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ra today

The Official Newspaper of the 2022 NEA Representative Assembly



"For almost 40 years, NEA-Retired has continued to move forward with hope, strength, and resolve... As those who carry the strength and history of this nation within your hearts, I know you will not give up. I know you will lead like never before." -- NEA President Becky Pringle

AMENDMENTS TO THE CONSTITUTION, BYLAWS, & STANDING RULES

Constitutional Amendment 1

AWAITING DEBATE

Title:

To insert in the preamble language specifying that NEA serves as the national voice for education managed by and for the public good.

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 managed by and for the public good, 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 in the learning process, protect the rights of educational and other public 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.

Impact Statement:

The preamble to the NEA Constitution sets out the purposes of the National Education Association as an entity dedicated to the advancement and protection of public education. If adopted, the amendment would add the phrase "managed by and for the public good" following the statement that the Association serves as the national voice for education.

The Committee on Constitution, Bylaws, and Rules interprets this amendment as intending to clarify that NEA is the voice and advo-

AMENDMENTS TO THE CONSTITUTION, BYLAWS, & STANDING RULES

cate for public education, as opposed to any privately-run education entities or systems, and that the Association believes that public dollars should be used for the benefit of the public good. The Committee further interprets the amendment as intending to differentiate between the Association's support for public charter schools that meet certain standards, and opposition to the use of public funds for private charter schools.

The Committee on Constitution, Bylaws, and Rules believes the amendment would have no impact on the Association's policies, advocacy, or priorities, as NEA is already focused on promoting, strengthening, and protecting public education, and opposing the use of public funds for privately-run schools. This focus is outlined in all of NEA's governing documents, including the Constitution and Bylaws, Resolutions, Policy Statements, and Legislative Program.

Submitted By: 50 Delegates

Contact: Melissa Tomlinson, NJ

Bylaw Amendment 1

Withdrawn

Bylaw Amendment 2

AWAITING DEBATE

Title:

To provide that the Board of Directors may determine if the Annual Meeting shall be conducted in person, virtually, or a combination of both, and further to provide that secret ballot elections can be conducted via secure electronic means protecting the secrecy of any individual vote.

**Bylaw 3. Representative Assembly
3-16. New Subsection**

In any year, the NEA Board may determine that the Annual Meeting may be conducted in person, virtually, or a combination of both.

All secret ballot elections in which delegates vote may be conducted in person, on a voting machine, or on a secure electronic system that protects the secrecy of an individual's vote from any

NEA or affiliate officer, delegate, or staff member.

Impact Statement:

Bylaw 3 sets out the parameters and processes around the NEA Annual Meeting and Representative Assembly. If adopted, the amendment would add a new subsection explicitly stating that the NEA Board has the authority to determine in any given year whether the Annual Meeting and RA would be conducted in person, virtually, or a combination of both.

In 2020 and 2021, circumstances surrounding the COVID-19 pandemic necessitated that the NEA Board take action to approve a fully virtual Annual Meeting and Representative Assembly. The Board took into account the relevant health and safety guidelines and determined that a virtual meeting was appropriate in both years.

If the amendment is adopted, the NEA Board will have the explicit authority to determine if circumstances warrant moving from an in-person event to a virtual or hybrid event. The Board will take action as early as possible to allow for planning of the appropriate event format.

If adopted, the amendment would also specify that votes requiring a secret ballot can be conducted in person on a voting machine, or via a secure electronic system that protects the secrecy of an individual's vote from any NEA or affiliate office, delegate, or staff member. Such votes include all officer and at-large Board elections conducted at the RA and votes on amendments to the NEA Constitution and Bylaws. In 2020 and 2021, all voting in officer elections was conducted via mail paper ballot, while votes on amendment to the Constitution and Bylaws in 2021 were conducted via a secure electronic system. This amendment would provide NEA with authority under its governing documents to conduct officer elections via a secure electronic system that protects the secrecy of any delegate's vote from any NEA or affiliate officer, employee, or delegate.

Submitted By: Committee on Constitution, Bylaws, and Rules

Contact: Tom Brenner, MI, thomasw.brenner@gmail.com

HELPFUL DELEGATE INFORMATION

Proposed amendments to the Constitution, Bylaws, and Standing Rules are published in full in this issue of *RA Today*.

Please keep this copy with you to help you follow the discussion about these proposals on the RA floor. If this discussion results in changes to the text of these amendments, *RA Today* will publish the revised text.

Proposed insertions of language are underscored; proposed deletions are shown in ~~strikethrough~~.

RA Today will feature the full text of NBIs submitted by delegates for this RA. When first printed, each NBI will include its strategic objective as well as the preliminary estimate of the cost of each item and whether the item is covered in the proposed Strategic Plan and Budget.

Delegates should also note that, per Standing Rule 6, adopting an NBI does not include approval of any appropriations. Once an NBI has been considered, *RA Today* will record the action taken and, if approved, will reprint the NBI text along with any amendment. The final edition of *RA Today* will include the full text of all enacted NBIs.

AMENDMENTS TO THE CONSTITUTION, BYLAWS, & STANDING RULES

Standing Rule Amendment 1

AWAITING DEBATE

Title:

To require the chair to ask whether a delegate making a request for information has sought assistance at the RA Information Area, and, if not, to require the delegate to do so before speaking.

Rule 3. Order of Business and Debate

F. Delegate Recognition and Speaking Time

Any delegate who is recognized by the chair shall provide name and state before speaking to a point under discussion. No member shall speak and/or be recognized in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one (1) time, unless permission is granted by majority vote of the Representative Assembly. Any delegate placing a request for information must be asked by the chair whether they have first asked their question at the provided NEA information area, referred to as the "World of Information." Any delegate who answers no will be required to do so before speaking. Delegates who have done so may speak. Delegates with physical limitations may be exempt.

With the consent of the Representative Assembly, an NEA member who is not a delegate may address the Assembly.

Impact Statement:

NEA Standing Rule 3.B states that, "The annual session of the Representative Assembly shall be conducted in accordance with provisions of the NEA Constitution, Bylaws, and these Standing Rules. Matters not specifically governed in these documents shall be governed by Robert's Rules of Order Newly Revised." As the NEA governing documents do not address consideration of requests for information, Robert's Rules governs current practice.

Under Roberts Rules of Order, a request for information is a request directed to the chair, or through the chair to another person, for information relevant to the business at hand. The request takes precedence and must be addressed before the chair recognizes speakers in favor of or in opposition to the motion at hand. Requests for information called in during debate immediately move to the front of the speaking order. Once all requests for information and parliamentary inquiries are addressed, the chair turns to speakers for and against, rotating one (1) speaker in favor and one (1) in opposition.

If adopted, the amendment would require delegates to first seek information at the information area in the delegate assistance area before calling in a request for information from the floor. Requests for information called in at microphones would continue to move to the top of the speaking queue. The chair would ask delegates calling in on requests for information whether they had attempted to secure the information from the delegate assistance area. Delegates who followed the required procedure but were not able to obtain the needed information would be permitted to make their request from the floor. Delegates who had not first visited the information booth would be directed to do so and would not be permitted to make the request from the floor.

The amendment would allow exceptions for delegates with physical limitations unable to visit the delegate assistance area to

secure the needed information prior to debate.

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

Contact: Ben Melick, KS, bmelick92@gmail.com

Standing Rule Amendment 2

AWAITING DEBATE

Title:

To require three (3) speakers in favor and three (3) against a motion before closing debate.

Rule 3. Order of Business and Debate

F. Delegate Recognition and Speaking Time

No member speaking on a question may move to close debate. A motion to close debate shall apply to no more than the single question immediately before the Representative Assembly. Before a motion to close debate will be considered, the chair will recognize at least three (3) speakers in support and three (3) speakers in opposition if speakers have called in on the motion on the floor.

Impact Statement:

Standing Rule 3.H requires the chair to recognize at least one (1) speaker in support and one (1) speaker in opposition to a motion before closing debate, if such speakers have called in. After at least one (1) speaker in support and one (1) in opposition, any delegate may move to close debate or "call the question." Closing debate requires a two-thirds vote, although the chair may ask the body if they wish to close debate without objection.

If adopted, the amendment would require that the chair recognize at least three (3) speakers in favor and three (3) against any motion before allowing a motion to close debate. Thus, delegates could not move to close debate until at least three (3) speakers had spoken on either side of a motion, unless fewer than three (3) speakers had called in to speak on one (1) side. If three (3) or more speakers had called in on one (1) side, the chair would have to recognize three (3) to speak, even if no speakers had called in on the opposite side. After three (3) speakers on one (1) side, the chair could call the question if nobody had called in on the opposing side.

The motion to close debate would still require a two-thirds vote.

Submitted By: 50 Delegates

Contact: Daniel Solkowitz, CA

Standing Rule Amendment 3

Withdrawn

AMENDMENTS TO THE CONSTITUTION, BYLAWS, & STANDING RULES

Standing Rule Amendment 4

AWAITING DEBATE

Title:

To strike language requiring state, at-large, or retired members of the Resolutions Committee to relinquish their Committee positions if no longer delegates to the Representative Assembly.

