); Membership Organizing Committee Chair (two years); Young Professionals Caucus

Name: Hanna Vaandering
Community and State of Residence: Hillsboro, Oregon
Current and Previous Employment: Beaverton School District/NEA Executive Committee; Oregon Education Association President; full-time release Beaverton Education Association President; elementary physical education teacher, Beaverton School District
Association Experience:

- **Local:** Building Representative; Bargaining Team Chair; Insurance Committee; Curriculum and Instruction Committee; Vice President; President
- **State:** President; Vice President; Region I Vice President; Budget Committee Chair; Advocacy and Affiliate Services Committee Chair; Strategic Action Plan Task Force
- **National:** NEA Executive Committee; National Council of Urban Education Associations (NCUEA) Pacific Region Director; National Council of State Education Associations (NCSEA) Pacific Region Board Member; NEA ESSA Implementation Task Force; NBI C Task Force; UniServ Review Task Force

**Proposed Constitutional Amendment to the 2020 RA**

**Constitutional Amendment**

To provide that the Association not deny membership to any individual on the basis of gender identity/expression.
Educators strive every day — online, offline, in their classrooms, and in their communities — to ensure students have access to a great public school. Yet too often, the public education system fails to serve students of color equitably and adequately. We see the disparities in which schools have the least experienced teachers, lack access to advanced courses, have up-to-date facilities, computers, books, and enrichment programs, and which schools have discipline policies that push students out.

To help ensure all students have the opportunity to reach their fullest potential, educators and educator allies in the NEA Ed Justice League are leading the charge.

With the NEA Ed Justice League, you will:

- Stay informed
- Find effective resources and tools to make a difference in your school and your community
- Meet others strengthening their schools, their communities

Become an NEA Ed Justice League member today. Be a part of a growing community of activists advancing racial and social justice policies in public education.

www.NEAEducation.org/League
NEW BUSINESS ITEMS

A NEW BUSINESS ITEM A
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:

1. 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:.

2. Detention facilities be open to visits by doctors, educators, social workers, clergy, and other children’s advocates.


4. The U.S. government stop sending children and immigrant families to for-profit detention centers.

5. Oppose ICE raids that terrify peaceful communities and endanger children who are left without caregivers when parents are arrested and detained.

6. 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.

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 services, psychological 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 1
DEFeated

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 democratically 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
REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall restate the Ethic 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 $421,000.

NEW BUSINESS ITEM 11
ADOPTED

Using existing resources, NEA will incorporate the concept of “White Fragility” into NEA trainings/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 will 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 ac—
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 concentration of minority group or non-English speaking populations.

4. Encouraging NEA’s 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 NEA’s 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 NEAtoday.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.

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 $19,200.

NEW BUSINESS ITEM 14
Adopted
NEA will create model legislative language that state affiliates can use to eliminate the Praxis or alternative standardized test used for teacher certification.

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 15
Defeated

NEW BUSINESS ITEM 16
Adopted
NEA Board of Directors will consider a new policy statement on Ethnic Studies to be presented at the 2020 NEA RA for adoption.

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 $155,400.

NEW BUSINESS ITEM 17
Adopted as Modified
The convenings created as a result of the 2018 NBI 117 Task Force report will recommend specific annual numeric goals for the recruitment of, and retention of, educators of color. NEA will create a pilot cadre of educators of color (a minimum of 2 per state affiliate for at least 10 states) whose purpose is to identify and recruit high school and college ethnic students (African American, Hispanic, Indigenous People of America, Asian American, Pacific Islander) to enter the teaching profession starting with states that have Historically Black Colleges and Universities, Hispanic Serving Institutions, Tribal Colleges, Asian American, Native American, Pacific Islander Serving Institutions.

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 $178,600.

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 Board 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 $7,750.

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’ name 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 local 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 ITEMS

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 ACLU, the National Coalition of Blacks for Reparations in America (N’COBRA), and individuals such as Darrick Hamilton, to hold national teletown 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 at no additional cost.

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 NEAs position supporting teaching current and established research-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-180970731/).

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.

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
Adopted as Amended
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 concentration camps.

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
Adopted
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.

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 $8,875.

NEW BUSINESS ITEM 39
Referred to the Appropriate Committee as Modified
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. Any candidate seeking NEA endorsement must publicly state their commitment to full funding for special 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 40
Adopted
NEA will update the existing research review on the academic and social implications of Ethnic Studies and publish the results through existing NEA resources.

