

## New Business Item A

### AWAITING DEBATE

The National Education Association, in coordination with national partners, NEA state and local affiliates, racial justice advocates, allies, and community activists, shall build powerful education communities and continue our work together to eradicate institutional racism in our public school system by:

1. Establishing a task force that identifies the criteria for safe, just, and equitable schools, including exploring the role of law enforcement in education.

The task force will:

- Create a clear vision for the NEA on what must be included to create safe, just, and equitable schools for all students.
  - Craft an Association-wide plan, in consultation with leaders of current police-free school movements as well as successful police-free schools legislation across the country, to include developing common language, understanding historical and current student experiences, training and workshops, and opportunities, to take collective action.
  - Provide recommendations to amend existing policy, including the NEA School Discipline and School-to-Prison Pipeline Policy Statement (2016), NEA Resolutions, the NEA Legislative Program and any other related documents.
  - Compile current data that documents the criminalization of Native students and students of color, the disparities in appropriate staffing with mental health professionals and caring educators, and provide analysis comparing the impact of on-site or community-based programs and personnel with the use of law enforcement on campuses.
  - Inform the work identified in numbers two and three.
2. Supporting and leading campaigns that:
- Advocate for just funding formulas that remedy pervasive resource disparities based upon race, income, and geographic wealth patterns, and advocate for no-cost higher education.
  - Reallocate funding to provide students with school-based, non-privatized, non-outsourced services to meet their social/emotional and mental health needs by:
    - Achieving robust staffing levels including appropriate class sizes, including access to electives, art, librarians, and ESPs, and including appropriate Higher Ed staffing levels; and
    - Training specific school personnel to be full-time restorative practice coordinators and providing all school employees with professional development around cultural responsiveness, implicit bias, anti-racism, trauma-informed practices, restorative justice practices and other racial justice trainings; and
    - Training educators to lead on equity and racial justice, leveraging the Leaders for Just Schools curriculum and model.
    - Hiring school-based mental health providers trained to provide culturally appropriate services, such as school counselors, nurses, social workers, drug and alcohol counselors and psychologists, and utilizing trauma-informed, restorative justice practices, meditation/peace centers, and other proven methods to address student health and wellbeing.
  - Eliminate the school-to-prison and school-to-deportation pipeline.

- Win transformative investments for racially just schools that include addressing the academic, social, and emotional needs of every student through their entire educational journey, including non-biased access to PreK and post high school opportunities.
- Seek remedy to economic justice issues including, but not limited to, affordable housing, housing insecurity, food insecurity, and access to health care and childcare.
- Achieve dramatic funding increases for proven programs such as services for low-income students under Title I and students with disabilities under the Individuals with Disabilities in Education Act (IDEA).
- Result in greater numbers of Native educators and educators of color in the education profession(s) and the union; specifically in high quality, fulltime, professional or tenure track positions.
- Result in increased investment to expand community schools leveraging the NEA Community Schools Model.
- Result in increasing the implementation of culturally responsive education, Critical Race Theory, and Ethnic (Native People, Asian, Black, Latin(o/a/x), Middle Eastern and North African, and Pacific Islander ) Studies curriculum in Pre-K-12 and Higher Education.
- Eradicate racist laws, racist policies and racist practices, the over criminalization of communities, students, and families of Native People and people of color, as well as the criminalization of poverty.

3. Engaging and empowering students, families, community and other key stakeholders in the decision-making process in their schools, districts, higher education institutions and communities.

To this end, NEA will:

- Expand the development of trauma-informed schools and the implementation of trauma-informed practices in education communities to support learning, social and emotional wellbeing and inclusive educational environments.
- Leverage Bargaining for the Common Good to engage broad stakeholder groups to win on transforming education communities.
- Provide technical assistance to expand state and local affiliate education community partnerships to deliver professional development and training curriculum targeted to education employees charged with creating affirming accountability practices and supportive climates by:
  - Expanding the implementation of training in age-appropriate responses and interventions, cultural responsiveness and culturally relevant pedagogy, implicit bias, anti-racism, trauma-informed practices, restorative justice practices and other racial justice training.

### **Rationale/Background**

Policymakers deny schools resources and opportunities, blame problems they create on students of color, and use police in place of nurses, counselors, supportive services, and enrichment programs proven to make schools places where students can thrive and truly be safe.

### **Submitted By**

NEA Board of Directors

### **Contact**

Eric Brown - IL

**Strategic Objective**

SO-3: Advance Racial Justice in Education

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$675,252.

[New Business Item 1](#)

AWAITING DEBATE

NEA shall use its public-facing websites, including educationvotes.nea.org, to publicly promote and affirm its commitment to access voting and that state legislatures should not implement policies that overturn the will of the voters.

Additionally, NEA will partner with external organization in a public-facing national campaign to educate the public about voting that includes state-based lobbying language to condemn all efforts to limit the rights of voters to have full access to the ballot box.

**Rationale/Background**

Voting rights and democracy are under serious attack and the center of the attack has become Georgia where right wing politicians are doing everything they can to keep Georgians, especially black and brown ones, from exercising their right to vote.

**Submitted By**

Governance body of affiliate

**Contact**

Daniel Sobczak - GA

**Strategic Objective**

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

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$105,500.

[New Business Item 2](#)

AWAITING DEBATE

NEA will research the organizations attacking educators doing anti-racist work and/or use the research already done and put together a list of resources and recommendations for school districts, locals, and individual educators to utilize when they are attacked. The research, resources and recommendations will all be shared with members through NEA's social media, an article in NEA Today, and a recorded virtual presentation/webinar.

**Rationale/Background**

The attacks on anti-racist teachers are increasing, coordinated by well-funded organizations such as the Heritage Institute. We need to be better prepared to respond to these attacks so that our members can continue this important work.

**Submitted By**

50 Delegates

**Contact**

Stephen Siegel - OR

**Strategic Objective**

SO-3: Advance Racial Justice in Education

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

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$56,500.

### [New Business Item 3](#)

#### AWAITING DEBATE

NEA will provide support to state affiliates in establishing and implementing a process to collect and distribute funds earmarked for paying educators who do volunteer anti racist work (including, but not limited to, work such as participating in book studies, workshops or presentations, supporting BIPOC (Black, Indigenous and People of Color) students in schools, or any other union work requiring a racial lens that comes from their lived experience and expertise.) This NEA support would include creating a simple application template that statewide unions could adapt for educators to fill out to be paid for their labor. NEA would make sure this template is simple, so they don't create significantly more work for people who are applying for funds. State affiliates will make comprehensive efforts to reach a goal that at least 50% of applications submitted are from BIPOC educators but may still continue with implementation even if that goal is not met. State affiliates will collect and make available this racially aggregated data. They could also encourage members to make a donation of \$25 or more or make monthly contributions in order to offset the cost of credit card fees.

*NBI has been modified by its mover.*

### **Rationale/Background**

Many BIPOC educators use their lived experience of oppression and trauma to do antiracist work. In addition, systemic racism often can have a negative financial impact on BIPOC educators. Unpaid anti-racist work exacerbates this impact.