Rule 7. Resolutions Committee and Procedure

Section B.4. Resolutions Committee Term of Office

The terms of members of the Resolutions Committee shall commence September 1. The terms of state, at-large, and retired members of the Resolutions Committee shall be for one (1) year, two (2) years, or three (3) years, and no person shall serve more than six (6) years as a state member, as an at-large member, or as a retired member. The terms of Aspiring Educator members of the Resolutions Committee shall be for one (1) year, and no person shall serve more than two (2) terms as an Aspiring Educator member. Service as a Resolutions Committee member prior to September 1, 2008, shall count toward the six (6) year and two (2) year term limits. ~~A state, at-large, or retired member of the Resolutions Committee shall immediately relinquish the Resolutions position when such member ceases to be a delegate to the NEA Representative Assembly.~~

Impact Statement:

The NEA Resolutions Committee is one (1) of five (5) committees of the Representative Assembly. Standing Rule 7.B.4 provides the option to establish Resolutions Committee member terms for one (1) year, two (2) years, or three (3) years. This option may be exercised at the discretion of state affiliates with respect to state-allocated positions, NEA-Retired with respect to retired positions, and the NEA president with respect to at-large appointments in ESP, higher education, and administrator positions to ensure proportional representation in these categories. The option for multi-

year Resolutions Committee terms was adopted by the 2007 Representative Assembly, and is similar in structure to the NEA policy that provides the option of establishing one (1), two (2), or three (3)-year terms for NEA delegates. Prior to its adoption, all Resolutions Committee terms were for one (1) year, and – under Standing Rule 7.B.3 – the eligibility for a committee member to be nominated and elected to an additional one (1)-year term was contingent on the member's corresponding election to a one (1)-year or multi-year term as an NEA delegate. In the interest of extending this eligibility requirement to multi-year Committee terms, the adopted 2007 amendment included the stipulation that a state, at-large, or Retired member of the Committee shall immediately relinquish the position when such a member ceases to be an elected NEA delegate.

Currently, approximately 25 percent of state affiliates have transitioned to multi-year terms on the Resolutions Committee. Retired and at-large terms remain one (1) year. If the proposed amendment is adopted, any delegate elected to a multi-year Resolutions term would no longer be required to relinquish their elected position if they ceased to be an elected NEA delegate. Standing Rule 7.B.3 would continue to require state and retired Committee members to be delegates in order to be nominated and elected to succeeding terms.

The current provision, and its removal under this proposed amendment, does not impact the 75 percent of state affiliates or NEA-Retired that have maintained one (1)-year terms because a Committee member elected by these bodies must – under Standing Rule 7.B.3 – be re-elected to a delegate term in order to be eligible for nomination and election to an additional one (1)-year term on the Resolutions Committee.

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

Contact: Chuck Ronco, VA

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Thank you from NEA's Task Force for the Future of Assessment



2022 RA ELECTION CANDIDATES

Candidates for At-Large Director Representing Education Support Professionals, 1-year term (1 seat)

Name: Melody Bach

Employment Position: Facilities
Rental Specialist

Community and State of Residence:
Phoenix, Arizona

Current And Previous Employment:
31 years, Phoenix Union High School
District

Association Experience:

Local: Vice President, Corresponding Secretary, Recording Secretary, Executive Board
Member, Site Rep.

State: ESP at Large, Board of Directors



Name: Paul Farias

Employment Position: Food Service
Cook

Community and State of Residence:
San Antonio, Texas

Current And Previous Employment:
Currently been an employee with SAID
for 5 years.

Association Experience:

Local: San Antonio Alliance for
Teachers and Support Personnel
Classified Workers; Congress, Executive Council



Candidates for At-Large Director Representing Classroom Teachers in Higher Education (1 seat)

Name: Suzanne G. Sublette

Employment Position: Instructor of
Sociology

Community and State of Residence:
Work: Kenosha, Wisconsin;
Residence: Chicago, Illinois

Current And Previous Employment:
Gateway Technical College, Kenosha,
Wisconsin; Madison Area
Technical College, Madison, Wisconsin

Association Experience:

Local: Gateway Technical Education Association President
(2016-2019), Senior Representative (2014-2016)

State: Wisconsin Education Association Council (WAC)
Director, WTCS Representative
(2022- present)

National: National Council for Higher Education (NCHE),
Member-at-Large (2016- present)



Name: Dr. Kashara S. Moore

Employment Position: Professor

Community and State of Residence:
Long Beach, California

Current And Previous Employment:
Long Beach City College/ LBUSD

Association Experience:

Local: Member

State: CCA Director, Civil Rights
in Education Committee

National: NEA Black Caucus



LEGISLATIVE AMENDMENTS

Legislative Amendment 1

AWAITING DEBATE

Section: Public Employee Rights

Amend page 19, line 10

Add new item: NEA Supports

• improvement in the federal employment compensation law for public education and other public employees that ensures a living wage; to include increasing the federal minimum wage (FMW) to \$15/hour.

Rationale/Background: Twenty-seven (27) states currently have a minimum wage of \$10/hour or less. Raising the FMW will aid to ensure educators, especially ESPs, earn a living wage.

Submitted By: Majority vote at a regularly called meeting of the

state delegation in connection with the Annual Meeting.

Contact: Cynthia Poper, MD, cynpopper@gmail.com

Legislative Amendment 2

AWAITING DEBATE

Section: Safe School

Amend page 6, line 49

Add new item: NEA Supports

NEA supports removal of toxic mold from school buildings.

Rationale/Background: Toxic mold exposure can cause chronic illness.

LEGISLATIVE AMENDMENTS

Submitted By:

Contact: Janette Corcelius, VA, jzcorcelius@gmail.com

Rationale/Background: Federal Indian boarding schools disrupted Indian families, Alaska Natives, and Native Hawaiians for nearly two (2) centuries, and they continue to experience intergenerational trauma.

Legislative Amendment 3

AWAITING DEBATE

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

Contact: Tucker Quetone, MN, tucker.quetone@gmail.com

Section: Human and Civil Rights/Specific Populations

Page 28 Line 20

Add New Item: NEA Supports

Federal legislation to establish a Truth and Healing Commission on Indian Boarding School Policies and to hold the federal government accountable for, to redress, and to heal the historical and intergenerational trauma inflicted on American Indian families and tribes, Alaska Natives, and Native Hawaiians.

QUESTIONS ON ITEMS UP FOR DISCUSSION?

HERE'S HOW TO FIND HELP

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

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

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

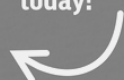
These processes will help ensure a full, effective debate with well-informed delegates.

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NEW BUSINESS ITEMS

NBI A

AWAITING DEBATE

The NEA shall issue a National Call to Action to ensure that all students, educators, schools, campuses, and communities are safe from gun violence.

The Call to Action shall:

- Include a cross section convening of national, state, local leaders, and staff to create a unified, national set of strategies and tactics at every level of the Association that keep the threat of gun violence to our students and educators at the forefront of policy discussions until we can ensure the safety of our communities.
- Expand upon our current federal advocacy work by planning joint organizing actions and activities with our state and local affiliates and partners in communities across the country.
- Acknowledge and identify in our written materials, speeches by governance leaders, partner strategy, and resources the connections and tactics related to the disparate impact gun violence has on communities of color, as well as the nation's overall student population.
- Provide members with resources and information across our digital and social media properties to access the professional development and professional practice supports needed to educate and support students as they return to schools and campuses for the 2022-2023 school year, particularly, support related to trauma-informed instruction, mental health supports, and engagement with parents and communities.
- Hold accountable elected officials and candidates in the 2022 elections by, for example, including appropriate questions on candidate questionnaires and placing op-eds and ads in their local media to make sure they are willing to put an end to gun violence on school campuses and in our communities.
- Support organizing and education efforts with and to parents, communities, elected officials, business leaders, faith leaders, and allied organizations by providing staff assistance, written materials, and funding as appropriate.
- Provide staff assistance and written materials to state and local affiliates to assist them in mobilizing members to take action.

Rationale/Background: The educators and members of NEA and its affiliates must coordinate a unified response to the rise in gun violence affecting America's children and families. Such response must build upon our current policy advocacy, organizing, partnerships, political, and electoral work.

Submitted By: NEA Board of Directors

Contact: Robert Rodriguez, CA, rrodriguez@nea.org

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$498,407.

NBI 1

AWAITING DEBATE

NEA will use existing digital communication tools to educate members and the general public about the history, culture, and struggles of Palestinians, including the detention, abuse, and displacement of children in the Occupied Palestinian Territory. Sources should include, but not be limited to, Amnesty International, Human Rights Watch, and B'Tselem—Israeli Information Center for Human Rights in the Occupied Territories.

Rationale/Background: Many educators are not even aware that Palestine exists, yet there are Palestinian-American students in classrooms across the United States. Students' backgrounds must be recognized in order to teach the whole child.

Submitted By: 50 Delegates

Contact: Rahaf Othman, IL

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,000.

NBI 2

AWAITING DEBATE

Move that the NEA create a lobbying cadre of one (1) Active and one (1) Retired member from each impacted state, recommended by state presidents, focused solely on the repeal of Government Pension Offset-Windfall Elimination Provision (GPO-WEP).

Rationale/Background: The GPO-WEP impedes NEA members and other individuals in the public sector from living with independence and dignity in retirement. This lobbying cadre will provide a dedicated group of NEA members focused on the repeal of this egregious federal legislation.

Submitted By: Governance body of affiliate

Contact: Lisa Morgan, GA, Lisa.Morgan@gae.org

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect, SO-4 Strengthen Public Education as the Cornerstone of Democracy, SO-5 Enhance Professional and Organizational Regard

NEW BUSINESS ITEMS

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$130,100.

NBI 3

Withdrawn

NBI 4

AWAITING DEBATE

NEA will advocate for changes that would allow members who have successfully completed a probationary period of their contract to retain their contract status when they switch jobs to work in new districts. In addition, utilizing NEA's existing means of communicating with members, such as the digital version of *NEA Today*, social media, and electronic communications, NEA will provide to its members:

- An explanation of what the barriers are to this make this change.
- What work, if any, that NEA historically has done related to this issue.
- Recommendations of steps to bring about the change.