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
Adopted as Modified
The NEA will support an initiative to hire more diverse leadership staff such as assistant principals and principals in our schools, by notifying state affiliates to encourage their members of color to pursue a career in school leadership. In addition, the NEA will work to support this goal.

As NEA continues to promote and push
forward on improving diversity and inclusion of educational professionals, we direct NEA to include assistant principals, principals, and other administrators in work that we are already doing.

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 42
Referred to the Appropriate Committee

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.

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
Referred to the Appropriate Committee

NEA will consider a new policy statement on the fundamental right of every student to receive the services of a fully certificated library media specialist in a fully funded school library.

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
Defeated

NEW BUSINESS ITEM 45
Adopted

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

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
Adopted as Amended

NEA will encourage the extension of university harassment, discrimination, and assault reporting and advocacy services to be officially in place until the completion of the preK-12 school year. This extension encompasses all harassment, discrimination, or assaults connected to Aspiring Educators’ student-teaching placement districts, as opposed to phasing out services at the end of the college school year.

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.

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
Adopted

NEA will work with current partners (such as GLSEN), to expand on the number of professional development opportunities for Gender Sexuality Alliances (GSA) 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.

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 48
Adopted

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

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 $17,000.

NEW BUSINESS ITEM 49
Referred to the Appropriate Committee

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.

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 $11,000.

NEW BUSINESS ITEM 50
Adopted as Amended

NEA will use existing avensues 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.

NEA will also write a letter to the five men informing them of our support and the action we took to call for an apology from New York.

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 $17,000.

NEW BUSINESS ITEM 51
Adopted

NEA will distribute a resource for educators and students 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.

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 $11,000.

NEW BUSINESS ITEM 52
Adopted as Amended

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.

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.

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 $17,000.
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 53
ADOPTED AS MODIFIED

NEA Center for Organizing will support and encourage state and local affiliates to organize substitute educators by:

- Notifying state affiliates that NEA is available to assist state and local affiliates in identifying problems they may have in organizing substitutes and offering possible solutions;
- Making available existing model contract language involving substitute;
- Assisting state and local affiliates, when asked in efforts, to identify state and local laws that affect substitute rights, such as right to union representation, health care, sick leave, unemployment insurance and pensions.

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 54
DEFEATED

NEW BUSINESS ITEM 55
ADOPTED

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 lobbying efforts with our Senate to increase their awareness of the importance of passing non-discrimination protections based on sexual orientation or gender identity.

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 56
ADOPTED AS AMENDED

Through existing media channels, the NEA will honor the leadership of women, non-binary, and trans people, and other survivors who have come forward to publicly name their rapists and attackers in the growing, international, #MeToo movement. Furthermore, the NEA will include an assertion of our defense of a person’s right to control their own body, especially for women, youth, and sexually marginalized people. The NEA vigorously opposes all attacks on the right to choose and stands on the fundamental right to abortion under Roe v. Wade.

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 57
ADOPTED AS AMENDED

The NEA will publicize our support for the continued work action of educators and the fact that our union’s alliance with students and the community is key to winning our demands. We will publicize the necessity now for educators’ 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.

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 58
ADOPTED AS MODIFIED

Using existing resources, the NEA will encourage members to use digital resources from partner organization such as the Human Rights Campaign’s Equality Act NOW website (https://www.hrc.org/equalityact/) to support the Equality Act, a federal law that will explicitly require fair treatment for LGBTQ+ people in critical areas like employment, housing, and education.

In addition, the NEA, using existing resources, will share with local and state affiliates, a model resolution supporting the passage of the Equality Act such as the one found on the National Center for Lesbian Rights.

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
DEFEATED

NEW BUSINESS ITEM 60
CONSOLIDATED WITH NBI 58

NEW BUSINESS ITEM 61
DEFEATED

NEW BUSINESS ITEM 62
DEFEATED

NEW BUSINESS ITEM 63
DEFEATED

NEW BUSINESS ITEM 64
ADOPTED AS MODIFIED

At the beginning of ALL NEA conventions, NEA will acknowledge the native people of whom the lands originated from.

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
DEFEATED

NEW BUSINESS ITEM 66
ADOPTED AS AMENDED

NEA will utilize existing digital resources to inform its members and prospective members on the attitudes, values, and goals of unionism, solidarity, justice, fairness, and the search for the common good.

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 $3,500.