### **Submitted By**

50 Delegates

### **Contact**

David Scholten - OR

### **Strategic Objective**

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$26,625.

### [New Business Item 4](#)

#### AWAITING DEBATE

NEA will go beyond Land Acknowledgement to explore the concept of "Land Back". NEA will recruit a committee of 10-12 Indigenous members that will reach out to federally recognized tribes for their recommendations about reparations. NEA will report the findings and recommendations to all delegates electronically one month before the 2022 deadline for

delegate submissions for the NEA Legislative Program, Resolutions, and Policy Statements, Constitution, Bylaws, and Rules, and give a brief oral report at the beginning of the 2022 RA right after the Land Acknowledgement is read.

**Rationale/Background**

The United States broke its own law by seizing Native land, violating the Supremacy Clause in Article VI of the Constitution, which states that federal law is superior to laws passed by state legislatures. Land Back is restorative justice.

**Submitted By**

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

**Contact**

Thuynga Barr - OR

**Strategic Objective**

SO-3: Advance Racial Justice in Education

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$61,760.

[New Business Item 5](#)

AWAITING DEBATE

The NEA will use existing materials to educate its state and local affiliates and members about the dangers of Anti-Transgender Legislation targeting transgender youth in sports and/or restricting their access to gender affirming healthcare. Resources should describe the current legal landscape at the federal and state level, include model language from partner organizations on ways to support modifications to existing laws that prevent such discriminatory applications, provide talking points for advocacy, and link to existing resources for members and state affiliates to use in efforts to prevent the use of such laws as a license to discriminate.

*NBI has been modified by its mover.*

**Rationale/Background**

NEA has a vested interest in protecting all students in public schools including transgender youth. All students deserve affirming spaces to learn and thrive. These types of legislation are designed to directly exclude transgender youth from participating in schools.

**Submitted By**

50 Delegates

**Contact**

C. Scott Miller - CA

**Strategic Objective**

SO-3: Advance Racial Justice in Education

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

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$47,000.

[New Business Item 6](#)

## AWAITING DEBATE

NEA will arrange a meeting between leaders who work in the field of Pk-21 Special Education and who are actively involved in Special Education Committee Work or work with the Council for Exceptional Children, and the Education Secretary (Miguel Cardona) and/or the Department of Education to talk about the meaning of Least Restrictive Environment as it pertains to the field of Special Education and appropriate models of inclusion. Furthermore, NEA will advocate and promote the acceptance of the idea that the Least Restrictive Environment is the environment that supports students with Individualized Education Programs to make progress on their IEP goals and should be determined based on the students individual strengths, needs, preferences, and interests, and is often not the environment provided in a full inclusion model.

### **Rationale/Background**

Some districts are pushing for a “full inclusion” model for all students with disabilities. Students are then in regular education the entire school day, even if this is harmful to them, or fails to comply with IDEA’s FAPE provision.

### **Submitted By**

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

### **Contact**

Niels Pasternak - OR

### **Strategic Objective**

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

EO-1: Enterprise Operations

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$16,875.

## [New Business Item 7](#)

## AWAITING DEBATE

NEA will communicate with all of its members in an email and give them an easy option to request to have physical mail from NEA converted into paperless formats of communication. In addition to this NEA will respect members' choices to not receive any physical mail from NEA and stop sending it to the greatest extent possible as allowed by NEA bylaws and policies. The paperless option would also include the option to request to stop NEA sponsored offers we get through the mail to the greatest extent possible according to our bylaws and policies. The communication about options may include tiered options for members such as: 1. request not to receive paper sponsored mail, 2. request all informational mail that does not require member action/response to be sent in digital-formats only, 3. request all physical mail to be converted to digital formats to the greatest extent allowed by NEA bylaws and regulations.

### **Rationale/Background**

Education Associations should be leading the way in protecting the environment and this is one action step that we can take that will help to do that. It will also respect members' choices, help retention, and should save NEA money.

### **Submitted By**

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

**Contact**

Niels Pasternak - OR

**Strategic Objective**

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$21,250.

[New Business Item 8](#)**AWAITING DEBATE**

NEA will use its resources to contact state association leadership and committee members and ask for their help in order to create an easily accessible document for our members that lists the various state committees and committee members. The document will list the names of state committee members by committee subject and include their contact information (email) with their consent.

**Rationale/Background**

This will increase opportunities for collaboration between state associations and empower, inspire and facilitate better member communication. We will learn a lot from this. For example, how many states have Special Education Committee's? What are they working on?

**Submitted By**

50 Delegates

**Contact**

Niels Pasternak - OR

**Strategic Objective**

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$4,688.

[New Business Item 9](#)**AWAITING DEBATE**

NEA will conduct research and publish an article about alternative pathways to graduation for students who experience moderate to severe impacts as a result of their exceptionalities and who are in self contained programs or special education classes for 25% or more of their school day. NEA will post this article on online platforms, publish in the NEA Today and send it to all state affiliates to disseminate to its members. In addition to this NEA will advocate for the creation of pathways to graduation for students who experience moderate to severe impacts from their exceptionalities by helping to set up meetings about this between its member leaders in the field of Special Education and the Education Secretary and/or the Department of Education and will support this effort in practical ways.

**Rationale/Background**

Students who cannot sit in regular education classes for the majority of the school day deserve meaningful paths to graduation. All children can learn and students who experience exceptionalities work hard and often learn meaningful things other students do not.

**Submitted By**

50 Delegates

**Contact**

Niels Pasternak - OR

**Strategic Objective**

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

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$10,000.

[New Business Item 10](#)

AWAITING DEBATE

NEA will endorse the Educational Equity Now non profit organization by publicly promoting their work on online platforms and/or publishing an article about the work of this organization and/or making an official statement of support for the work being done by this non-profit.

**Rationale/Background**

This non profit was made in collaboration with the OEA Special Education Committee and can help students, teachers, and families in significant ways. It has free categorized educational, community, and development resources in a variety of formats.

[www.educationalequitynow.com](http://www.educationalequitynow.com)

**Submitted By**

50 Delegates

**Contact**

Niels Pasternak - OR

**Strategic Objective**

SO-4: Provide Professional Supports

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$3,700.

[New Business Item 11](#)

AWAITING DEBATE

NEA will use online platforms to raise awareness about the impact of period poverty (the lack of access to menstrual supplies) on our students.

**Rationale/Background**

Lack of access to affordable menstrual products contributes to student absenteeism and tardiness. According to a national study, 84 percent of menstruators say they've missed school, or know somebody else who has.

**Submitted By**

50 Delegates

**Contact**

Sarah Milianta-Laffin - HI

**Strategic Objective**



SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$250.

[New Business Item 12](#)

AWAITING DEBATE

NEA will publish a one-page advertisement in up to two issues of the print issue of NEA Today and/or to the appropriate online/mobile platform inviting members to join as Pre-Retired subscribers and providing the benefits of Active members joining as Pre-Retired subscribers. NEA will also similarly publish a one-page advertisement in up to two issues of the print issue of NEA Today and/or to the appropriate online/mobile platform inviting members to join as NEA-Retired members and providing the benefits of NEA-Retired membership.