Rationale/Background: Educators have to start over at probationary status anytime they move districts. This could help retain educators.

Submitted By: 50 Delegates

Contact: Lisa Hasuike, OR, lhasuike@gmail.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$9,750.

NBI 5

AWAITING DEBATE

NEA will use its existing communication vehicles to educate the public about the plight of contingent higher education faculty in the United States. Part of this campaign will include collecting and disseminating "horror" stories from the trenches of higher education faculty.

Rationale/Background: Despite college costs and exorbitant student loan debt, half of student credit hours are taught by contin-

gent faculty who earn absurdly low wages. This campaign aims to raise public awareness of the situation in hopes of changing this status quo.

Submitted By: Required

Contact: Elizabethada Wright, MN, eawright@d.umn.edu

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect, SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,750.

NBI 6

AWAITING DEBATE

The NEA shall encourage state affiliates to lobby their legislatures to require personal financial literacy as a required credit for high school graduation, if the legislature has not already done so.

Rationale/Background: When financial literacy is improved, one's financial health is improved. Too many adults have little or no knowledge of basic financial principles.

Submitted By: Required

Contact: Thomas Pound, FL, thomaspound@yahoo.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$1,000.

NBI 7

AWAITING DEBATE

I move that NEA will have a committee that will assess the environmental impacts of NEA's annual operations. This committee will make recommendations for actions NEA could take to make it a more environmentally friendly organization. These recommendations will be included in a report that will be shared with NEA RA delegates prior to the NBI submission window for the 2023 NEA RA.

Rationale/Background: The overall carbon footprint of organizational operations, especially on the national scale, can be significant. Small positive changes can be streamlined and waste can be reduced if this is approached in a thoughtful way with NEA's

NEW BUSINESS ITEMS

support and leadership.

Submitted By: Required

Contact: Niels Pasternak, OR, niels8100@yahoo.com

Relevant Strategic Objective (SO)

EO-1 Enterprise Operations (ongoing business operations)

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$51,960.

NBI 8

AWAITING DEBATE

I move that NEA will support any state affiliates that want to study the annual environmental impacts of their annual operations and improve in this area by taking steps to become more ecologically friendly by providing funding of up to \$4,000 per state affiliate. NEA will also publish an article about the work that NEA and its state affiliates are doing in this area. In addition to this, NEA leadership will also consider having a contest and an award for the state affiliate that improves the most in this area.

Rationale/Background: We can't change the past, but we can help shape the future. As educators, we are role models, and we should lead by example. Let's use our collective power to improve our practices and focus on environmental sustainability.

Submitted By: Required

Contact: Niels Pasternak, OR, niels8100@yahoo.com

Relevant Strategic Objective (SO)

EO-1 Enterprise Operations (ongoing business operations)

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$301,258.

NBI 9

AWAITING DEBATE

NEA will use existing digital communication to highlight and feature members and affiliates for their work in advocating for the rights of Palestinian children and families and personal stories of Palestinian NEA members and students.

Rationale/Background: The NEA already supports members doing social justice work. This should not exclude highlighting the work affirming the existence and rights of Palestinian students, including those in our classrooms, as outlined in the United Nations Declaration of Human Rights.

Submitted By: 50 Delegates

Contact: Erika Chavarria, MD, estrausschavarria@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$7,000.

NBI 10

AWAITING DEBATE

NEA will use existing resources to assist and guide state affiliates seeking to add or amend special education class size and caseload/workload caps in their state education code language during the 2022-2023 school year.

Rationale/Background: Children deserve successful educational experiences. Adequate and supported resources identified by Individualized Education Plans are fundamental. Federal law requires states to monitor class-size/caseloads for special education personnel to ensure that students with disabilities receive a free, appropriate public education.

Submitted By: 50 Delegates

Contact: Marcela Chagoya, CA, marcelachagoya.utla@gmail.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$9,250.

NBI 11

AWAITING DEBATE

I move that NEA review its current School Board Institute training program to ensure that it includes curriculum on recruiting a diverse set of candidates. They will also develop strategies, which will be shared in these trainings, that are specific to the recruitment of Board of Education candidates that are queer and people of color.

Rationale/Background: In the wake of right-wing attacks on diversity, inclusion, and equity reform movements at Board of Education meetings, it is imperative that queer folk and people of color have a seat at the table.

NEW BUSINESS ITEMS

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

Contact: Christopher Cannella, NJ, cgeapresident@gmail.com

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$3,500.

NBI 12

AWAITING DEBATE

NEA shall publish, through existing NEA media, an article to inform members about the developing understanding of the impact of gender on neurodivergent individuals with Autism Spectrum Disorder (ASD).

Topics that should be covered by the article include:

- The exclusion of female research participants in developing diagnostic criteria.
- Characteristics of female autistic behavior.
- The impact of gender roles on the pressure for females with ASD to mask.
- The intersection of ASD and gender identity.
- Barriers to diagnosis, including cost.

Rationale/Background: Understanding the intersection of gender on neurodivergent individuals with Autism Spectrum Disorder will assist educators with creating more inclusive learning environments and prepare them to better advocate for the needs of students with ASD.

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

Contact: Melissa Tomlinson, NJ, Jmtrht0625@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$12,875.

NBI 13

AWAITING DEBATE

NEA will support members who educate students and other members about the history, geography, and current state of af-

fairs of the Palestinian people. NEA will provide state affiliates with a clear protocol for members doing this work to utilize when they are under attack.

Rationale/Background: It's imperative that NEA protect and defend members and local affiliates who advocate for Palestinian students and their families, especially when dealing with attacks, including death threats against them and their family members, job security, harassment, and public defamation.

Submitted By: 50 Delegates

Contact: Stephen Siegel, OR, stephensiegel333@yahoo.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$9,000.

NBI 14

AWAITING DEBATE

The NEA shall strongly urge the Department of Education to be proactive and provide better resources, support, and interventions for vaping on campus to create a more healthy and positive learning environment for students.

Rationale/Background: Vaping is addicting a new generation of youth. One (1) in three (3) K-12 students regularly vapes. Nicotine has short and long-term consequences. Schools that use interventions and not punishment believe that helping students proactively fight their addictions is critical.

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

Contact: Dr. Angie Miyashiro, HI, terqu2004@yahoo.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$250.

NBI 15

AWAITING DEBATE

NEA shall compile research to create fact sheets about the largest 25 organizations that are actively working to diminish a students' right to honesty in education, freedom of sexual and

NEW BUSINESS ITEMS

gender identify, and teacher autonomy. These fact sheets should include, but not be limited to, information about these organizations' funding sources, their leaders within the organizations, connections to known entities that are seeking to dismantle public education, organization headquarters and chapter locations, characteristics of employed campaign strategies used by these organizations, and connections to known entities that are seeking to dismantle public education. The fact sheets will be made available to state affiliates electronically as needed to help be armed with information to organize against attacks on public education.

Rationale/Background: Having information readily available about organizations that seek to dismantle public education will better prepare affiliates as they organize and mobilize members to stand up against these attacks.

Submitted By: 50 Delegates

Contact: Melissa Tomlinson, NJ, jmtrht0625@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$140,625.

NBI 16

AWAITING DEBATE

NEA will, by using existing resources, explore possible solutions to the ESP substitute shortage and publicize the need for substitutes for all ESP classifications, including but not limited to paraprofessionals, transportation services, secretarial and clerical, health services, information technology, food services, security services, skilled trades, maintenance, and custodial services.

Rationale/Background: Oftentimes, when ESPs are out on leave, for any length of time, a substitute is not hired to replace them. That leads to their work being divided between the remaining ESPs, which leads to greater stress, and compounds staffing shortages.

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

Contact: Deneen Dry, PA, deneen525@yahoo.com

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$1,000.

NBI 17

AWAITING DEBATE

NEA shall use existing knowledge and data on mentorship programs in the development of a national model for mentor programs for Aspiring Educators, including the development of an online portal that pairs Aspiring Educators with veteran NEA members. Training on best mentorship practices shall be available to NEA member mentors.

Rationale/Background: It is critical for the NEA to adequately support our future educators. This NBI will provide us with the ability to effectively assist Aspiring Educators so they can become strong activists and professionals in our great association.

Submitted By: Governance body of affiliate

Contact: Tia Mills, LA, ttrumain@hotmail.com

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$552,000.

NBI 18

AWAITING DEBATE

NEA shall write a sample letter for locals and states encouraging school districts and state lawmakers to provide funding for educators to receive advanced degrees. NEA will cosign these letters with state associations.

Rationale/Background: In order to retain the current educators we have in the profession, providing opportunities for professional development at little to no cost is essential for our survival. Doing so will keep the best and brightest in the workforce.

Submitted By: Governance body of affiliate

Contact: Tia Mills, LA, ttrumain@hotmail.com

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect, SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$4,000.

NBI 19

AWAITING DEBATE

NEA shall write a letter to the U.S. Department of Education, as well as the state Departments of Education to promote the

NEW BUSINESS ITEMS

appropriation of funding for Aspiring Educators to matriculate in a education preparation program.

Rationale/Background: Due to the critical shortage in the education profession, providing incentives for students to become educators must be used as a recruiting tool.

Submitted By: Governance body of affiliate

Contact: Tia Mills, LA, ttrumain@hotmail.com

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect, SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$4,000.