NEW BUSINESS ITEM 67
WITHDRAWN

NEW BUSINESS ITEM 68
ADOPTED AS MODIFIED

In collaboration with existing national partners, the National Education Association will explore the opportunity to create a 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.

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 69
DEFEATED

NEW BUSINESS ITEM 70
DEFEATED

Sen. Amy Klobuchar
NEW BUSINESS ITEMS

NEW BUSINESS ITEM 71
Withdrawn

NEW BUSINESS ITEM 72
Defeated

NEW BUSINESS ITEM 73
Objective to Consideration

NEW BUSINESS ITEM 74
Ruled Out of Order

NEW BUSINESS ITEM 75
Referred to the Annual Meeting Review Committee

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

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
Referred to the Appropriate Committee

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

NEW BUSINESS ITEM 77
Adopted as Modified

NEAs state and territorial affiliates shall 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, followed by permanent, CTE and JROTC educators shall likewise receive the same classification.

NEW BUSINESS ITEM 78
Adopted

NEA will fund training materials and space for two three-hour safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 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 $2,100.

NEW BUSINESS ITEM 79
Adopted as Modified

Using existing digital resources, NEA will provide members with information regarding the determination to pay application to stop the abusive practice of lower judicial courts putting citizens in jail because they cannot pay fines and fines.

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 80
Adopted as Amended

NEA will promote the creation of a task force consisting of general education teachers, special education teachers, ESPs, specialists, administrators, community partners, and Departments of Education to make recommendations on systemic changes to preK-12 educational institutions to address educators’ responses to student behaviors.

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 81
Adopted as Amended

NEA will use existing resources to:

1. Research secondary school vocational programs (aka 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.
5. Acknowledging that there is outdated data collection on Secondary Vocational Education and Career & Technical Education (CTE) programs, NEA will urge the U.S. Department of Education to collect current information on Vocational Education and CTE program eligibility requirements with respect to fairness, equitability, and appropriateness. The NEA will report back to the NEA CTE caucus as to available data, as well as the results of further data collection.

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 82
Adopted as Modified

NEA will publish an article using digital channels clarifying the rationale for the exclusion of “creation science” in science classrooms. This article will also be archived on the NEA website.

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 83
Defeated

NEW BUSINESS ITEM 84
Adopted as Modified

The NEA will use existing resources by utilizing the Racial Justice Education program to provide quality anti-racist, anti-biased, culturally competent virtual professional development opportunities. To continue to build upon already existing work by identifying regional, state, leaders, and volunteers or whomever the Committee deems to expand learning to facilitate and train the trainer model using an interactive virtual curriculum to build capacity in members at the state and local level.

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 85
Referred to the Appropriate Committee

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.

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 ITEMS

REferred to the Appropriate Committee

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

Cost Implications
This item will 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
Adopted as Modified

NEA will use existing resources to digitally publicize a list of resources educators can use to teach their students about the history of the U.S. government programs of detention and internment, deportations, and repatriations to include but not limited to the Mexican Repatriation (1929-1931), Bracero Program (1942), and Operation Wetback (1954).

Cost Implications
This item will 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 94
Adopted

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.

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 95
Adopted

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.

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 96
Defeated

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 97
Adopted as Modified

NEA will use existing resources to share sample lessons about the 2020 Census, including a sample Census for students and information about the legal obligation to complete the Census.

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 98
Adopted as Modified

NEA will partner with organizations, 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 themselves with community groups that promote positive alternatives to gang involvement;

• The NEA will compile existing resources in an online toolkit for members which will offer resources for education students, educators, and families on gang awareness and prevention.

• NEA will encourage state affiliates to advocate for programs that support at-risk students in areas of high-gang activity.

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 $19,500.

NEW BUSINESS ITEM 99
OBJECT TO CONSIDERATION

NEW BUSINESS ITEM 100
REFERRED TO THE APPROPRIATE COMMITTEE

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.

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
ADOPTED

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.

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 102
REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall advocate for the passage of S.852, the Anti-semitism Awareness Act of 2019. This advocacy will take the form of letters to legislators urging passage of this legislation. Additionally, NEA will develop a sample letter that members can use to contact their respective senators and legislators to be disseminated through appropriate channels.

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 103
REFERRED TO THE APPROPRIATE COMMITTEE

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.

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 $61,500.

NEW BUSINESS ITEM 104
REFERRED TO THE ANNUAL MEETING REVIEW COMMITTEE

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.

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 $2,300.

NEW BUSINESS ITEM 105
ADOPTED

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.