*NBI has been modified by its mover.*

**Rationale/Background**

Less than 2 percent of Active members continue as members of NEA-Retired. Pre-Retired subscription allows members to lock in lifetime dues amount now. Promoting the NEA-Retired organization and its benefits can only help increase its membership.

**Submitted By**

Governance body of affiliate

**Contact**

Karen Solheim - GA

**Strategic Objective**

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$44,650.

[New Business Item 13](#)

AWAITING DEBATE

NEA will form and lead a committee of 12-15 people that includes members from some of the other larger national unions in the country to discuss and address the issues of police unions. The committee will ensure that racial justice is always centered in its discussions and that efforts are made to distinguish between police unions and the rest of the labor movement. The committee will make recommendations to the labor movement on what role we should play in putting an end to police unions' ability to protect violent cops, harmful policing practices, and racist policies that too often lead to the terrorizing and deaths of our students and their family members. These recommendations will be shared via email to state affiliates and via posting on the appropriate NEA website one month before submissions are due for the 2022 NEA Representative Assembly.

**Rationale/Background**

Contrary to some labor leaders who are unwilling to differentiate between police unions and other unions, there is a clear distinction. No other union represents members who can terrorize, brutalize, or take the life of another person with almost complete impunity.

**Submitted By**

50 Delegates

**Contact**

Stephen Siegel - OR

**Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$85,125.

[New Business Item 14](#)

**WITHDRAWN**

*NBI has been withdrawn.*

[New Business Item 15](#)

**AWAITING DEBATE**

NEA shall, using existing channels, including social media platforms, the NEA website, NEA Today, video and other media, publicize awareness, advocacy, accommodations and support tools specifically for students and educators with invisible disabilities. This will be an ongoing effort, with NEA's social and print media platforms lifting up and celebrating individuals with Invisible Disabilities during Invisible Disabilities Week, October 17th-23rd, 2021.

**Rationale/Background**

The unique needs of students and educators with invisible disabilities, such as depression, anxiety, autism, ADD, dyslexia, and chronic illnesses are often not taken into account when decisions are made in schools.

**Submitted By**

50 Delegates

**Contact**

Martha Patterson - WA

**Strategic Objective**

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

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$31,000.

[New Business Item 16](#)

**AWAITING DEBATE**

NEA shall use its existing media resources including NEA Today, NEAtoday.org, and NEA Express Today, in addition to its social media platforms to publish and digitally publicize one or more articles that will explain the importance of names, and the need for correct pronunciation thereof. The articles will also delve into the cultural and historical importance of names and their ability to reflect cultural beliefs and familial transmittal of ancestral history. The Association shall also include in these publications various techniques which will help educators to learn the correct pronunciation of names.

*NBI has been modified by its mover.*

**Rationale/Background**

Names given to people by their family members are important expressions of their family's culture, history, and ancestral beliefs. Thus, a person's name should be given due respect through correct pronunciation by all education professionals.

**Submitted By**

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

**Contact**

Philimena Owona - MD

**Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-4: Provide Professional Supports

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$2,000.

[New Business Item 17](#)

AWAITING DEBATE

The NEA President shall write a letter to the University of North Carolina at Chapel-Hill, in support of the author of "The 1619 Project", Nikole Hannah-Jones earning tenure and expressing disappointment and displeasure that the University bent to the pressures of white supremacy in denying her tenure.

**Rationale/Background**

There is a push across the US making illegal the teaching of truth around these topics. Nikole Hannah-Jones has led the charge of naming the truth around "The 1619 Project" and we need to stand with her as an organization.

**Submitted By**

50 Delegates

**Contact**

Tamika Walker Kelly - NC

**Strategic Objective**

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$1,000.

## [New Business Item 18](#)

### AWAITING DEBATE

NEA shall identify, compile and share on NEA EdCommunities, existing “decolonizing the curriculum” resources to educators seeking to be anti-racist in their classrooms and use existing communications and social media to promote it through their affiliates so that rank and file educators can utilize the resources in the classrooms.

*NBI has been modified by its mover.*

#### **Rationale/Background**

Since NEA passed NBI B in 2015, lifting Racial justice as a foundational pillar of NEA. Subsequently, passing a resolution on eradicating white supremacy culture, and lifting up Black Lives Matter in School.

#### **Submitted By**

50 Delegates

#### **Contact**

Cecily Myart-Cruz - CA

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$13,500.

## [New Business Item 19](#)

### AWAITING DEBATE

NEA will advocate for Congress to fulfill its promise of 40% funding of IDEA by using existing communication channels to encourage members to contact their members of Congress, and by hosting panels at the Hispanic, Black, Indigenous and AAPI Congressional Conferences in the fall of 2021. NEA will also highlight the findings of the UCLA Civil Rights Project report, National Analysis Details Troubling Levels of Pre-existing Education Inequities for Students with Disabilities, in appropriate NEA communication vehicles.

#### **Rationale/Background**

It’s time for Congress to fulfill its promise to fund IDEA at 40%. Annually, students and educators across the country are hurt by Congress’ \$23 Billion (and growing) shortfall - compounding the special educator shortage and resulting in unmet services.

#### **Submitted By**

50 Delegates

#### **Contact**

Cecily Myart-Cruz - CA

#### **Strategic Objective**

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

SO-3: Advance Racial Justice in Education

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

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$146,000.

### [New Business Item 20](#)

#### AWAITING DEBATE

NEA will encourage state affiliates to use the National Education Association Standards of Conduct at NEA events and meetings and Member Anti-Harassment/Non-Discrimination Policy and Procedures as a model to develop a set of standards of conduct for events and meetings within their own affiliation spaces, virtual and in-person, as well as establish a reporting and investigatory procedure to work towards the creation of a respectful climate that values all members and encourages full participation in the association without fear, intimidation, retaliation, discrimination or harassment.

*NBI has been modified by its mover.*

#### **Rationale/Background**

Our union spaces should be ones that are free of fear, intimidation, retaliation, discrimination, or harassment. Policies and procedures should be put into place to create a climate of respect for members.

#### **Submitted By**

50 Delegates

#### **Contact**

Melissa Tomlinson - NJ

#### **Strategic Objective**

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$2,500.

### [New Business Item 21](#)

#### AWAITING DEBATE

NEA shall write a letter to Secretary Cardona/U.S. Department of Education requesting that a grant be created within the United States Department of Education budget to provide a livable stipend to all current student teachers to assist with college tuition, housing, transportation, and other necessities, beginning Fall 2022.

*NBI has been modified by its mover.*

#### **Rationale/Background**

In order to recruit and retain educators, we must start with those in teacher preparation programs. Student teachers must be compensated for their work. They pay transportation, housing, and course credit costs, without the ability to work while student teaching.

#### **Submitted By**

50 Delegates

#### **Contact**

Brittany Perreault - MI

#### **Strategic Objective**

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

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$500.