NBI 20

AWAITING DEBATE

NEA shall publish, through existing NEA electronic platforms, an article discussing the different viewpoints about the use of applied behavioral analysis (ABA) therapy, including describing the approach and why some advocates support its use and why other advocates oppose its use.

Rationale/Background: To create more inclusive school environments we need to also include an understanding that the norms that have historically been adopted stem from a white colonialist mindset that can often leave little room for neurodivergent and cultural differences.

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

Contact: Melissa Tomlinson, NJ, Jmtrht0625@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$12,125.

NBI 21

AWAITING DEBATE

NEA shall establish an additional category in the Human and Civil Rights Awards program that honors an individual or group whose work specifically impacts education and the achievement of equal opportunity for Native Hawaiians and/or Pacific Islanders.

Rationale/Background: Whenever Asians, Native Hawaiians,

and Pacific Islanders get lumped together, there is a severe marginalization of Native Hawaiians and Pacific Islanders. It is important that our members learn about differences in these cultures and further uplift our NHPI communities.

Submitted By: 50 Delegates

Contact: Jodi Kunimitsu, HI, jodikunimitsu@gmail.com

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$17,613.

NBI 22

Using existing digital communications tools, NEA will work to find ways to support and spotlight the efforts of our fellow teacher union colleagues within the Palestinian and Israeli teachers unions affiliated with Education International, focusing on their efforts to create safe learning environments for both Palestinian and Israeli children by striving to build trust, empathy, and dialogue.

Rationale/Background: The Palestinian-Israeli conflict is intricate and divisive, and important to teach about. Teachers must be leaders and role models in how to build empathy and understanding between adversaries. This is a crucial piece of social emotional learning.

Submitted By: 50 Delegates

Contact: Daniel Solkowitz, CA, dsolkowitz@verizon.net

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments, SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,000.

NBI 23

AWAITING DEBATE

That National Education Association shall, where applicable, appropriate, and legal, use the words “murderer” and “murder(s)” or “alleged murderer” and “alleged murder(s)” in referring to occurrences such as those recently occurring in Buffalo at the Tops Market, Uvalde, Texas, and too many others.

Rationale/Background: Those committing these acts of racism, bigotry, and hatred must be labeled for what they are and know

NEW BUSINESS ITEMS

that is what they and their actions are and will be called, “murderers” and “murders,” not shooters, shootings, etc.

Submitted By: Governance body of affiliate

Contact: Philip Rumore, NY, btfny@aol.com

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2023 Strategic Plan and Budget at no additional cost.

NBI 24

AWAITING DEBATE

NEA shall use its existing media resources, including the digital version of *NEA Today* and *NEA Today Retired*, *NEAToday.org*, and *NEA Today Express*, in addition to its social media platforms, to promote NEA’s existing blended learning and webinar opportunities available to all members including retirees.

Rationale/Background: Promoting NEA’s blended learning courses and webinars informs members of FREE course opportunities in classroom management, social justice, LGBTQ+ issues, trauma’s effects, English language learner supports, and more. Retirees benefit, while continuing in educational roles as volunteers, mentors, substitutes, etc.

Submitted By: 50 Delegates

Contact: Ann Marie Borders, MI, annmborders11@gmail.com

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect, SO-5 Enhance Professional and Organizational Regard

Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2023 Strategic Plan and Budget at no additional cost.

NBI 25

AWAITING DEBATE

NEA shall publish, through existing NEA media, an article to inform members about the movement in states to add high school graduation requirements related to financial literacy and personal finance.

Items that should be covered in the article include:

- Data related to the states that guarantee, and others who have committed to guaranteeing, all high school graduates will take a standalone personal finance course as a requirement for

graduation.

- Highlighting Florida’s “Dorothy Hukill Financial Literacy Act,” which will guarantee, beginning in the 2023-2024 school year, a personal finance course for all Florida high schoolers.

- Call attention to the divide in access to personal finance education in the 42 states that do not currently require a standalone personal finance course for BIPOC students, students eligible for free and reduced lunch, and based on locale type (rural, suburb or town, and urban).

- Spotlight resources for educators including, but not necessarily limited to, Next Gen Personal Finance and Council for Economic Education.

Rationale/Background: In 42 states that don’t guarantee access to a personal finance course, 95 percent of BIPOC students, those eligible for free and reduced lunch, and those who live in urban locales lack access. This causes continuous financial obstructions for students.

Submitted By: 50 Delegates

Contact: William (Wil) Page, CA, wilpageedu@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments, SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$62,508.

NBI 26

AWAITING DEBATE

NEA will expand its blended learning classes and/or webinars for educators of English language learners to include information on language acquisition, articulation, and developmental milestones for preschool students.

Rationale/Background: By 2025, one (1) of four (4) children in our classrooms will be English language learners (ELLs). This content can address the developmental levels of language acquisition, academic, social, and emotional growth in preschool children.

Submitted By: 50 Delegates

Contact: Ann Marie Borders, MI, annmborders11@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments, SO-3 Advance Racial and Social Justice

Cost Implications

NEW BUSINESS ITEMS

This item can be accomplished with current staff and resources under the proposed 2022-2023 Strategic Plan and Budget at no additional cost.

NBI 27

AWAITING DEBATE

NEA will use existing resources to amplify the issue of inadequate and under-resourced mental health resources at higher education institutions, especially for Black, Latinx, Asian American/Pacific Islander, American Indian/Alaska Native, and LGBTQ+ communities. Among its efforts, NEA will:

- Provide Aspiring Educator members with information about accessing support for mental health needs at their college or educator preparation programs.
- Conduct research on the shortage of mental health providers of color, its relationship with the stigmatization of mental health care in communities of color, as well as its effect on the victimization, oppression, and criminalization of Black and Latinx communities, and its impact on the educator pipeline.
- Provide members with resources and information via *NEA Today*, digital communications, and social media about the disproportionate shortage of healthcare, especially mental health care, at HBCUs across the country and its impact on the Black educator pipeline.
- Expand professional development opportunities for members about restorative self-care, mindfulness-based practices, and burnout prevention and mitigation in the profession, as well as during clinical experiences and student teaching.
- Advocate for enhanced training for mental health practitioners serving in schools about affirming and supporting LGBTQ+ students, particularly transgender students.
- Call on colleges and universities to hire more counselors, mental health providers, and trauma-response professionals, particularly those that identify with Black, Latinx, Asian American/Pacific Islander, American Indian/Alaska Native, and LGBTQ+ communities.

Rationale/Background: Rates of mental health disorders have rapidly grown on college campuses, coupled with the priority of mental health care. Yet, professional care is incredibly scarce at higher education institutions, especially HBCUs, due to high demand and an inadequate allocation of resources.

Submitted By: 50 Delegates

Contact: Dylan Toth, IL

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments, SO-5 Enhance Professional and Organizational Regard

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$78,163.

NBI 28

AWAITING DEBATE

NEA shall amend the “A Brief History of NEA” timeline located on the nea.org website to include the year “1892” as the year that the NEA Committee of Ten was formed. The accompanying text for this notation should include an explanation about the Committee of Ten, how resulting decisions shaped our public school system, and some of the positive and negative results from these decisions, including movement away from classic Greek curricula that expanded the scope of who became educated but created a standardization framework that was based in a white colonialist mindset.

Rationale/Background: As we continue to stand up for honesty in education, NEA should also be mindful of our own history, and make sure that we understand the mistakes that were made so that history is not repeated.

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

Contact: Melissa Tomlinson, NJ

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$5,000.

NBI 29

AWAITING DEBATE

The NEA will publicly denounce current and forthcoming Anti-LGBTQ+ legislation through the following:

- The NEA will work with state affiliate leadership to write a letter to the leaders of each state legislature about the harm anti-LGBTQ+ bills will have on LGBTQ+ students and members.
- The NEA will work with state affiliates to challenge state legislatures that adopt anti-LGBTQ+ legislation by filing amicus briefs where appropriate.
- The NEA will assist state and local affiliates in actively organizing to defeat anti-LGBTQ+ bills through lobbying efforts such as but not limited to letter writing campaigns, social media campaigns, protests, etc.
- Utilize the *NEA Today* publication to educate members

NEW BUSINESS ITEMS

about the harm anti-LGBTQ+ bills have on LGBTQ+ students and members and showcase the work affiliates and members are doing to organize around defeating these bills.

- Work with current LGBTQ+ partners in organizing against anti-LGBTQ+ legislation.

Rationale/Background: A record number of anti-LGBTQ+ bills have been introduced across the country. They go against our belief to “promote and protect human civil rights.” It is NEA’s obligation to speak up against bills derived to harm LGBTQ+ students and members.

Submitted By: 50 Delegates

Contact: Emilly Osterling, NC, osterlinge@yahoo.com

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$32,000.

NBI 30

AWAITING DEBATE

NEA will conduct research and collect stories from members who have experienced significant trauma during their childhood in order to highlight the strategies and supports that helped them. NEA will also ask these educators if they believe that experiencing trauma at a young age contributed to their ability to support students who have adverse childhood experiences and social-emotional learning needs more effectively. After conducting this research, NEA will publish an article about its findings.

Rationale/Background: By seeking out these stories and sharing them, we will become inspired and empowered. We can learn from each other’s stories and learn how to support members and students better in the process. Listen to Darrion Cockrell’s story for example.

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

Contact: Niels Pasternak, OR, niels8100@yahoo.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments, SO-2 Support Professional Excellence and Respect, SO-3 Advance Racial and Social Justice, SO-5 Enhance Professional and Organizational Regard

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,500.

NBI 31

AWAITING DEBATE

I move that the NEA create a committee and a plan to work with AFT to strongly consider a national merger of the two education unions.