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 106
ADOPTED AS MODIFIED

The NEA currently has five English language learner (ELL) online blended learning courses with resources for educators including:

- Second Language Acquisition and Instructional Strategies.
- Standards-Based Instruction with Lesson Planning Development
- Culturally Relevant Pedagogy
- Assessment

NEW BUSINESS ITEM 107
ADOPTED AS MODIFIED

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 practice 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.

NEW BUSINESS ITEM 108
ADOPTED AS MODIFIED

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. Promoting mental health, employee assistance, and post-trauma supports for all educators;
2. Promoting a “self-care” campaign to counter the narrative that its “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.

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 $12,240.

NEW BUSINESS ITEM 109
CONSOLIDATED WITH NBI 107

NEW BUSINESS ITEM 110
ADOPTED AS MODIFIED

Using existing resources, the NEA will communicate its support for the universal right to access paid family and medical leave. The NEA shall conduct a research study to compare family and medical leave policies in the U.S. to other countries and shall use their finding to develop brain development and student behavior and learning;
2. Adverse Childhood Experiences (ACEs) research, screening, and awareness resources;
3. Trauma-sensitive teaching practices;
4. The linkage of trauma to poverty, substance abuse, institutional racism and discrimination; and
5. Effective implementation supports and trainings for school systems that adopt restorative practice 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.

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 ITEMS

A policy brief on national paid family and medical leave. The NEA shall distribute its research findings to help state affiliates and locals strengthen their collective bargaining positions.

**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 111
ADOPTED
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.

**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 112
REFERRED TO THE ANNUAL MEETING REVIEW COMMITTEE
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.

**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
WITHDRAWN

NEW BUSINESS ITEM 114
CONSOLIDATED WITH NBI 80

NEW BUSINESS ITEM 115
REFERRED TO THE APPROPRIATE COMMITTEE
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.

**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 116
ADOPTED AS MODIFIED
NEA will create a sub-category of ethnicity under the race category on NEA360 and conference registration sites to help the Association better understand the ethnic makeup of our membership and make sure that the needs of all members are met. They will also provide a report to state leadership detailing the ethnicity breakdowns of our membership.

**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 $5,250.

NEW BUSINESS ITEM 117
ADOPTED AS MODIFIED
Through existing vehicles, the NEA will bring awareness to the workforce model approach for Specialized Instructional Support Personnel or SISPs (i.e., speech-language pathologists, occupational therapists, physical therapists, school counselors, school psychologists, school nurses, social workers, library media specialists, and others) and create a policy brief in order to understand the need to decrease caseloads. In addition, NEA will illustrate the benefits of appropriate SISPs caseloads/workload to its membership by publishing an article in existing forms 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 $10,500.

NEW BUSINESS ITEM 118
ADOPTED AS MODIFIED
The NEA will call on the U.S. government to accept 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.

**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
REFERRED TO THE APPROPRIATE COMMITTEE
NEA shall advocate for the inclusion of Frederick Douglass’ “What to the slave is the Fourth of July?” Oration is history and/or language arts classes.

**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 120
REFERRED TO THE APPROPRIATE COMMITTEE
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.

**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
ADOPTED AS AMENDED
NEA will create a task force to examine means of data collection on discrimination, harassment, and bullying of members by the National Education Association leadership on the basis of race, gender identity and expression, or sexual orientation. The task force will also develop a process of grievance submission and accountability, as well as development and dissemination of reporting procedure and protocol.

**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 122
ADOPTED
NEA will utilize existing resources to compile early career educator programs, communication platforms, and leadership programs and make them digitally available to all members. This will include national, state, regional, and local opportunities.

**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 123
DEFEATED

NEW BUSINESS ITEM 124
WITHDRAWN

NEW BUSINESS ITEM 125
ADOPTED AS MODIFIED
The NEA will consider forming a new, ongoing Arts Committee. This Committee will seek educational reform to make quality arts education mandatory in public education. The Committee will also promote and share research regarding the role of arts in student development, as well as curriculum which enriches students’ arts education. Finally, the Committee will work with appropriate federal, state and local agencies toward policies that ensure all children receive education that promotes their self-identity and self-expression through the arts.

**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 ITEMS

NEW BUSINESS ITEM 126
Referred to the Appropriate Committee

NEA will work with the National Board for Professional Teaching Standards to explore the possibility of securing a reduced fee, perhaps for members participating in a cohort, as a benefit of Association membership, for NEA members pursuing National Board certification.