### [New Business Item 22](#)

#### AWAITING DEBATE

NEA shall advocate through existing publications, and communications to members, encouraging them to contact Congress for the need of equal access to health care services for all in order to minimize health disparities of students and families in rural and/or multicultural areas.

#### **Rationale/Background**

Rural residents often encounter barriers to healthcare that limit their ability to obtain the care they need. In order for rural residents to have sufficient access, necessary and appropriate healthcare services must be available and obtainable in a timely manner.

#### **Submitted By**

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

#### **Contact**

Dr. Angie Miyashiro - HI

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$3,000.

### [New Business Item 23](#)

#### AWAITING DEBATE

NEA shall advocate for continued support through existing publications, and communications with members, encouraging them to contact Congress for concerted efforts to resolve human trafficking of our students and address negative impacts on our students and school community, such as chronic safety issues, health issues, absenteeism, drop outs, and suicides.

#### **Rationale/Background**

Human trafficking occurs on every middle and high school campus. Trafficking is even higher in rural areas. Eradicating this issue is vital so that students are healthy and safe and become the individuals they were meant to be.

#### **Submitted By**

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

#### **Contact**

Dr. Angie Miyashiro - HI

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

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

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$4,000.

### [New Business Item 24](#)

#### AWAITING COST

NEA will compile and make available (through existing channels) best practices for the retention of Early Career Educators in all education professions by examining most effective practices identified by the Early Career Learning Labs and other effective strategies across all affiliates.

#### **Rationale/Background**

Best practices for Early Career Education will help increase teacher retention, support new educators, and provide a framework for all affiliates looking to create or strengthen already existing Early Career Educator programs.

#### **Submitted By**

50 Delegates

#### **Contact**

Steven Bilek - CA

#### **Strategic Objective**

SO-2: Recruit and Engage New and Early Career Educators

### [New Business Item 25](#)

#### WITHDRAWN

*NBI has been withdrawn.*

### [New Business Item 26](#)

#### AWAITING DEBATE

The NEA will create a toolkit for its members to conduct walk-throughs at their workplaces to record and report unhealthy and unsafe conditions, including but not limited to potential risks in indoor spaces (restrooms, libraries, locker rooms, classrooms, etc.) of poor ventilation, inadequate or ineffective air filtration systems and/or devices, shortages of PPE and safe cleaning supplies, presence of legacy toxins (i.e. PCBs in lighting ballasts, sealants and caulking, mercury in the classroom and gym floors, lead in drinking water and paint, asbestos and glass fibers particulates in HVAC system and acoustical ceiling tiles), rodents, insects, and other pests, excessive noise and air pollution, and other harmful and potentially harmful working conditions.

*NBI has been modified by its mover.*

#### **Rationale/Background**

Lessons of the pandemic highlight the urgency of empowering members and making the employer accountable to secure safe and healthy learning and working environments for students and education employees.

#### **Submitted By**

50 Delegates

#### **Contact**

Mireille Ellsworth - HI

#### **Strategic Objective**

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

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

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$41,500.

[New Business Item 27](#)

**AWAITING COST**

NEA shall, through existing electronic channels and communications, including social media, publish an article about the potential benefits of a state-owned banking system, including how a public banking system can help increase investment in school infrastructures.

*NBI has been modified by its mover.*

**Rationale/Background**

To advance the educational and economic stability of states, the potential benefits of public banks in increasing state revenue need to be examined and understood by members.

**Submitted By**

50 Delegates

**Contact**

Melissa Tomlinson - NJ

**Strategic Objective**

SO-6: Enhance Organizational Capacity

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$47,525.

[New Business Item 28](#)

**WITHDRAWN**

*NBI has been withdrawn.*

[New Business Item 29](#)

**AWAITING DEBATE**

The NEA will publicize its support for the Palestinian struggle for justice and call on the United States government to stop arming and supporting Israel and Saudi Arabia. The NEA will further publicize its support for refugee status for the millions of people across the region who are forced to move and seek refuge for themselves and their families because of the ongoing conflict and repression.

**Rationale/Background**

The Arab population of Palestine has again risen up in a heroic struggle against military repression and “ethnic cleansing” by the Israeli state and extreme nationalist forces in Israeli society. The NEA’s support of this struggle will weaken reaction internationally.

**Submitted By**

50 Delegates

**Contact**

Tania Kappner - CA

**Strategic Objective**



SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$71,500.

[New Business Item 30](#)

**AWAITING DEBATE**

The NEA shall create a competitive grant program making up to \$500,000 available to state affiliates to create and/or sustain a Health and Safety Committee to:

- monitor implementation of COVID safety protocols;
- address the hazards caused by aging schools and neglected facilities
- improve temperature control, filtration, and ventilation in schools and workplaces of education employees;
- make sure federal funds for COVID relief (American Rescue Plan) are spent effectively to improve health and safety;
- inform members of their rights to a safe workplace (contract language, state and local laws, etc.);
- provide training for members to identify and assess harms or potential harms in their buildings;
- assist locals to form their own Health and Safety Committees;
- keep records and collect data on health and safety concerns and violations to OSHA and state laws in public schools;
- assist with organizing efforts to lobby legislators and secure safe and healthy working conditions in members' workplaces;
- publicize unsafe conditions in the schools to their communities and to decision-makers;
- collaborate with other unions to organize, build power, and advocate for safe and healthy working conditions;

and/or other endeavors to create and maintain safe working conditions for students and education employees. The above are examples of activities to include in such a grant.

*NBI has been modified by its mover.*

**Rationale/Background**

Coming out of a global pandemic, NOW is the time for NEA to provide support to local and state affiliates to dedicate resources to and focus on effectively advocating for safe and healthy schools for our children and education employees.

**Submitted By**

50 Delegates

**Contact**

Mireille Ellsworth - HI

**Strategic Objective**

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

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

SO-6: Enhance Organizational Capacity

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$530,500.

### [New Business Item 31](#)

#### AWAITING DEBATE

The NEA will encourage school districts, using existing publications, to refocus their budgets to prioritize community policing. The emphasis should include using mental health professionals, addiction counselors and social workers. There should also be a priority on additional training for SRO's towards the de-escalation of situations involving all students.

#### **Rationale/Background**

Minority students are disproportionately adversely affected by the action of school district SRO's. They are more likely to be suspended or put into juvenile justice systems over these encounters. Community policing would allow encounters to assess the cause rather than punish.

#### **Submitted By**

50 Delegates

#### **Contact**

Chelsea Foo - OK

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-4: Provide Professional Supports

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$33,000.

### [New Business Item 32](#)

#### AWAITING DEBATE

NEA shall create a training program within the UniServ department to train UniServ staff and association representatives on how to support and effectively represent transgender and transitioning members.

#### **Rationale/Background**

There have been recent instances of lack of effective representation, including refusals to represent and this needs to be addressed.

#### **Submitted By**

50 Delegates

#### **Contact**

Christopher Cannella - NJ

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-6: Enhance Organizational Capacity

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$35,000.