Rationale/Background: Public education is in trouble and combining our resources is beneficial to our students and staff across the nation.

Submitted By: 50 Delegates

Contact: Janette Corcelius, VA, jzcorcelius@gmail.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy, SO-5 Enhance Professional and Organizational Regard

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$10,000.

NBI 32

AWAITING DEBATE

NEA will expand its blended learning courses for educators of long-term English learners within the K-12 and higher education systems to maximize student progress in English language development.

Rationale/Background: Long-term English learners (LTELs) are students enrolled in U.S. schools for six (6)+ years and not yet reclassified as English proficient. This expanded content provides educators at all levels the resources they need to help students succeed.

Submitted By: 50 Delegates

Contact: Karen Abella, MI, abellapearl626@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments, SO-3 Advance Racial and Social Justice

Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2023 Strategic Plan and Budget at no additional cost.

NBI 33

AWAITING DEBATE

NEA will use its digital communication tools to promote existing NEA programs and services available to assist members considering retirement.

Rationale/Background: Promoting existing resources will help members plan for retirement.

NEW BUSINESS ITEMS

Submitted By: 50 Delegates

Contact: Karen Abella, MI, abellapearl626@gmail.com

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect, SO-3 Advance Racial and Social Justice

Cost Implications

This item can be accomplished with current staff and resources under the proposed 2022-2023 Strategic Plan and Budget at no additional cost.

NBI 34

AWAITING DEBATE

NEA will publicly stand in defense of abortion and reproductive rights and encourage members to participate in activities including rallies and demonstrations, lobbying and political campaigns, educational events, and other actions to support the right to abortion, contraception, and a person's decision about their health.

Rationale/Background: NEA is a social justice union that is a majority female and trans and gender non-conforming folk who will fight against these attacks on our members, students, families, and communities. The reproductive rights of all persons who are able to.

Submitted By: 50 Delegates

Contact: Arlene Inouye, CA, ainouye@utla.net

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$4,500.

NBI 35

AWAITING DEBATE

NEA will collect, disseminate and elevate, via existing communication channels, best practices for educators to use at varying levels of the pre-kindergarten through grade 12 system that support students who are unable to engage with school learning due to trauma that impacts their social emotional well being. Locals can use the information to advocate and bargain for supports for members that have research based foundations.

Rationale/Background: Elevating best practices of how educators can support children and their social emotional well-being empowers members to design effective and inclusive teaching and learning environments.

Submitted By: 50 Delegates

Contact: Becca Ritchie, WA, becca.ritchie@washingtonea.org

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$12,315.

NBI 36

AWAITING DEBATE

NEA shall develop and implement optional pre-Representative Assembly webinars and/or optional in-person meetings for new and veteran delegates that explain NEA Standing rules and relevant Robert's Rules of Order as it relates to the NEA Representative Assembly, as well as the different floor strategies that could be seen.

Rationale/Background: Many new and veteran delegates may miss out or feel overwhelmed during action items on the floor of the Representative Assembly mainly due to the lack of knowledge of Robert's Rules and the different floor strategies some delegates may use.

Submitted By: 50 Delegates

Contact: Benjamin Melick, KS, bmelick92@gmail.com

Relevant Strategic Objective (SO)

EO-1 Enterprise Operations (ongoing business operations)

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$23,250.

NBI 37

AWAITING DEBATE

The NEA will work with state affiliates to support a national policy of mandatory masking and COVID vaccines in schools, as well as high-quality virtual education for immuno-compromised students and all families who want it by publicizing successful virtual education programs in public schools throughout the nation in existing media outlets.

Rationale/Background: More than 67 percent of the U.S. live in areas with medium or high COVID-19 community level, according to CDC Director Dr. Rochelle Walensky. Mandatory masking, vaccines, and access to virtual education are necessary policy measures to reduce COVID danger.

NEW BUSINESS ITEMS

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

Relevant Strategic Objective (SO)
SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$12,500.

NBI 38

AWAITING DEBATE

NEA will fund training materials and space for two (2) four (4)-hour safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2023.

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,
Timothy.Brown.CEA@gmail.com

Relevant Strategic Objective (SO)
SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$6,000.

NBI 39

AWAITING DEBATE

The NEA will demonstrate its support for the right to asylum for migrants from Venezuela and Central America now arriving at the U.S. southern border and demand an end to Title 42 and the Trump “Remain in Mexico” policies by working with affiliates to publicize the impact of such policies on students and families in their communities.

Rationale/Background: Enforcement of Title 42 and “Remain in Mexico” dramatically worsen the humanitarian crisis at the southern border and deny migrants the right to asylum. Thousands of migrants from Venezuela and Central America are now arriving. It’s critical we support them.

Submitted By: 50 Delegates

Contact: Mark Airgood, CA, mairgood@gmail.com
Relevant Strategic Objective (SO)
SO-3 Advance Racial and Social Justice

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$1,000.

NBI 40

AWAITING DEBATE

NEA will work with state affiliates to oppose the attempts by school boards and politicians across the country to “downsize” school districts and close campuses permanently. Specifically, NEA will use existing media channels to publicize and oppose such school closure plans, support direct community actions to keep them open, and advocate for smaller class sizes and public schools in every neighborhood.

Rationale/Background: In Oakland, thousands spoke out against closure of six (6) elementary schools in areas serving Black, immigrant, and Latina/o students. Families are currently occupying Parker Elementary, demanding the Board rescind its decision. NEA should support this and similar actions nationally.

Submitted By: 50 Delegates

Contact: Mark Airgood, CA, mairgood@gmail.com

Relevant Strategic Objective (SO)
SO-5 Enhance Professional and Organizational Regard

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$10,000.

NBI 41

AWAITING DEBATE

The NEA will take all necessary steps to defeat and overturn the “Don’t Say Gay” law in Florida and other homophobic and anti-transgender laws and attacks throughout the country. We will demonstrate this by publicizing our support of and participation in mass actions for LGBT rights and Pride.

The NEA will publicize our continued commitment to LGBT youth and all young people’s right to learn about and develop their own sexual orientation and gender identity.

The NEA will demonstrate its support for the independent mass actions of youth to defend their existence, dignity, and rights of the LGBT community by encouraging membership participation in rallies, pickets, etc.

NEW BUSINESS ITEMS

The NEA will take action to vigorously defend educators who support LGBT youth and who teach about the existence, dignity, rights, mass actions, history, and pride of LGBT people.

We will publicize these positions through existing media outlets.

Rationale/Background: Middle and high school students walked out across the country this spring against anti-gay bills, making clear that LGBT youth won't be forced back into the closet and won't accept anti-LGBT violence in our schools. We must back them up.

Submitted By: 50 Delegates

Contact: Tania Kappner, CA, tania.kappner@ueaa.net

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice, SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$56,000.

NBI 42

AWAITING DEBATE

The NEA will advocate for more mental health resources and awareness by:

- Encouraging each state affiliate to develop a mental health and wellness committee.
- Creating a more dominant space online featuring a mental health toolkit with resources and links to available mental health websites, training, legislation, and more.
- Using virtual platforms and grassroots campaigning to involve members in contacting legislators.

Rationale/Background: One (1) in five (5) U.S. adults experiences mental illness each year. One (1) in six (6) U.S. youth, age 6-17, experiences mental illness each year. Fifty (50) percent of all lifetime mental illness begins by age 14. We must prioritize mental health.

Submitted By: 50 Delegates

Contact: Bobby Rickman, IL, bobwrck73@yahoo.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$7,000.

NBI 43

AWAITING DEBATE

NEA shall create an online, self-paced learning module that gives an overview training about the Representative Assembly. The target audience of this module should be first-time delegates, as well as those who may be interested in attending and would like to learn more about it. Topics should include, but not be limited to:

- NBIs
- Resolutions
- Legislative Program
- Constitution and Bylaws
- Caucus information
- Overview of the RA agenda each day (in general terms)
- Voting process and requirements
- An explanation of Robert's Rules of Order
- Social events
- An explanation of PAC

Rationale/Background: The NEA Representative Assembly is an amazing example of a large-scale democratic process. As such, we need to strategically think about how we can include new voices.

Submitted By: 50 Delegates

Contact: Brittany Alexander, OH, buckeyegirl.alex@gmail.com

Relevant Strategic Objective (SO)

EO-1 Enterprise Operations (ongoing business operations)

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$51,250.

NBI 44

AWAITING DEBATE

NEA will inform states and locals of the following sample language that may be put in contracts to include bereavement leave for pregnancy loss and failed fertility treatments. The language will be as follows:

A pregnant employee who suffers a pregnancy loss (including, but not limited to, chemical pregnancy, ectopic pregnancy, molar pregnancy, miscarriage, TFMR, stillbirth, neonatal loss) shall be eligible for bereavement leave. An employee who suffers a failed fertility treatment (including, but not limited to, IUI, ART, surrogacy loss) shall be eligible for bereavement leave. Employees must submit bereavement documentation upon request.

Rationale/Background: Using this contract language, members need not worry about how a Board of Education/solicitor defines "bereavement," "pregnancy," "child," and/or "parent"; lawmakers can clearly define "stillbirth" and "pregnancy loss" to cover paid leave for these medical events.

NEW BUSINESS ITEMS

Submitted By: Governance body of affiliate

Contact: Jacquelyn Mancinelli, NJ, jacquelynmancinelli@gmail.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$2,000.

NBI 45

AWAITING DEBATE

Move that the NEA create and develop a media campaign (through existing media sources and outside media when possible) to more fully educate and inform members about the importance and value of defined benefit pension programs which provide for financial security, which allows our members to live with dignity in their retirement.