Cost Implications
This item can 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
Referred to the Appropriate Committee

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.

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 127
Defeated

NEW BUSINESS ITEM 128
Defeated

NEW BUSINESS ITEM 129
Referred to the Appropriate Committee

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.

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 $40,000.

NEW BUSINESS ITEM 130
Referred to the Appropriate Committee

The NEA will work with regional teacher accreditation institutions to investigate the inclusion of one or more minority studies requirements in the licensure/certification of social studies teachers.

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 131
Referred to the Appropriate Committee

The National Education Association will use existing resources and digital media platforms to promote awareness of secondary/vicarious trauma experienced by 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 $125.

NEW BUSINESS ITEM 133
Referred to the Annual Meeting Review Committee

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.

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 $730,000.

NEW BUSINESS ITEM 134
Adopted as Amended

The NEA will publicize, via existing communication channels, a 100% student loan forgiveness program for educators and ESP’s across the country and write a letter to the appropriate Congressional committee requesting to hold public hearings on the matter.

NEW BUSINESS ITEM 135
Defeated

NEW BUSINESS ITEM 136
Referred to the Appropriate Committee

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, “education debt,” instead.

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 137
Referred to the Appropriate Committee

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.

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
Referred to the Appropriate Committee

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.

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 $6,840.

NEW BUSINESS ITEM 139
Referred to the Appropriate Committee

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.

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
Referred to the Appropriate Committee

Using existing communication 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.

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 ITEMS

NEW BUSINESS ITEM 141
REFERRED TO THE APPROPRIATE COMMITTEE
NEA shall review all governing documents and resolutions and make the appropriate edits to replace all gendered language with gender-neutral language.

NEW BUSINESS ITEM 142
ADOPTED
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.

NEW BUSINESS ITEM 143
ADOPTED
NEA will use its existing communication vehicles to educate members and the public about the negative impact of excluding students from academic and extracurricular programs based on their natural hairstyles and from their hair being modified by any school officials, school staff, referees, or any other individuals in a public school or higher education environment.

NEW BUSINESS ITEM 144
REFERRED TO THE ANNUAL MEETING REVIEW COMMITTEE
The Annual Meeting Review Committee will find an appropriate space for those nursing to be able to fulfill the needs of their family while actively participating in the business of the NEA.

NEW BUSINESS ITEM 145
ADOPTED AS AMENDED
NEA will identify on its website resources that early childhood educators and other school staff can use with families to promote developmentally appropriate healthy and safe practices for young children.

NEW BUSINESS ITEM 146
ADOPTED AS MODIFIED
The NEA will publicize, through existing channels, adequate compensation for educators. Compensation must be commensurate with their level of education and/or experience. In this field, so that they can afford to live comfortably where they work.

NEW BUSINESS ITEM 147
ADOPTED AS MODIFIED
NEA will use its existing digital resources, 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.

NEW BUSINESS ITEM 148
REFERRED TO THE ANNUAL MEETING REVIEW COMMITTEE
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.

NEW BUSINESS ITEM 149
ADOPTED AS MODIFIED
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 Corners 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 a former gaseous diffusion plant.

NEW BUSINESS ITEM 150
CONSOLIDATED WITH NBI 89

NEW BUSINESS ITEM 151
REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED
Through existing resources, NEA will promote and celebrate October as National Higher Education month to acknowledge higher education professionals who educate, support, and serve students. In addition, NEA shall notify all state affiliates of the celebration by September 2019.

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

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

NEW BUSINESS ITEM 154
REFERRED TO THE APPROPRIATE COMMITTEE
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.

NEW BUSINESS ITEM 155
REFERRED TO THE APPROPRIATE COMMITTEE
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.

NEW BUSINESS ITEM 156
REFERRED TO THE APPROPRIATE COMMITTEE
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.
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 (DOE) to promote the strengthening and improvement of the Health and Wellness curricular standards across all states, and to be implemented with the same vigor and accountability as core curricula subjects in early childhood population and beyond.

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
Referred to the Appropriate Committee as Modified

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.

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 160
Referred to the Appropriate Committee

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.

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.
RECOMMENDATION REFERRED TO THE EXECUTIVE COMMITTEE

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

Underscored 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 that 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.


OUR DEMOCRACY. OUR RESPONSIBILITY. OUR TIME!