### [New Business Item 33](#)

#### AWAITING DEBATE

The NEA will call for mandatory safe and effective Covid-19 vaccinations and testing for all students and staff before returning to face-to face instruction in the Fall, subject to medical exceptions in accordance with existing law, and will widely publicize this position via social media. We will further call for and publicize that safety measures such as social distancing, masking, and proper ventilation be mandatory for all.

*NBI has been modified by its mover.*

#### **Rationale/Background**

Covid-19 has already killed over 600,000 people. Black and Latina/o communities have suffered twice the deaths and this inequality will deepen as variants spread. The pandemic respects no boundaries. We must fight for a policy that puts human life first.

#### **Submitted By**

50 Delegates

#### **Contact**

Mark Airgood - CA

#### **Strategic Objective**

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

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$260,000.

### [New Business Item 34](#)

#### AWAITING DEBATE

The NEA will provide research services to state affiliates and/or union locals, upon request, to inform union locals and members as to the health and safety laws and regulations in members' workplaces. The research will also include simple, step-by-step instructions as to how to file a report, including required forms, specific contact information as to where to send the information, and/or whistleblower protections, if any.

#### **Rationale/Background**

Some affiliates and locals lack the capacity to conduct critical research necessary to inform organizing efforts and assist members to report on unsafe and unhealthy working conditions.

#### **Submitted By**

50 Delegates

#### **Contact**

Mireille Ellsworth - HI

#### **Strategic Objective**

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

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

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$72,500.

### [New Business Item 35](#)

#### AWAITING DEBATE

NEA shall update the Harassment and Discrimination Toolkit (published 2014) to include a gender identity and sexual orientation category.

#### **Rationale/Background**

The toolkit does not include specific information about harassment due to gender identity, sexual orientation, transgender or transitioning individuals.

#### **Submitted By**

50 Delegates

#### **Contact**

Christopher Cannella - NJ

#### **Strategic Objective**

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$7,000.

### [New Business Item 36](#)

#### AWAITING COST

The NEA President shall create a member-led task force to: 1) address concerns about the loss and diminishing of programs (i.e. the Uniserv Affirmative Action program), trainings, and conferences that were put in place to support and directly enhance, promote, and encourage ethnic minority leadership participation at all levels of the union, and 2) assess and analyze the effectiveness of those programs, including new and ongoing programs to impact and increase ethnic minority leadership across the union at all levels and identify the barriers to ethnic minority leadership. The task force shall report their findings to the NEA Board, along with recommendations that address, but are not limited to: the restoration of past programs, trainings, and conferences; identifying barriers to ethnic minority leadership development; possible solutions and strategies; impact on budgeting; policy/document updates; and reviewing the current video presentation of the ATA-NEA merger.

*NBI has been modified by its mover.*

#### **Rationale/Background**

Many programs, training, conferences that directly targeted increase and retention of minority leadership opportunities have fallen to the wayside. A review, evaluation and renewed insight and actions are need to accomplish minority leadership existence on all levels of our union.

#### **Submitted By**

50 Delegates

#### **Contact**

Charlotte Hayer - VA

#### **Strategic Objective**

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$37,200.

### [New Business Item 37](#)

#### AWAITING DEBATE

NEA shall use existing digital and print media to promote teaching about the Armenian Genocide by writing an article about the history of the Armenian Genocide, including American's assistance of genocide victims and orphans through the Near East Relief. This article shall contain teaching resources from the ANCA-WR Education Committee ([www.ancawr-ed.org](http://www.ancawr-ed.org)).

#### **Rationale/Background**

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

#### **Submitted By**

50 Delegates

#### **Contact**

Taline Arsenian - CA

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$48,400.

### [New Business Item 38](#)

#### AWAITING DEBATE

The NEA will publicize via appropriate social media a call to end Title 42, the Trump-Era racist policy of turning away immigrants at the southern border and forcing family separations. NEA will further publicize via appropriate social media a call for the shut-down of all child detention centers and support granting refugee status, as well as an increased numbers of work and family visas, to immigrant children and their families.

#### **Rationale/Background**

The U.N. Refugee Agency has urged the Biden Administration to rescind Title 42 and restore access to asylum. The ongoing crisis of immigration must be declared a humanitarian crisis and immigrants crossing the border must be given refugee status.

#### **Submitted By**

50 Delegates

#### **Contact**

Adarene Hoag - CA

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

## Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$6,000.

## [New Business Item 39](#)

### AWAITING COST

The NEA will, with guidance on implementation from the NEA President and Chairs of the Ethnic Minority Affairs Caucuses:

A. Share and publicize, through existing channels, the repository of information on Critical Race Theory already planned, what it is and what it is not, and have a team of staffers for members who want to learn more, fight back against anti CRT rhetoric, and share information with other NEA members as well as their community members.

B. Provide already created in-depth study that critiques empire, white supremacy, anti-Blackness, anti-Indigeneity, racism, patriarchy, cisheteropatriarchy, capitalism, ableism, anthropocentrism, and other forms of power and oppression at the intersections of our society, and that we oppose attempts to ban Critical Race Theory and/or the 1619 Project.

C. Publicly (through existing media) convey its support for the accurate and honest teaching of social studies topics, including truthful and age-appropriate accountings of unpleasant aspects of American History, such as slavery, and the oppression and discrimination of Indigenous, Black, Brown and other Peoples of Color, as well as the continued impact this history has on our current society. The Association will further convey that, in teaching these topics, it is reasonable and appropriate for curriculum to be informed by academic frameworks for understanding and interpreting the impact of the past on current society, including Critical Race Theory.

D. Join with Black Lives Matter at School, the Zinn Education Project, to call for a rally this year on October 14—George Floyd’s Birthday—as a national day of action to teach lessons about structural racism and oppression—even in places where it is illegal and requires civil disobedience. Followed by additional days of action that recognize and honor lives taken such as Breonna Taylor, Philando Castile and others. The National Education Association shall publicize these National Days of Action to all its members, including in the NEA Today.

E. Conduct a listening tour that will educate members on the tools and resources needed to defend honesty in education including but not limited to tools like CRT.

F. Commit its President Becky Pringle to make public statements across all lines of media that support racial honesty in education including but not limited to Critical Race Theory.

*NBI has been modified by its mover.*

### **Rationale/Background**

USA's economy/social order is built on interactions between different cultures/races. To deny opportunities to teach truth about black/brown and other marginalized races minimalizes the necessity for students to build efficacy. The ancient African proverb says, "Know Thyself".

### **Submitted By**

50 Delegates

### **Contact**

Kumar Rashad - KY

### **Strategic Objective**

SO-3: Advance Racial Justice in Education

## [New Business Item 40](#)

### AWAITING COST

NEA will collect an inventory on land grant institutions and develop a report on the disparities in funding and the current funding model amongst the HBCU's and PWI's. Additionally, NEA will use the data uncovered in this research to develop a public awareness and organizing campaign to pressure states to match the federal dollars HBCU's receive as a part of the Morrill Act.

#### **Rationale/Background**

We must ensure that equity is shown to the schools that create the teachers that represent our people of color. Reports show that one state could owe an HBCU \$500 million dollars due to decades of deficit.