Rationale/Background: Over the past number of years, we have seen more and more disinformation campaigns and legislative actions designed to attack and destroy the benefits that we have fought so hard to earn and keep. We need to have broadly disseminated.

Submitted By: 50 Delegates

Contact: Thomas Wellman, NV, WTazziemann@aol.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$62,258.

NBI 46

AWAITING DEBATE

NEA shall encourage state affiliates that offer their members employee assistance programs to allow provisions in them that include access to or consultations with private civil rights attorneys.

Rationale/Background: Employee assistance programs across the nation do not allow civil rights attorneys to be part of their attorney referral programs.

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

Contact: Jeanie Lombard, AK, Jeaniez@msn.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$5,000.

NBI 47

AWAITING DEBATE

In order to aid the Association's goal of promoting honesty in education, NEA shall create resources and information for all state affiliates to be housed and published in existing media, including NEA EdJustice, about the need to amend or establish economics and personal finance standards related to historical reasons that have exacerbated the racial wealth gap in the United States, so that state affiliates may best push for legislation or language in standards that acknowledge this matter.

Information in the resources may include items such as:

- Data related to the disparities in the percentages of White Americans and BIPOC Americans who hold assets including, but not limited to, home equity, other real estate, farms or businesses, stock and other investments, checking and/or savings accounts, vehicles, other savings, and debt.
- The drivers of the growing wealth gap, including, but not limited to, the number of years of home ownership, household income, disparities in unemployment, data related to college education, and information about inheritance, financial supports, and pre-existing college wealth.
- Government policies that have historically oppressed BIPOC people to participate in the wider American economy, including, but not limited to, slavery, servitude via sharecropping, and the effects of Federal Housing Administration policies such as redlining and housing segregation.
- New Deal era policies that segregated lower income people of all races integrating housing projects.
- The long-term effects of prohibitions for African Americans and other members of the global majority diaspora being prohibited from buying homes in suburban communities and building equity.

Rationale/Background: Financial literacy alone may address a knowledge gap for all students, but without learning about the systemic barriers to wealth, students cannot make fully informed decisions and understand the implications of their personal financial situations.

Submitted By: 50 Delegates

NEW BUSINESS ITEMS

Contact: William (Wil) Page, CA, wilpageedu@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$23,500.

NBI 48

AWAITING DEBATE

The NEA shall honor UNESCO Free Press Freedom Day to celebrate journalism, reporters and the fundamental principle of press freedom, using existing outlets and publications.

Rationale/Background: To teach the truth, we must support the free press who publishes the truth. Democracy, institutions, journalists and free speech are under attack. Local newspapers are being consolidated, and misinformation is fueling attacks on school boards, educators and human rights.

Submitted By: 50 Delegates

Contact: Brent McKim, KY, Brent.McKim@jcta.org

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$3,000.

NBI 49

Withdrawn

NBI 50

AWAITING DEBATE

NEA shall provide, through existing communication channels, information on how educators can avoid possible disciplinary action when engaging, while at school/work, in individual prayer or other individual religious observance no matter their religion or belief system while also being considerate of and demonstrating clear respect for their students' religions/belief systems.

Rationale/Background: In light of the SCOTUS ruling on prayer in schools, NEA members from all religious and belief system backgrounds must know their rights and responsibilities when engaging in individual belief system activities while at work/school.

Submitted By: 50 Delegates

Contact: Alfonso Salais, MI

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$6,500.

NBI 51

Withdrawn

NBI 52

Withdrawn

NBI 53

AWAITING DEBATE

NEA shall create a policy task force to develop strategies for placing the intersectionality of climate justice and environmental racism at the center of all relevant conversations and business. We have a moral obligation to model climate engagement and be active visionaries for the future of our planet.

Rationale/Background: If we truly care about our children, their future, and all future generations, we need to center all our work around intersectional justice predicated within the broader context of the health and well-being of our planet.

Submitted By: 50 Delegates

Contact: Robert Ellis, CA

Relevant Strategic Objective (SO)

SO-6: Enhance Organizational Capacity

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$123,300.

NBI 54

Withdrawn

NBI 55

AWAITING DEBATE

NEA will create a task force whose purpose is to elevate existing culturally responsive pedagogical and curricular resources and

NEW BUSINESS ITEMS

develop a resource bank across multiple disciplines available on NEA360 and all existing NEA digital platforms.

Rationale/Background: Curriculums designed by standardized testing agencies instead of educators don't include cultures and histories of marginalized people and people of color. A national task force will empower educators to create learning experiences our students deserve instead of low-quality discriminatory learning.

Submitted By: 50 Delegates

Contact: Kumar Rashad, KY

Relevant Strategic Objective (SO)
SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$78,300.

NBI 56

Withdrawn

NBI 57

Withdrawn

NBI 58

Withdrawn

NBI 59

Withdrawn

NBI 60

Withdrawn

NBI 61

Withdrawn

NBI 62

AWAITING DEBATE

The NEA will use all means at our disposal to defend reproductive freedom and *Roe v Wade*, including working with affiliates to organize and support marches and rallies for women's rights and support clinic defense in cities where abortion clinics are under

attack by the right wing. The NEA will defend its members and students who need access to abortions and birth control. The NEA will issue a press release calling on the Biden administration to increase the number of Supreme Court justices, and/or to impeach the justices who went against their sworn testimony to not overturn *Roe v Wade*. The NEA will issue a press release calling for an end to the Senate filibuster that is being used now, as it has in the past to block progressive legislation. The NEA will also publicize the above actions through our existing media outlets.

Rationale/Background: The three (3) Trump appointed Supreme Court justices constitute a far right-wing coup inside the nation's highest judicial body. The new civil rights movement must defeat these attacks through organizing mass actions to defend women and all Americans from this attack.

Submitted By: 50 Delegates

Contact: Tania Kappner, CA, tania.kappner@ueaa.net

Relevant Strategic Objective (SO)
SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$17,000.

NBI 63

AWAITING DEBATE

NEA will inform states and locals of the following sample language that may be put in contracts that is LGBTQIA+ inclusive. The language will be as follows:

“Parental leave” instead of “maternity leave,” “parent” instead of “mother” or “father,” “birthing parent” instead of “mother,” and “non-birthing parent” instead of “father.”

Rationale/Background: Using this contract language, members need not worry about how a Board of Education/solicitor defines “maternity leave,” “mother,” and/or “father”; the language is an inclusive reflection of how LGBTQIA+ members build their families.

Submitted By: Governance body of affiliate

Contact: George Kemery, NJ

Relevant Strategic Objective (SO)
SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEMS

NBI 64

AWAITING DEBATE

The NEA will, using existing resources, publish data and information on how GPO/WEP negatively impacts those members in the states where it is law. Using existing websites and media, NEA shall create an additional tool in our online “Retirement Security” area for members in all states and jurisdictions to use in lobbying their Congressional representatives about the impact of the Windfall Elimination Provision on members and their Social Security benefits. The tool shall be oriented to facilitate advocacy by both members in the affected states and delegations (Alaska, California, Colorado, Connecticut, Georgia, Illinois, Kentucky, Louisiana, Maine, Massachusetts, Missouri, Nevada, Ohio, Rhode Island, Texas, and Federal employees), and by members in the 35 unaffected states. A short feature article about the tool and its uses shall be published on existing websites and in existing media when the tool is made available so that members nationwide can advocate for this retirement security injustice perpetrated on only some of us.

Rationale/Background: The “Windfall Elimination Provision” (1983) reduces retirement benefits in 15 states for individuals with public service pensions. This addition to existing online tools dashboard will facilitate counteracting the reduction of benefits by members in both the affected and unaffected states.

Submitted By: 50 Delegates

Contact: Timothy Brown, CO, Timothy.Brown.CEA@gmail.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$72,258.

NBI 65

AWAITING DEBATE

NEA, using existing resources, will encourage members and others to wear orange every Tuesday during September and October to show support for common-sense gun safety laws.

Rationale/Background: To show elected lawmakers and other officials the public’s support for passing stringent gun safety laws, a position that surveys show is held by 80 percent to 90 percent of U.S. voters.

Submitted By: 50 Delegates

Contact: Pete Moran, NJ, pmoran@njea.org

Relevant Strategic Objective

SO-5 Enhance Professional and Organizational Regard

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$7,500.

NBI 66

AWAITING DEBATE

NEA, using existing electronic media resources, will post U.S. senators’ and representatives’ positions on NEA-supported gun safety laws.

Rationale/Background: To ensure NEA members know where their federal lawmakers stand on NEA-supported gun safety laws.

Submitted By: 50 Delegates

Contact: Pete Moran, NJ, pmoran@njea.org

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$10,500.

NBI 67

AWAITING DEBATE

NEA will conduct a survey of state affiliates to determine which states have an Early Childhood Standing Committee and will report the information to the NEA Early Childhood Educators Caucus.

Rationale/Background: There is increasing momentum to expand early childhood programs. However, there exists inequity in how early childhood educators are represented and how programs are structured. This NBI will provide information to the NEA ECE Caucus to advance early childhood issues.

Submitted By: 50 Delegates

Contact: Megan King, NJ

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$21,750.