NEA HIGHER EDUCATION CONFERENCE (PRE-SUMMIT)
March 12-13, 2020

NEA NATIONAL LEADERSHIP SUMMIT
March 13-15, 2020

NEA-RETIRED CONFERENCE (POST-SUMMIT)
March 15-16, 2020

Hyatt Regency Orlando, Orlando, FL

Leadership Development
NATIONAL LEADERSHIP SUMMIT
nea.org/leadershipsummit
Every student deserves the opportunity to reach their highest potential.

Educator voices secure those opportunities.

Visit myschoolmyvoice.nea.org to learn more.

Join the conversation #myschoolmyvoice #ESSA
The Representative Assembly adopted all resolutions and the report of the Resolutions Committee with the following actions:

**Resolutions**

**AMENDMENT 1**

**Adopted as Modified**

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

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

j: provide compensation sufficient to allow educational employees to live comfortably in the communities in which they work.

**AMENDMENT 2**

**Referred to Resolutions Committee**

**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.

**AMENDMENT 3**

**Adopted**

**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.

**AMENDMENT 4**

**Adopted**

**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.

**AMENDMENT 5**

**Referred to Resolutions Committee**

**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 compounding 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 vested in all ethnic and cultural issues to facilitate the work of our union.

**AMENDMENT 6**

**Referred to Resolutions Committee**

**C-2. Vaccinations**

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

The Association acknowledges that vaccines must be pervasive to be effective. All students should be fully vaccinated prior to enrollment in any public school.

**AMENDMENT 7**

**Adopted**

**C-23. Reduction of Gun-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.

**AMENDMENT 8**

**Adopted**

**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

**AMENDMENT 9**

**Withdrawn**

**AMENDMENT 10**

**Withdrawn**

**AMENDMENT 11**

**Withdrawn**

**AMENDMENT 12**

**Withdrawn**

**AMENDMENT 13**

**Adopted**

**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.

**The November 2020 election may seem far away, but right now the candidates are defining their priorities. This is our opportunity to put educators at the table and make our voice heard.**

NEA launched StrongPublicSchools.org to give educators like you information about where the candidates stand and how you can get involved.

Visit StrongPublicSchools.org to:
- Compare the 2020 candidates’ positions on education;
- Record a video telling the candidates which issues matter most to you, your students, and your community;
- Find pro-education events in your area;
- Get the latest election news from EducationVotes.org.

We know that quality public education is the foundation of a thriving, equitable society. Let’s make sure students come out on top in 2020. Join us at StrongPublicSchools.org.
**LEGISLATIVE AMENDMENTS**

**LEGISLATIVE AMENDMENT 1**

**Adopted**

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

**LEGISLATIVE AMENDMENT 2**

**Adopted**

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 sponsors;

• legislation prohibiting separation of immigrant children from their families;

• legislation that requires all children housed for processing be afforded a quality public education equal to that provided to children attending public schools in the local community;

• legislation that provides support for children who experience trauma due to practices implemented during the immigration process;

• legislation that provides access to medical treatment and care by medical professionals for those detained;

• legislation that provides postsecondary education opportunities for children who experience trauma caused by being held in detention; and

• legislation deterring and/or preventing private corporations from profiting from immigrant detention in the United States, especially the detention of immigrant youth.

NEA opposes:
• the incarceration of immigrant children in cages, kennels, warehouses, tents, and other inhumane structures;

• separating immigrant children from their families;

• the criminalization of undocumented immigrants and those who work with them, including educators; and

• privately run immigration detention centers.

**LEGISLATIVE AMENDMENT 3**

**Adopted**

Section: Slavery and Genocide
Page 29 line 23
Amend existing item
NEA supports:
• legislation to study possible study and develop reparations and full repair proposals for African Americans, descendants of enslaved Africans in the United States to address the past and residual effects of slavery and enslavement in America.

**LEGISLATIVE AMENDMENT 4**

**Adopted as Modified**

Section: Postsecondary Education
Page 13 line 50
Amend/Replace existing item
NEA supports:
• loan forgiveness for students who become educational employees in public education;

• legislation that creates a 100% loan forgiveness program for educators across the nation. This shall include any individual employed in public education;

• legislation that creates a 100% loan forgiveness program for public service employees across the nation.

**LEGISLATIVE AMENDMENT 5**

**Defeated**

**LEGISLATIVE AMENDMENT 6**

**Adopted**

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.

**LEGISLATIVE AMENDMENT 7**

**Adopted**

Section: IDEA Special Education
Page 13 line 22
Add new item
NEA supports:
• Federal policies that require implementation of coordinated early intervening services to help ensure students, especially students of color, are not disproportionately misidentified for special education services.