#### **Submitted By**

50 Delegates

#### **Contact**

CarVaughn Page - TN

#### **Strategic Objective**

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

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$5,000.

## [New Business Item 41](#)

### AWAITING DEBATE

NEA will work with its partners and affiliates to raise money for and create an awareness campaign which addresses the recent wave of state legislation that prohibits educators and courses from including certain concepts and facts because according to the lawmakers sponsoring this legislation, they have the potential to make some people uncomfortable. As a part of this awareness campaign NEA will work with coalition partners to raise funds in order to create a variety of public messages and will reach out to its members and well recognized actors, musicians, and sports figures in order to solicit their input and help. This campaign will focus on the importance of teaching our students to be able to evaluate the influence of the intersections of identity, including but not limited to, exceptionality, ability, gender, gender identity, sexual orientation, age, race, ethnicity, religion, and socio-economic status, based on the experiences of peoples, groups, and events.

*NBI has been modified by its mover.*

#### **Rationale/Background**

Current Social Studies Standards mandate teaching about the 13th through 15th amendments, which include the outlawing of slavery (with exceptions for incarcerated people), Citizenship and Equal Protection Under the Law, and Voting Rights. Parts of each are under attack.

#### **Submitted By**

50 Delegates

#### **Contact**

Linda Smart - OR

#### **Strategic Objective**

- SO-1: Increase Educator Voice, Influence, and Professional Authority
- SO-3: Advance Racial Justice in Education
- SO-4: Provide Professional Supports
- SO-5: Secure the Environment to Advance the Mission of the NEA and its Affiliates
- SO-6: Enhance Organizational Capacity

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$1,122,500.

[New Business Item 42](#)

**AWAITING COST**

NEA will use existing means to urge state and local affiliates to encourage their states to require Holocaust and Genocide education in all k-12 and higher education public institutions.

**Rationale/Background**

The rise in Anti-Semitic hate crimes and Neo Nazi organizations drew attention from the FBI and the UN. The Holocaust and all forms of Genocide are rooted in prejudice. Educating students on these atrocities in history may reduce hate crimes.

**Submitted By**

50 Delegates

**Contact**

Esther Fletcher - NJ

**Strategic Objective**

- SO-3: Advance Racial Justice in Education
- SO-6: Enhance Organizational Capacity

[New Business Item 43](#)

**AWAITING DEBATE**

Using existing staff and resources, the NEA will highlight affiliates that have used NEA's Opportunity Audit Toolkit and what indicators, other than test scores, they have secured to measure equity.

**Rationale/Background**

High stakes testing is not the best measurement of equity or educational growth but it unfortunately appears to continue to dominate states' and districts' plans in driving equity.

**Submitted By**

50 Delegates

**Contact**

Marcella Simadiris - NJ

**Strategic Objective**

- SO-1: Increase Educator Voice, Influence, and Professional Authority
- SO-4: Provide Professional Supports

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$5,000.



### [New Business Item 44](#)

#### AWAITING DEBATE

NEA will encourage state and local affiliates to support efforts to unionize Amazon workers and use existing means and communication tools to publicly communicate that support. NEA will provide an article that indicates why unions are important, especially today.

#### **Rationale/Background**

Rationale: Our core values direct us towards Collective Action and Partnerships for the Just Society we claim public schools are vital for.

#### **Submitted By**

50 Delegates

#### **Contact**

Marcella Simadiris - NJ

#### **Strategic Objective**

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

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$1,250.

### [New Business Item 45](#)

#### AWAITING DEBATE

NEA shall explore development of continuing professional development programs concerning genocide, femicide, and ethnic cleansing. NEA shall use existing resources where possible, but will also reach out to US-based nongovernmental organizations for expertise and possible partnerships as appropriate. NEA will strive to offer the first programs no later than May 2022.

*NBI has been modified by its mover.*

#### **Rationale/Background**

Genocide is an "odious scourge." Coupled with femicide and ethnic cleansing, millions of people today are at risk. Educators need resources and training to appropriately address and confront these crimes against humanity.

#### **Submitted By**

Committee on Constitution, Bylaws, and Rules

#### **Contact**

KEITH YEARMAN - IL

#### **Strategic Objective**

SO-6: Enhance Organizational Capacity

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$5,000.

## [New Business Item 46](#)

### AWAITING DEBATE

NEA shall call upon all governors and state legislative leaders to fully staff all state boards, panels, committees, councils, and other legally mandated bodies. NEA shall encourage the appointment of educators to vacancies on these bodies when educators meet the eligibility requirements. NEA will also call for these bodies to be allowed to function both freely and fully.

#### **Rationale/Background**

States and territories have many legally mandated boards, committees, etc. These boards often exist in name only, lacking function having vacancies. Active and functioning boards can allow educators to provide their expertise, while providing important experience and credentials to educators.

#### **Submitted By**

Committee on Constitution, Bylaws, and Rules

#### **Contact**

KEITH YEARMAN - IL

#### **Strategic Objective**

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

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$1,000.

## [New Business Item 47](#)

### AWAITING DEBATE

The NEA President will write a letter to US Secretary of Education Cardona encouraging national implementation of Restorative Justice practices in schools.

NEA will investigate a partnership with the administrators' association (the American Association of School Administrators- AASA) for Restorative Justice training and implementation.

NEA will urge state affiliate presidents to train their state officers and boards in restorative practices.

#### **Rationale/Background**

Restorative Justice practices create an atmosphere of respect, dignity, and mutual concern for all. Quality training will lead to a more effective implementation of RJ practices in our schools.

#### **Submitted By**

50 Delegates

#### **Contact**

Linda McLaughlin - MD

#### **Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-4: Provide Professional Supports

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$11,000.

## [New Business Item 48](#)

### AWAITING DEBATE

NEA will, in accordance with Resolution C-26 (Family Stability for Children), pursue strategies to publicize the importance of fathers in the positive social-emotional development and greater academic success for students. Beginning in the fall of 2021, using existing communication resources, NEA will publicize the positive impact fathers have for students. The NEA will publicize the following issues demonstrating that the presence of a father during a child's life increases the likelihood of positive social-emotional development and academic success of students.

1. Less poverty
2. Higher graduation rates
3. Lower rates of incarceration
4. Fewer teen pregnancies
5. Fewer suicides
6. Lower rate of drug and alcohol abuse

*NBI has been modified by its mover.*

#### **Rationale/Background**

Research shows that children growing up with fathers in their family have higher graduation rates, lower poverty, and lower rates of incarceration, teen pregnancy, and drug abuse.

#### **Submitted By**

50 Delegates

#### **Contact**

Frank Ebner - CA

#### **Strategic Objective**

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$7,000.

## [New Business Item 49](#)

### AWAITING DEBATE

The NEA will convene a task force to collect and analyze data and metrics about environmental pollution and its impact on America's students and educational communities. This report will be presented to the NEA Board of Directors and used to deliberate about the creation of a research-based NEA Policy Statement on Environmental Equity.

