

2018 NEA New Business Items

New Business Item A

ADOPTED

The National Education Association will respond thoughtfully, swiftly, and forcefully in support of and in solidarity with immigrant families who are separated, incarcerated, or refused their legal right to request asylum due to the heartless, racist, and discriminatory zero-tolerance policies of the Trump administration. We will not waiver in our commitment to these families and will take the following actions:

1. Proactively seek opportunities to coordinate and partner with immigration advocates and activists to add our voices to those demanding families be kept together during the immigration process and to prevent families from being incarcerated indefinitely.
2. Inform our members of this racist policy of incarcerating children and families and the physical and emotional trauma that extended fear and stress cause to people, especially children. We will engage members at the local and state levels with resources, alerts, and opportunities to take action on immigration issues and effect positive changes in their schools and communities.
3. Closely monitor legislation on immigration and analyze bills, regulations, and executive orders to determine their impact, intended and unintended. We will prioritize our advocacy for legislation that realizes the DREAM Act, does not separate families, and respects rights to due process. We will fight legislation that harms Dreamers, diminishes asylum claims, violates rights to due process, separates families, or threatens trauma in children.
4. Call for a complete accounting of the children already taken from their families and those who may still be taken.
5. Fight for reunification of children and parents and the immediate placement of families in the least-restrictive environments, including access to free and appropriate public education while awaiting processing.
6. Provide appropriate legal support such as amicus briefs, legal analysis, and consultation with our partners on legal strategy to protect the dignity and human and civil rights of families, many of whom are indigenous natives.

New Business Item 1

DEFEATED

The 2018 NEA Representative Assembly calls for a constitutional convention to meet, deliberate, and propose a new NEA constitution to embrace a governance structure to move our union forward to organize, represent, and advocate for the extraordinary and growing diversity of our local, state, and national affiliates; to balance the costs of our ongoing programs and services with our membership dues revenue; to streamline and empower member-driven democratic decision making focused on our core values: unrelenting

support and advocacy of great public schools and quality public programs and services in the local, state, and national communities in which our members live and work.

Delegates to the convention shall be the national officers, all directors on the NEA Board of Directors, and all state affiliate presidents. Each delegate shall have one vote on all issues before the convention.

The NEA president shall chair the convention. The convention shall first convene no later than the first working day in October 2018.

The president shall schedule all convention meetings, prepare agendas, electronically report proceedings to the NEA membership and affiliates via www.nea.org, and submit a new constitution to the 2019 NEA Representative Assembly for the consideration of the 2020 NEA Representative Assembly.

Delegates to the 2020 NEA Representative Assembly by simple majority vote may amend and by two-thirds secret ballot adopt the proposed new constitution.

[New Business Item 2](#)

REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED

I move that NEA encourage state affiliates to listen to members regarding recent educator advocacy strategies and techniques.

[New Business Item 3](#)

ADOPTED

NEA will investigate developing a direct-action event to take place at the 2019 NEA RA in Houston, TX.

[New Business Item 4](#)

ADOPTED

NEA will promote the Black Lives Matter Week of Action in schools during Black History month in 2019, using existing communication resources, specifically calling for clear efforts to demonstrate support for the three demands of the BLM Week of Action in schools:

1. Ending zero-tolerance policies and replacing them with restorative justice practices.
2. Hiring and mentoring Black educators.
3. Mandating that ethnic studies be taught in preK-12 schools in age-appropriate ways.

[New Business Item 5](#)

ADOPTED

NEA will encourage its state affiliates not to submit appeals to petition state governing authorities for a charter school to remain open once a closure decision has been made due to poor performance prior to conducting a needs assessment and community impact study.

New Business Item 6

DEFEATED

NEA will publicize our opposition to and rejection of McDonald's program, McTeacher's Nights, for exploiting public schools, educators, and workers to market junk food to our students, including:

1. NEA will publish articles on the negative effects of the McTeacher's Night program through existing channels, including in *NEA Today* and through digital channels.
2. President Eskelsen Garcia will write a letter of concern directed to the president and CEO of McDonald's regarding the harmful effects of McTeacher's Nights, which local associations can submit to local media outlets where the McTeacher's Nights program is active.
3. President Eskelsen Garcia will write a letter to the presidents of state and national PTAs urging them to stop all partnerships with McDonald's on McTeacher's Nights.
4. NEA will encourage state and local affiliates to re-evaluate McTeacher's Nights and to support state and local legislation and policies aimed at protecting children and students from junk food marketing.
5. NEA will communicate through existing resources alternative fundraising programs that schools can use to replace McTeacher Nights.

New Business Item 7

ADOPTED

NEA will create a brochure for our members and parents on common enrollment systems and their impact on urban school communities.

New Business Item 8

ADOPTED

NEA will fund training materials and space for two three-hour safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2019.

New Business Item 9

ADOPTED

The NEA RA directs NEA to support, in ways it finds appropriate and within the budget, the removal of the names of Confederate leaders from public schools.

[New Business Item 10](#)

ADOPTED

That NEA, through existing publications, inform members about the issues faced by international adoptees that were not granted citizenship under the Child Citizenship Act (CCA) of 2000.