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**Education Support Professionals**

**Professional Growth Continuum**

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.

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nea.org/esppgc
Nominations for the 2020 HCR AWARDS

GET INVOLVED!
Do your part to identify, uplift, and nominate exemplary individuals, organizations, and affiliates to honor at the 2020 NEA Human and Civil Rights Awards!
Submit a nomination!
Nomination forms and step-by-step submission instructions will be online interactively starting October 7, 2019
www.nea.org/hcrawards
Deadline for online submission of your nomination form: December 6, 2019

For additional information about the NEA Human and Civil Rights Awards or questions, please visit www.nea.org/hcrawards or contact Alexandria Richardson, 202-822-7640, arichardson@nea.org

Biographies of previous award winners and social justice lesson plans based on the work of previous winners are available at www.nea.org/hcrawards
We try very hard to find Democratic friends and Republican friends and Independent friends. We believe that support for public education and public services should never be partisan. I am not being partisan when I tell you that Donald Trump disqualified himself for our consideration many times and in many ways. But most particularly on education issues, he disqualified himself with two words: Betsy DeVos.

He put the least qualified person to ever hold a Cabinet position in charge of protecting children’s access to quality, equitable public education—to protect the rights of girls to have the same opportunity as boys, to protect immigrant students and English language learners, to protect LGBTQ students and poor students and students with disabilities, and students everywhere against racism and discrimination.

I hope I’m not being too subtle. I want to be clear. The United States of America must have a new president.

…Donald Trump is pushing our beautiful, imperfect nation toward something that would break the hearts of our Founding Fathers and Mothers—toward authoritarianism and despotism. In the history of history, wherever authoritarian, anti-democratic despots took power, they had a common strategy. It’s about whom you oppress, whom you scapegoat, and the institutions you corrupt.

You suppress a free press. You don’t want people being informed with the truth. You need to carefully manage information so you always look good, and good people can’t distinguish the truth from a lie.

You suppress wages. You kill unions. You want people underpaid and fearful of the future. You intentionally create insecurity so you can scapegoat some group as the cause, and offer yourself as the savior.

You suppress the vote—make it hard, inconvenient, even dangerous to register or cast a ballot—because the more that ordinary people show up to vote, the more the authoritarian loses.

And you suppress education. You don’t want people who are prepared to engage as critical thinkers and make informed decisions, who are curious, who ask tough questions. …Political action isn’t subservient. It’s the essence of democracy. Showing up informed and engaged, prepared to make a difference is exactly what democracy looks like.

…So much depends on us getting this right. And I never tell people that “I’m hopeful.” Hope was a lousy cause of you, because of how we’re preparing, something big is about to happen.

…And the thousands of you in this room are going to be a part of it. And our 3 million members are going to be a part of it.

…We will show up. We will use our collective power to listen and learn and teach and reach and engage and organize and convince.

This is our democracy. This is our responsibility. This is our time to show the world what democracy looks like.

Excerpts from NEA President Lily Eskelsen García’s speech to the RA on July 6, 2019

NETHERLANDS

NEA PR ESIDENT LILY ESKELSEN GARCÍA

I teach at Virgie Binford Education Center, a school inside the Richmond Juvenile Detention Center in Richmond, Virginia. I am here today because I represent my students who are the most vulnerable students in America. They have made mistakes and deserve a second chance, because America is a country of second chances, and a high-quality education is the remedy to put anyone on the road to success. …We need equity. We need to understand that not every child in America starts at the same place in life, and some need more help to achieve.

We need economic equity. A one-size-fits-all model of equality does not work in education and education funding. Equity ensures that the students suffering from multi-generational poverty receive the same resources and education as those born with a silver spoon in their mouths. …It’s the children of America received their fair share of the nation’s resources. We must increase our funding and make equitable changes to education funding to ensure every student and teacher get the proper resources to guarantee success for all.

There is another equity that needs to be discussed in educational planning—and that is cultural equity. …Half of the school-age children in America are students of color, while 80 percent of the teachers in this country are white. We need to make sure students have teachers who look like them and value their cultures. All students deserve teachers and role models who appreciate and understand the unique gifts that their students bring to the table, no matter their race, religion, gender status, or sexual orientation.

…We need more teachers of color in America because everyone—and I mean everyone—benefits from diversity!

We will show up. We will use our collective power to listen and learn and teach and reach and engage and organize and convince.