Data collection will include but is not limited to the following:

1. Data outlining the impact of environmental pollution on students in impoverished communities and/or Indigenous communities of color.
2. Data outlining the long-term health conditions suffered by communities impacted by environmental pollution (i.e., Flint, Michigan).
3. Data outlining the dollars spent on special education programs and supports for students who have been impacted as a result of environmental pollution.
4. A comparative analysis of impacted communities and neighboring non-impacted affluent communities in the same geographic region.

### **Rationale/Background**

The NEA does not currently have a policy statement regarding environmental equity and pollution. This NBI seeks to create a pathway for its creation and provide research-based statistical data to participate in national discussions regarding environmental equity.

### **Submitted By**

50 Delegates

### **Contact**

Gladys Marquez - IL

### **Strategic Objective**

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

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$162,600.

### [New Business Item 50](#)

AWAITING DEBATE

NEA will provide information through existing communications about transformative Social-Emotional Learning (SEL) through the lens of equity, to encourage the development of identity, agency, belonging, curiosity, and collaborative problem solving in students.

### **Rationale/Background**

Rationale: “Transformative SEL” is a process whereby young people and adults build strong, respectful, and lasting, relationships that facilitate co-learning to critically examine root causes of inequity, and to develop collaborative solutions that lead to personal, community, and societal well-being.

### **Submitted By**

50 Delegates

### **Contact**

Michele Hicks - NC

### **Strategic Objective**

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

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$7,000.

### [New Business Item 51](#)

AWAITING DEBATE

NEA will:

1. Use existing digital communication tools to educate members and the general public about the history, culture, and struggles of Palestinians, including the detention and abuse of children in the Occupied Palestinian Territory.
2. Use existing digital communication to publish an article in the NEA Today recognizing the work done by our members fighting for the rights of Palestinian children and families.

3. Publicly advocate for Palestinian children to have access to a quality education while supporting their right to a safe and just future in accordance with the United Nations Convention on the Rights of the Child and other international standards.
4. Highlight the need for state and local affiliates to honor and protect the rights of members advocating for Palestinian human rights.

*NBI has been modified by its mover.*

#### **Rationale/Background**

The NEA must recognize the existence and sovereignty of Palestine and Palestinian children and families and their human right to access a quality education and live freely as outlined in United Nations Declaration of Human Rights.

#### **Submitted By**

50 Delegates

#### **Contact**

Rahaf Othman - IL

#### **Strategic Objective**

SO-6: Enhance Organizational Capacity

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$5,500.

#### [New Business Item 52](#)

##### AWAITING COST

NEA will provide ongoing and updated information through existing communication channels about the new WIDA standards (formerly known as World-Class Instructional Design and Assessment standards) so all education professionals will have access to updated information in participating states.

#### **Rationale/Background**

In order to have full collaboration between education professionals, one needs to know the new standards and their implications. This will determine the need for additional professional development and ways to apply equitable educational opportunities for all students.

#### **Submitted By**

50 Delegates

#### **Contact**

Karen Abella - MI

#### **Strategic Objective**

SO-4: Provide Professional Supports

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

#### [New Business Item 53](#)

##### AWAITING DEBATE

NEA will support affiliates in promoting NEA, state, and local affiliate-created virtual professional development workshops, webinars, micro-credentials, and/or blended learning classes by creating a webinar and template for training that could be made available at member convenings.

*NBI has been modified by its mover.*

**Rationale/Background**

NEA offers high-quality professional development in independent and curated, virtual formats. Promoting these programs at member convenings heightens awareness of the professional and equitable learning opportunities provided to help us understand and meet the everchanging needs of our students.

**Submitted By**

50 Delegates

**Contact**

Ann Marie Borders - MI

**Strategic Objective**

SO-4: Provide Professional Supports

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$12,500.

[New Business Item 54](#)

AWAITING DEBATE

The National Education Association from this point forward will no longer hold its Representative Assemblies or any of its national conferences in any state that openly supports voter suppression, including states that revoke voting rights for people who are convicted of felonies who have completed their sentence.

**Rationale/Background**

In the interest of supporting racial and social justice, the NEA must take a stand to support fair and open elections for all Americans.

**Submitted By**

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

**Contact**

Veronica HENDERSON - MD

**Strategic Objective**

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$793,800.

[New Business Item 55](#)

AWAITING DEBATE

NEA will promote the use of strength-based labels and titles rather than deficit labels in existing communication channels, by publicizing that school ascribed designations in reading and language can reinforce negative self-concepts and the perception that students cannot achieve.

**Rationale/Background**

Research shows deficit-based labels and titles are harmful to high risk student populations, causing stigma, marginalization, bullying, lowered expectations, poor student outcomes, and

negative self-image. An example might be using the term emergent bilinguals rather than non-English speakers.

**Submitted By**

50 Delegates

**Contact**

Laura DuPre - CA

**Strategic Objective**

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

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$10,000.

[New Business Item 56](#)

**AWAITING DEBATE**

The NEA will determine the cost of a Department of Health and Safety within the organization, including hiring a director/administrator with a strong background in public health and/or occupational health and both policy and environmental/industrial hygiene technical experts as staff. The duties of this department will include such tasks as:

- establishing contacts with relevant federal agencies (especially OSHA, NIOSH, EPA, CDC);
- maintaining relationships with key allies, such as 21st Century Foundation, APHA, and other environmental organizations;
- coordinating within NEA to monitor, lobby, and advocate for federal legislative and regulatory policy;
- crafting model legislative and regulatory policies for state affiliates;
- organizing and supporting effective district-wide and school health and safety committees;
- assisting state affiliates and union locals to evaluate and resolve health and safety problems;
- assisting with or conducting education and training programs for state affiliates, union locals, and health and safety representatives, committees, officers, and staff;
- participating in legal cases involving health and safety to assist state affiliates and union locals;
- advocating for better health, safety, and environmental regulations, standards, and laws to protect our members, students, the public and our communities;
- assisting as needed with negotiations to strengthen health and safety language in collective bargaining agreements;
- assisting with health and safety issues associated with organizing new union locals.

This budget proposal will be presented to the NEA Strategic Planning and Budget Committee for consideration and a report will be made to the 2022 NEA Representative Assembly.

**Rationale/Background**

Other unions have dedicated Departments of Health and Safety and find these issues strong avenues of common ground with other unions to build union power and effectively improve working conditions. NEA's 3 million members deserve this.

**Submitted By**

50 Delegates

**Contact**

Mireille Ellsworth - HI

**Strategic Objective**

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$25,000.

[New Business Item 57](#)

AWAITING DEBATE

The NEA President will write a letter to U.S. Secretary of Education Cardona encouraging the U.S. Department of Education to adopt a national recommendation of a minimum 30 minute recess period for grades pre-k to sixth.

*NBI has been modified by its mover.*

**Rationale/Background**

The CDC recommends that students participate in physical activity throughout the school day. Recess is beneficial to social-emotional well-being and has the added benefit of helping students focus during academic classes.

**Submitted By**

50 Delegates

**Contact**

Veronica Golden - MD

**Strategic Objective**

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

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$500.