NEW BUSINESS ITEMS

NBI 68

AWAITING DEBATE

NEA will convene Aspiring Educators and higher education members in a taskforce to address the issue of inadequate and unconventional approaches to culturally responsive teacher preparation. Through its efforts, NEA will:

- Organize a cohort to meet virtually in the creation of defining what a culturally responsive educational course should cover throughout its entirety by arranging a syllabus for colleges and universities.
 - Advocate for courses that give time and space to learn how to navigate White supremacy culture, and address sexism, homophobia, transphobia, anti-Blackness, colorism, etc.
- Acknowledge and identify the manner in which educational courses maintain superficial courses instead of submerging Aspiring Educators in the reality of student experiences.
- Call on colleges and universities to restructure any surface level approaches to teaching around diversity, inclusion, and culturally responsive teaching pedagogies.
- Collect research on course content from NEA partners and accreditation agencies on colleges and universities who have culturally responsive course options for Aspiring Educators in their educator programs.
- In *NEA Today* for Aspiring Educators, publish an online article featuring abolitionist educators with a set of resources including literature by authors on the subject.

Rationale/Background: Aspiring Educators recognize the inadequate, outdated, surface-level preparation received throughout education programs that is harmful, instead of beneficial to every student with the culturally responsive education they deserve. With collaboration, we can collectively enhance Aspiring Educators preparation.

Submitted By: 50 Delegates

Contact: Yesenie Cano, OK, cano.yesenie@gmail.com

Relevant Strategic Objective (SO)

SO-2 Support Professional Excellence and Respect, SO-6: Enhance Organizational Capacity

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$46,050.

NBI 69

AWAITING DEBATE

The NEA will take action to support teachers nationally who are unjustly denied Americans with Disability Act (ADA) work

accommodations and Family Medical Leave by employers including publicizing the practice of unfair denial in existing media channels and contacting the Detroit Federation of Teachers (DFT) to support its defense of Nicole Conaway and other similarly situated teachers.

Rationale/Background: ADA accommodations and FMLA are protections won by the labor movement to protect workers' health. During the pandemic, when 500,000 teachers have left the workforce, employers are attacking these programs. Defend Nicole Conaway and other teachers' right to FMLA/ADA.

Submitted By: 50 Delegates

Contact: Tania Kappner, CA, tania.kappner@ueaa.net

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$19,000.

NBI 70

AWAITING DEBATE

NEA shall promote the protection of members' rights and welfare by developing or publicizing existing materials from NEA or partner organizations that affiliates can use to support employees in disputes with employers or with those acting on behalf of employers. These materials shall specifically explain how to use the Federal Whistleblower Protection Act to protect NEA members.

Rationale/Background: The Whistleblower Protection Act of 1989 and the Whistleblower Protection Enhancement Act of 2012 prohibit federal agency officials from taking or threatening to take a personnel action (e.g., poor performance review, demotion, suspension, reassignment) against employees.

Submitted By: 50 Delegates

Contact: Kenyon Andrews, TX, kenyon.andrews@yahoo.com

Relevant Strategic Objective (SO)

SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$8,000.

NEW BUSINESS ITEMS

NBI 71

AWAITING DEBATE

NEA will use existing digital communication tools to educate members and the general public about human rights violations around the world, including but not limited to:

- China continuing to carry out discriminatory work policies, such as forced labor, impossible production expectations, and long working hours, against 13 million Uighurs and other Turkic or Muslim peoples in its northwest province of Xinjiang. Sources should include but not be limited to: Education International and other NGOs such as UNICEF, the International Trade Union Confederation, and the International Labour Organization.

- The history and struggles of the reported over 225,000 Haitian children — or one (1) in 15, of which 60 percent are girls. Sources should include but not be limited to Education International and other NGOs such as UNICEF, Restavek Freedom, and International Justice Mission.

- The history and struggles of the more than 21,000 children human trafficked and live as modern-day slaves. Sources should include but not be limited to Education International and other NGOs such as Challenging Heights Cost Implications, Walk Free Foundation, Many Hopes, and Free the Slaves.

- The history and struggles of the more than 8 million children in India who have been human trafficked and live as modern-day slaves, working in hazardous factories, mines, shops, homes, and forced into prostitution. Sources should include but not be limited to: Education International and other NGOs such as International Justice Mission, Prajwala, Prerana, Guria Swayam Sevi Sansthan, Rescue Foundation, iPartner India.

- The history and struggles of the over 60 million children in Cameroon subjected to the worst forms of child labor, including commercial sexual exploitation, as a result of human trafficking; children performing dangerous tasks in gold mining and cocoa production; the use of children in illicit activities such as production and trafficking of drugs; and the recruitment of children under age 18 by non-state armed groups. Sources should include but not be limited to: Education International and other NGOs such as the Forever Chocolate Program, Commit2Africa, Defense for Children International, Kids Education CONCERN, Link Up Charity Foundation, United Action for Children Learning Tools for Self Development, and United Action for Children.

- The history and struggles of the 276 schoolgirls kidnapped by Boko Haram six (6) years ago, of which 113 are still missing. Sources should include but not limited to Education International and other NGOs such as UNICEF, The #bring-backourgirls campaign, Change.org, and Amnesty International.

- The history and struggles of girls not being allowed to go to school beyond the 6th grade (age 12) by the Taliban in

Afghanistan; the forbidding of women to work outside the home; and the erasing of women and girls from aspects of public life. Sources should include but are not limited to: Education International and other NGOs such as UNICEF, Women for Afghan Women, Afghan Women's Educational Center, Afghan Women's Mission, Afghan Women's Network, Afghan Women Welfare Department, Revolutionary Association of the Women of Afghanistan, and the U.S.-Afghan Women's Council.

- The current struggles of the citizens of Yemen who have endured more than 150 airstrikes on civilian targets, including homes, hospitals, and communication towers by Saudi Arabia. Specifically including information that hundreds of thousands have died from the fighting or its indirect consequences such as hunger; that 24,000 people have been killed (including combatants and nearly 9,000 civilians); and that a substantial portion of the air raids were carried out by jets developed, maintained, and sold by U.S. companies, and by pilots trained by the U.S. Military. Sources should include but not be limited to Education International and other NGOs such as Save the Children and the International Rescue Committee.

Rationale/Background: Reputable sources report these children have been sexually abused and are engaged in hazardous labor on Lake Volta in Ghana. This NBI can be bundled with similar NBIs to save on cost implications.

Submitted By: 50 Delegates

Contact: Patrick Crabtree, GA, pcrabtree@mail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$152,500.

NBI 72

AWAITING DEBATE

NEA will use existing digital communication tools to educate members and the general public about the illegal Russian invasion, as determined by the United Nations, of Ukraine which includes the atrocities that occurred from the bombing of residential areas including schools, hospitals, and major cultural sites, causing over 14,000 civilian deaths. Sources should include but not be limited to Education International and other NGOs such as CARE, Project Hope, and the Ukraine Humanitarian Fund.

Rationale/Background: The UN-passed resolution “condemns” Russia’s declaration “special military operation” in Ukraine, “deplores in the strongest terms” Moscow’s violating Article 2(4) stating members refrain from “the threat or use of force against territorial integrity or political independence of any state.”

NEW BUSINESS ITEMS

Submitted By: 50 Delegates

Contact: Patrick Crabtree, GA, pcrabtree@mail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$3,750.

NBI 73

AWAITING DEBATE

NEA will work with state affiliates to assure local and council presidents are provided the resources and information needed for governance leaders to fully understand how the UniServ program functions and how UniServ staff shall support the work designated by the governing bodies of their respective local or council.

At a minimum, the resources local and council presidents should expect to receive from NEA either directly or through their state affiliate shall include:

1. A local leader fact sheet describing NEA's UniServ Program including possible "Local Involvement Plan" templates, a history of the UD Program, and general feedback mechanisms regarding a UD's performance that a local or council president may have access to in any given state
2. Two (2) or more examples of how state affiliates may conduct evaluation processes for UniServ directors that includes input from local and council governance, regardless of if their state affiliate has such a process in place.

The NEA UniServ Advisory Committee shall assure that other resources that would reasonably lead to elected governance, specifically local presidents, to understand the role and responsibilities of a UniServ director are disseminated as broadly as possible using existing channels and are updated annually as new programs for UDs to participate in are developed.

Additionally, NEA will support state affiliates in providing their local and council presidents:

1. A template for state affiliates to fill in with the contact information for managers of UDs for local leaders to have access to that person, the state affiliate's specific staffing processes, the UD job description, and feedback mechanisms for local leaders to support their UD performance evaluation or goal-setting practices, which may be specific to their state's collective bargaining agreement.
2. Any mediation or conflict resolution support available to staff and governance. This may include suggestions for how local leaders can have difficult conversations with their UD.
3. A description of the various kinds of staff available to locals

and councils for organizing and advocacy that the UD may not have the capacity to do in their current work assignment.

Rationale/Background: Our union runs on member dues. Members and the leaders they elect need to fully understand the role of staff in order to operate transparently. Newly elected leaders need support in understanding this role and working effectively with staff.

Submitted By: 50 Delegates

Contact: Julianna Dauble, WA, julianna.dauble@washingtonea.org

Relevant Strategic Objective (SO)

SO-6: Enhance Organizational Capacity

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$27,700.

NBI 74

AWAITING DEBATE

NEA will research best practices to support higher education faculty, education support professionals, graduate students, and those engaged in institutions of higher education to assist with accessing information and support for social-emotional well-being and mental health and distribute those practices and findings via existing communication channels.

Rationale/Background: Social-emotional well-being is critical to higher education individuals for their ability to be effective in their educational settings. Using NEA resources to research best practices will deliver information to support members in locals to develop plans to...

Submitted By: 50 Delegates

Contact: Vivian Zimmerman, IL, momzee2@comcast.net

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments, SO-2 Support Professional Excellence and Respect

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$15,000.