[New Business Item 11](#)

ADOPTED

NEA shall, using existing digital media, have all state and local affiliates encourage K-12 teachers to view a series of films called *Creating Gender Inclusive Schools* and use the accompanying study guides of the Youth and Gender Media Project (visit youthandgendermediaproject.org) to create inclusive communities for all youth, regardless of where they fall on the spectrum of gender identity and expression.

[New Business Item 12](#)

REFERRED TO THE ANNUAL MEETING REVIEW COMMITTEE

NEA will study the feasibility of delegates voting for NBIs with smartphones or tablets.

[New Business Item 13](#)

OTHER

Not in Accordance with Standing Rule 6

The Committee on Constitution, Bylaws, and Rules has determined that NBI 13 is not in accordance with Standing Rule 6.

[New Business Item 14](#)

ADOPTED

NEA will investigate, using existing committees and the National Vocational and Career Technical Education Caucus (V-CTE), the impact and availability of CTE programs in the reduction of the school-to-prison pipeline. These findings will be made available to all members through existing platforms.

New Business Item 15

ADOPTED

Using existing communication channels, NEA shall publicize the need for transparency and disclosure of donor agreements and funding from foundations or centers to colleges, universities, and other educational programs.

New Business Item 16

DEFEATED

NEA will use its communication network of health professionals and consultants to support educators with information on how to navigate the health system with resources and information regarding stroke and the devastating effects to the members and their families.

New Business Item 17

ADOPTED

NEA will communicate, through existing means, the advancement of the role and responsibilities of certified school counselors within their schools.

New Business Item 18

ADOPTED

NEA will produce an open letter of support for the Seattle Education Association's moratorium on standardized testing.

New Business Item 19

ADOPTED

I move that NEA commends and supports the courageous students fighting for safe schools and that NEA, within its existing budget, ensures the safety of our students and school personnel will:

Encourage State and Local Affiliates to Seek:

- Separate and additional local and state funding for school districts, colleges and universities that may employ at least one armed or unarmed school resource officer in each school, based upon the local association's agreement, who will work with students, school personnel, and the community.
- Separate and additional local and state funding for school counselors (guidance counselors), school social workers, school psychologists, school nurses, mental health providers, school attendance teachers, and similar student support personnel to help students identified as having possible serious mental health problems.
- The development of state crisis tapelines/apps that provide students with access to crisis counselors and a confidential means of reporting bullying, violence, and threats.
- Additional local and state funding for school districts to provide a system for training school personnel and parents to detect the early warning signs that a student may become violent.
- Opposition to arming teachers in schools.
- Ensure that those identified with severe emotional problems are provided with support and services and that they do not have access to firearms.
- Support a mandated, comprehensive background check to prevent those found guilty of violent crimes and domestic violence from purchasing or having possession of a gun.

NEA also urges other organizations, schools, school districts, and concerned citizens to join in a national flag-at-half-staff-for-safe-schools movement until they, too, are convinced and sufficient actions (laws, regulations, funding, programs, etc.) have been enacted to provide a safe environment in our schools for our students and school personnel.

[New Business Item 20](#)

ADOPTED

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

[New Business Item 21](#)

ADOPTED AS MODIFIED

NEA endorses (in name only) the Poor People's Campaign: A National Call for Moral Revival, will investigate developing a partnership with the Campaign, and will publicize, through existing digital publications, our endorsement and campaign actions.

[New Business Item 22](#)

ADOPTED AS AMENDED

NEA will not accept advertisements from businesses that use profits to privatize public education.

[New Business Item 23](#)

ADOPTED AS AMENDED

NEA will identify strategies to aid states and locals in fighting age discrimination when senior staff members are targeted through denigrating teacher and education support professionals evaluation processes and identify ways to ensure their rights are not violated.

[New Business Item 24](#)

ADOPTED

I move that NEA, through existing channels, survey state affiliates to determine what resources and practices are in place to support educators experiencing trauma in the workplace. Once the data is compiled, NEA will publish an article in *NEA Today*, educating members of NEA's ongoing work on educator trauma. This article will include, but not be limited to, ways members can utilize the Schools Crisis Guide, Healthy Futures, and supports available to educators impacted by trauma in the workplace, as well as highlight work being done in Delaware and Illinois creating trauma sensitive schools.

[New Business Item 25](#)

DEFEATED

NEA will select 10 or more racial and/or class segregated publicly funded public schools at random and petition the IRS to drop these selected segregated public schools from their IRS tax exemption status.

[New Business Item 26](#)

ADOPTED

NEA will educate members and stake holders, through existing resources (including electronic), about the negative consequences of graduation policies for students with special needs and other vulnerable populations.

[New Business Item 27](#)

ADOPTED AS AMENDED

NEA condemns Donald Trump’s policy of child separation and the indefinite detention of refugee children and families by publicizing the defense of the 1997 federal court decision in *Flores v. Reno* that strictly prohibits the indefinite detention of children.