[New Business Item 58](#)

AWAITING DEBATE

The NEA will generate a Greenwood and Beyond initiative. The goal is to make sure all students learn what happened not just in Tulsa, but in several black townships during “The Red Summer” of 1921. Furthermore, NEA will work with historians and educators to create an online resource database that will store curriculum for "Greenwood and Beyond." This database will provide educators with information that can be used to educate students in the factual account of what happened during that period.

**Rationale/Background**

The Tulsa Race Massacre of 1921 was one of the most horrific events to happen in American history. This story was buried. Despite fearing what would happen to them, the survivors bravely told their descendants who kept the story alive.

**Submitted By**

50 Delegates

**Contact**

Kelli Roberts - OK

**Strategic Objective**

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

SO-3: Advance Racial Justice in Education

**Cost Implications**



This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$71,400.

### [New Business Item 59](#)

#### AWAITING DEBATE

NEA shall use existing resources to advocate that charter schools need to adhere to the same stringent environmental requirements followed by traditional public schools prior to building any new campus, in order to avoid a charter school from being built on toxic grounds. This includes proper review of potential land and thorough clean-up involving a state environmental agency. No charter school should be allowed building plans without approval by said state agency. Lastly, no charter school shall be allowed for their building plans to fall under a waiver or ministerial project (exemption). All building projects involving charter schools must adhere to strict building codes overseen by a public agency that will look out for the best interests of students, staff, and community members. This is for the purpose of preventing charter schools from being built on toxic sites.

#### **Rationale/Background**

KIPP Pueblo Unido was approved to build a school on toxic grounds as a ministerial project in Cudahy, California. This exempted KIPP from an environmental review. Cudahy Alliance for Justice filed a lawsuit to stop this. Please donate to GoFundMe.

#### **Submitted By**

50 Delegates

#### **Contact**

Ayde Bravo - CA

#### **Strategic Objective**

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

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

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$45,000.

### [New Business Item 60](#)

#### AWAITING COST

NEA Will:

1. Create a diverse committee integrated by ESPs, retired educators, k-12 educators, high school students, undergraduates, higher education professionals, and other members from different backgrounds, races, ethnicities, religions, genders, classes, sexualities, gender identifies, immigrant status, age, language, ability, and culture.
2. Support the committee to gather information and evaluate how schools are organized, equipped, and structured to promote social justice, inclusion, equity, and equality to meet the current emotional and social needs of students.
3. Help the committee write a report with recommendations for building, reorganizing, and equipping schools to provide improvements such as the creation of Dream Centers and Multicultural Centers, Restorative practices policies, and other programs in school.
4. Use existing NEA communication channels such as website, email, NEA Today, publications, and NEA conferences to disseminate the recommendations.

*NBI has been modified by its mover.*

**Rationale/Background**

The report will provide a new insight on how to build and organize schools to address inequalities and institutional barriers, ameliorate the schooling process of marginalized groups, and to fulfill the needs of students living in a multicultural, pluralistic society.

**Submitted By**

50 Delegates

**Contact**

MIGUEL SALDANA - WA

**Strategic Objective**

SO-3: Advance Racial Justice in Education

SO-6: Enhance Organizational Capacity

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$240,180.

[New Business Item 61](#)

AWAITING DEBATE

NEA will fund training materials and space for two half-day safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2022.

**Rationale/Background**

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

**Submitted By**

50 Delegates

**Contact**

Timothy Brown - CO

**Strategic Objective**

SO-4: Provide Professional Supports

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$500.

[New Business Item 62](#)

AWAITING DEBATE

NEA will:

- Coalition-build partnerships with organizations to demand contractual protections for working mothers and parents.
- Draft model contract language to build access to worksite childcare for infant, toddler, and pre-kindergarten children and flexibility for workplaces that enables working care-givers to meet their family's needs that adequately meet the financial and developmental needs of our community's youngest members.

- Demand employer-sponsored childcare and subsidized discount agreements with local non-profit and home-based providers.
- Coalition build with the child care provider industry like the Child Care Providers Union to support a fair and living wage for child care providers.
- Develop a comprehensive plan to provide a pathway to continue with existing programs into Early Education Centers and Transitional Kindergarten programs.
- Publish articles through its appropriate media properties about how NEA is elevating the demand to improve work conditions that support working families by providing convenient, reliable, and high-quality worksite childcare.
- Publish articles detailing the cost savings as to how it relates to onsite childcare and how it can be used to capacity build the educator pipeline to recruit and retain talent for the education field that may want to start a family or plan one in the future, lower absenteeism, help mothers return to work after maternity leave, reduce turnover, create good morale, and offer emotional security for parents.
- Push out culturally relevant message as outreach with the above-mentioned topics out to community-run news outlets, ethnic media outlets in most common languages spoken at homes: Spanish, Mandarin, Cantonese, Tagalog, Vietnamese, Arabic, French, Korean, Russian, German, Haitian Creole, Hindi and Portuguese when possible in sound and print. When possible use contracted services of women-owned small businesses and minority-owned businesses for in-language communications, interpretation, and translation services.
- Have an email and/or develop a hashtag to collect the progress stories and data points across the nation to continue the momentum to make worksite childcare a reality.

#### **Rationale/Background**

NEA recognizes working families face financial hardships from the pandemic. Women dominate 76 percent of the educators and working parents make up 40-50 percent nationwide. Provide access to onsite childcare, so they don't have to choose between work and family.

#### **Submitted By**

50 Delegates

#### **Contact**

Chau Nguyen - CA

#### **Strategic Objective**

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

#### **Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$95,500.

#### [New Business Item 63](#)

#### **AWAITING DEBATE**

NEA shall research (and report back before the next RA) the impact of the "reasonable assurance" standard on state laws (in particular, in Washington and more recently in New Jersey), as well as how recent incremental shifts in interpretation of the standard by the U.S. Department of Labor (2016, 2020) have affected implementation of the "reasonable assurance" standard at the state level.

#### **Rationale/Background**

We do not know the effect of contingent workers receiving unemployment in Higher Education. This research is important in order for us to better serve our NEA Higher Ed members & State Locals.

**Submitted By**

50 Delegates

**Contact**

Cheryl Thayer - IL

**Strategic Objective**

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

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$65,000.

[New Business Item 64](#)

AWAITING DEBATE

The NEA will educate its members, using existing electronic media, about the positive effects that having a tax-supported, single-payer health care plan for all residents of the United States, its territories, and the Commonwealth of Puerto Rico would have on reducing the US healthcare gap.

**Rationale/Background**

The healthcare gap has widened during the pandemic and disproportionately discriminates against minority/indigenous populations. The current White House administration does not support this policy. Education of our members is very important to counter the pharmaceutical and insurance industries propaganda.

**Submitted By**

50 Delegates

**Contact**

Chelsea Foo - OK

**Strategic Objective**

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

EO-1: Enterprise Operations

**Cost Implications**

This item cannot be accomplished with current staff and resources under the proposed Modified 2021-2022 Strategic Plan and Budget. It would cost an additional \$5,000.

[New Business Item 65](#)

WITHDRAWN

*NBI has been withdrawn.*