NBI 75

AWAITING DEBATE

NEA shall, using existing resources, create a new category with the Human and Civil Rights Awards program that honors an

NEW BUSINESS ITEMS

individual or a group whose work has educated, supported, and advocated for equal opportunity for members of the Disabled community.

Rationale/Background: Disability Rights are civil rights. The work of Disability Activism has long been ignored or hidden, with the work and advocacy often impacted by barriers that heavily impact individuals with disabilities.

Submitted By: 50 Delegates

Contact: Martha Patterson, WA, lattelady63@yahoo.com

Relevant Strategic Objective (SO)
SO-3 Advance Racial and Social Justice

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$17,613.

NBI 76

AWAITING DEBATE

NEA will form a virtual study group of a variety of stakeholders to examine the feasibility and logistics of doing more of its events in a hybrid format. The group's findings and recommendations will be reported to the 2023 NEA Representative Assembly.

Rationale/Background: Making more NEA events a hybrid experience would make them more accessible and equitable for our members. Expanding access and equity builds our capacity and strengthens our union.

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

Contact: Scott Ellingson, WI, ellingsonscott@hotmail.com

Relevant Strategic Objective (SO)
EO-1 Enterprise Operations (ongoing business operations)

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$60,000.

NBI 77

AWAITING DEBATE

NEA will advocate for credential programs to include a year of therapy as part of an educators' credential process by drafting a letter for state affiliates to send to state superintendents of education and to university and college affiliates requesting their advocacy.

Rationale/Background: Teaching is stressful. Educators have to recognize trauma in students and themselves. A therapy program can provide skill sets that would benefit classroom environments,

including recognizing their own triggers, understanding self care and establishing and maintaining interpersonal relationships and boundaries.

Submitted By: 50 Delegates

Contact: Georgia Flowers Lee, CA, georgia.flowers@utla.net

Relevant Strategic Objective (SO)
SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$6,000.

NBI 78

AWAITING DEBATE

NEA shall make a statistical study on the effect of significant faculty retrenchment at community colleges on future faculty cuts.

Rationale/Background: Anecdotal evidence suggests that retrenchments lead to additional cuts due to lost enrollments. Administrators and college boards believe that no future cuts would be needed. This study will be given to boards to guide their decisions.

Submitted By: 50 Delegates

Contact: Scott Wallace, OR, universalgreen@hotmail.com

Relevant Strategic Objective (SO)
SO-2 Support Professional Excellence and Respect

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$73,250.

NBI 79

AWAITING DEBATE

The NEA will evaluate and award grants based on a union solidarity fund of \$200,000 targeting unionization in non-education industries.

Criteria for an award will emphasize grantee's justification of how the funds or in-kind organizational support would uniquely benefit their effort to organize, win an NLRB-monitored election, or litigate legal challenges.

Prior to the 2023 NEA RA, the NEA will provide an executive report on the grants awarded, overhead costs incurred, and offer recommendations for enhancing program effectiveness in future years.

NEW BUSINESS ITEMS

Rationale/Background: Whereas the surge of organizing across industries portends hope for improved wages and conditions for working families and students across the nation. Whereas unions are a vital force for building and sustaining a democratic, pluralistic culture that values public education.

Submitted By: 50 Delegates

Contact: Jonathan Holtzman, MD,
jonathanrholtzman@gmail.com

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice, SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$250,000.

NBI 80

AWAITING DEBATE

NEA will partner with organizations that assist those who are affected by human trafficking and spread awareness about missing and murdered Indigenous women and children. NEA will use existing resources to publish data and statistics.

Rationale/Background: Far too long, data and awareness on missing murdered Indigenous women and children have been obsolete. NEA will partner with organizations like Missing Murdered Indigenous Women and Children, Operation Underground Railroad, to bring information and data to the membership.

Submitted By: 50 Delegates

Contact: Tracy Hartman-Bradley, NE, trhb1000@gmail.com

Relevant Strategic Objective (SO)

SO-3 Advance Racial and Social Justice

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$28,000.

NBI 81

AWAITING DEBATE

NEA will use its publication *NEA Today*, and existing digital communication platforms, to highlight, honor, and promote information and resources for teaching about populations featured in America's national heritage months, including (but not limited to) the following:

- January: Slavery and Human Trafficking Prevention Month
- February: Black and African-American Heritage Month
- March: Women's History Month, Irish-American Heritage

Month, Developmental Disabilities Awareness Month

- April: Deaf History Month, International Romani Heritage Month, Arab-American Heritage Month, Armenian History Month
- May: Asian-American and Pacific-Islander Heritage Month, Jewish-American Heritage Month, Mental-Health Awareness Month
- June: Juneteenth; LGBTQ+ Pride Month
- July: Fourth of July
- August: Undetermined
- September: Hispanic-Latino Heritage Month
- October: Disability Employment Awareness, Italian American Heritage Month, German-American Heritage Month; Filipino-American Heritage Month, Polish-American Heritage Month, LGBTQ+ History Month
- November: National American Indian Heritage Month, World Adoption Day

Rationale/Background: In order to improve student, staff, and family awareness and respect, educators require accurate information and resources for teaching about and honoring varied and complex cultural and heritage identities.

Submitted By: 50 Delegates

Contact: Amy Leserman, CA, aleserman@gmail.com

Relevant Strategic Objective (SO)

SO-1 Build Safe, Healthy, Inclusive, Future-Focused Learning Environments
SO-2 Support Professional Excellence and Respect
SO-3 Advance Racial and Social Justice
SO-4 Strengthen Public Education as the Cornerstone of Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$303,792.

NBI 82

AWAITING DEBATE

The National Education Association shall acknowledge the existence in our country of institutional homophobia and transphobia—the societal patterns and practices that have the net effect of imposing oppressive conditions and denying rights, opportunity, and equality based upon sexual orientation and gender identity. This inequity manifests itself in our schools and in the conditions our students and educators face in their communities. In order to address institutional homophobia and transphobia, the National Education Association shall lead by: 1) spotlighting systemic patterns of inequity—homophobia and transphobia—that impact our students and educators; and 2) taking action to enhance access and opportunity for our students and educators.

NEA will use our collective voice to bring to light and demand change to policies, programs, and practices that condone or ignore

NEW BUSINESS ITEMS

unequal treatment and hinder student and educator success by:

- Providing technical assistance to state, local, and national affiliates to dialogue internally and with the external community and develop plans of action to address institutional homophobia and transphobia.
- Partnering with a broad coalition of National LGBTQ+ organizations on campaigns and actions to eradicate policies that perpetuate institutional homophobia and transphobia in education.
- Partnering on campaigns and actions on critical LGBTQ+ issues impacting students, educators, and their communities.
- Convening high school students and young people to gather their perspectives to inform our work and the work of others (local/state affiliates, policymakers, etc.).
 - Expanding the work of the Association on issues of institutional homophobia and transphobia, including redirecting existing resources, and providing grants to affiliates to lead and partner with us on site-based projects, such as:
 - ♦ Programs aimed at improving school climate and culture, particularly addressing LGBTQ+ youth homelessness and suicide.
 - ♦ Develop and support campaigns against anti-LGBTQ+ legislation at the state and local levels.
 - ♦ Expanding local affiliate-school district partnerships that expand educator-led professional development, particularly in areas of using pronouns, how to support transitioning students, LGBTQ+ inclusive practices and policies, etc.
- Researching implications for NEA's Strategic Plan and Budget for 2022-2024.

Rationale/Background: It is time to acknowledge and address the systemic homophobia and transphobia taking place in our great public schools. NEA has an obligation to be at the forefront of dismantling an oppressive system full of hate, misinformation, and fear mongering.

Submitted By: 50 Delegates

Contact: Emilly Osterling, NC, osterlinge@yahoo.com

Relevant Strategic Objective (SO)
SO-3 Advance Racial and Social Justice

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$524,900.

NBI 83

AWAITING DEBATE

NEA will provide support to state and local affiliates in coordination with the National Council for Education Support Professionals, and the ESP Quality Department, by producing

an updated version of the video titled "A Day Without ESPs." This video will explain the roles, duties, and responsibilities of ESPs in the school system.

Rationale/Background: A professional quality video resource that explains to school boards, politicians, PTAs, and other local leaders, the role of ESPs in the school system will educate them of the value of ESPs.

Submitted By: 50 Delegates

Contact: Joe Coughlin, MD, jcoughlin@mseanea.org

Relevant Strategic Objective (SO)
SO-2 Support Professional Excellence and Respect

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2022-24 Strategic Plan and Budget. It would cost an additional \$140,275.

NBI 84

AWAITING DEBATE

NEA will avoid using the term "statistically irrelevant" and/or "insignificant" when reporting any student data, especially in regard to Indigenous students, educators, and ESPs.

Rationale/Background: Currently NEA, when presenting data, leaves out a very important population our Native and Indigenous students. Thus, the problems are never addressed.

Submitted By: 50 Delegates

Contact: Tracy Hartman-Bradley, NE, trhb1000@gmail.com

Relevant Strategic Objective (SO)
SO-3 Advance Racial and Social Justice

Cost Implications
This item can be accomplished with current staff and resources under the proposed 2022-2023 Strategic Plan and Budget at no additional cost.

NBI 85

Consolidated with NBI 64



Discover the knowledge, skills, and abilities NEA educators need to lead thriving associations and become world-class leaders in their professions. Developed by educators, the NEA Leadership Competency Framework is a tool to define and assess education leaders' current leadership skills, knowledge, and abilities.

To learn more, visit
nea.org/leadershipdevelopment

 **Leadership
Development**