This is our democracy. This is our responsibility. This is our time to show the world what democracy looks like.

Excerpts from the 2019 National Education Association Education Support Professional (ESP) of the Year Matthew Powell speech to the RA on July 5, 2019

…I absolutely love being an ESP. What very few know is that I always aspired to become a teacher. However, after graduating college, I realized that I wanted to contribute to the learning process that goes on beyond the four walls of a typical classroom.

I have the best of all worlds because my classroom is on the bus, in the cafeteria, on the playground, in the halls, at the outside koi fish pond, and many other places around the school. My “class” includes 538 of the students in my school. In my work as an ESP, I can instill the learning process in everything that I do and advocate for my profession at the same time.

…I often hear that ESPs are the first people students see when they get out of the car or off of the bus in the morning. But we also engage with students throughout the day and are usually the last person to see them when school ends. In my school, you will often see me and other ESPs greeting students with a big smile, fist bump, a hug, or a high five. As educators, we do all we can to transform ordinary moments into extraordinary opportunities to make a difference in a student’s life.

…ESPs have valuable experience and expertise that should inform our schools about decisions made inside our schools. We know our students well, and many of us live in the community where we work.

…We’ve all seen the power of educators leading a movement of change. We’re all familiar with the #RedForEd movement where educators have demanded improved policies and resources to support students and educators, but did you know that just a few months ago, we celebrated another big win when Congress passed the RISE Award Bill and established the first-ever federal recognition of ESPs! This victory would not have been possible without the educators who reached out to members of Congress and shared their voice. It was an amazing achievement, but one that was long overdue.

We still have more battles to confront to ensure that ESPs are respected for the critical role we play in meeting the needs of every student. Like for all educators, this respect is visible when we are treated as the professionals we are—when we receive access to more funding, more opportunities, and more resources that help us support our students and grow professionally throughout our careers.
In 2018, I challenged us to dig deep—to activate your locals and your communities so we could defang this administration and stop an agenda that would harm our students and schools. We dug deep. We elected defenders of public education to Congress and to state houses all across this country. We delivered a much-needed check on President Donald Trump and Education Secretary Betsy DeVos—and handed over the levers of power to a record number of women and people of color in the process.

In 2015, I challenged us to seize the ‘movement moment’—to link arms with activists in Black Lives Matter, the Fight for $15, and with every organization that is seeking racial, gender, economic, and environmental justice.

We seized it. Between the Women’s March, the March for our Lives, and the formation of Red for Ed, our ‘movement moment’ has become an indispensable, intersectional coalition.

In 2013, I challenged us to demand excellence and equity in education—to fight against the draconian funding cuts, the bad-faith reforms, and the systemic unfairness that hurts the most vulnerable students.

We demanded and we fought and we won.

...Right now, our democracy is under threat. President Trump has exploited weaknesses in our moral character. He hasn’t made America great. He’s made us the height of hypocrisy at home and abroad.

...Americans all across the country are suffering a multitude of injustices. Economic inequality is at an all-time high. The three richest people in the U.S. own as much wealth as the bottom half of the nation’s population.

Meanwhile, existential threats like climate change, access to affordable health care, and the ever-present threat of gun violence have taken a backseat to corporate interests.

Sisters and brothers, I wish we could pin all these problems on one bad actor—a four-year-long glitch in an otherwise well-oiled machine. But the problems we’re confronting today have deep, historical roots. They represent America’s eternal struggles: How do we live up to the promise of our nation? How do we dismantle institutional racism instead of further calcifying it? How do we finally make our democracy whole? …

Although we’ve made progress, we haven’t done enough to overcome the inequality that was codified in our system so long ago.

This country was built on the unpaid labor of enslaved persons. It was made rich off that labor. White people profited off that labor. And today, the household wealth of a white high school dropout is double that of a black college graduate?

Women were confined to the home for generations. They shouldered the majority of domestic responsibilities. They raised America’s families. But women in the workforce earn just 80 cents for every dollar a man does.

And, not surprisingly, those who control tremendous amounts of wealth—primarily the white men our Founders endowed with privilege—hold enormous influence over our government today.

No, our democracy was never a finished product. It was just a framework. And now that someone has come along and shaken its foundation, our work has taken on a renewed urgency. …Today, as I address the Representative Assembly for the last time as executive director, I want to pick up there. Our democracy is calling out for social justice patriots. As social justice patriots, we need you to come together and make this country whole. Most of all, we need you to embrace your power.