[New Business Item 28](#)

ADOPTED

NEA will create a charter schools moratorium toolkit to support state and local associations in implementing the NEA Policy Statement on Charter Schools. The primary focus of the toolkit would be section 1b of the Policy Statement: “Public charter schools should only be authorized by the same local, democratically accountable entity that oversees all district schools.” The toolkit will empower state and local associations in pressing for moratoria on charter school authorizations by bodies other than locally elected school boards.

[New Business Item 29](#)

ADOPTED AS AMENDED

NEA will identify and share with affiliates principles and/or regulations that remove barriers like the PRAXIS and other standardized tests that prohibit educators from entering the profession. NEA will also write model legislation and/or regulations that can be used by states and affiliates. NEA will promote through existing outlets the issues of abolishing standardized testing as a primary qualifier of teacher certification.

[New Business Item 30](#)

DEFEATED

I move that NEA promotes teaching about the Armenian Genocide, the first genocide of the 20th century, the systematic and premeditated killing of 1.5 million Armenian people at the hands of the Turkish Ottoman government. I further move that NEA use all existing resources to publish articles, including links to lesson plans and teaching tools from the Genocide Education Project, Facing History and Ourselves, and similar organizations, on the history of the Armenian Genocide and the continual denial by the perpetrators, the Turkish government.

[New Business Item 31](#)

ADOPTED AS AMENDED

NEA will use existing resources to:

1. Share existing research and finding about struggling readers (students unable to learn to read at an age appropriate rate given appropriate instruction, students considered to be showing pre-dyslexic tendencies, and/or students identified as having dyslexia), their experiences, and the effects of struggling to read on their lives;
2. Promote the use of culturally responsive universal screening and early reading intervention in states not currently doing so;
3. Promote instructional practices that include existing evidence-based, multi-sensory, explicit, and systematic phonics instruction, in the general education classroom, for early struggling readers.

New Business Item 32

ADOPTED

NEA shall, using existing digital media, share with state and local affiliates a Center for Disease Control and Prevention (CDC) website (visit <https://www.cdc.gov/lgbthealth/youth-resources.htm>) that lists resources, government agencies, and community organizations for the LGBTQ+ youth, their friends, educators, parents, and family members to support positive environments.

New Business Item 33

ADOPTED

Using current communication vehicles, NEA will encourage and provide resources to affiliates to help them partner with police unions to encourage training and ethical practices with respect to cultural competency, social justice, and restorative practices, and promote open communication between school communities and law enforcement.

New Business Item 34

ADOPTED

NEA will use its resources to inform policymakers of the devastating and critical effects of the homeless epidemic plaguing the U.S. NEA will advocate for resources on behalf of students, educators, and families suffering from the impact of homelessness.

New Business Item 35

ADOPTED AS MODIFIED

NEA will designate October as the National Higher Education Month. NEA will work with the National Council for Higher Education (NCHE) to use existing social and digital

channels in celebration of the month that will include materials and activities for the members to use. The materials will be developed in collaboration with NCHE.

[New Business Item 36](#)

ADOPTED AS MODIFIED

NEA shall, using existing digital media, post a list of known individuals with businesses who are committed to refusing services to same-sex couples and/or LGBTQ individuals. NEA can access a list of these individuals and their businesses from organizations such as THINKPROGRESS (thinkprogress.org), Southern Poverty Law Center, and Human Rights Campaign, and share it with all state and local affiliates on nea.org.

[New Business Item 37](#)

ADOPTED AS MODIFIED

NEA, through its current communication and social media platforms, will address the national need to recruit, develop, and retain diverse and culturally responsive community based educators of color (especially males) to help advance the achievement of all students. NEA will use existing programs to pilot a pipeline for male educators (especially those of color) through preK-12 and higher education.

[New Business Item 38](#)

ADOPTED AS AMENDED

NEA will support a strategy of postponing confirmation of a Supreme Court justice until after the mid-term election, holding Congress to the same standards set forth by the Senate after the death of Antonin Scalia in 2016.

[New Business Item 39](#)

ADOPTED AS AMENDED

NEA will use existing publications to salute the bravery of the many individuals who have come forward in the #MeToo movement and declare our solidarity with the struggle against sexual assault.

[New Business Item 40](#)

ADOPTED

NEA shall, using existing digital media, encourage state and local affiliates to make available a practice brief to families, caretakers, advocates, and providers that provides new research from the Family Acceptance Project (FAP) at San Francisco State University in support of their lesbian, gay, bisexual, transgender, questioning+ (LGBTQ+) children.

[New Business Item 41](#)

CONSOLIDATED WITH NBI 37

NEA will use existing programs to pilot a pipeline for male educators (especially those of color) through preK-12 and higher education.

[New Business Item 42](#)

ADOPTED AS MODIFIED

NEA will advocate for the implementation of quality arts programs in preK-higher education (especially those that do not have them) by encouraging states and locals to recruit and retain licensed/credentialed arts educators. NEA will use existing resources to share best practices and strategies with educators, families, and community members.

[New Business Item 43](#)

ADOPTED

NEA will advocate for lower interest rates and affordable housing programs for educators.

[New Business Item 44](#)

ADOPTED AS MODIFIED

The NEA President shall write a letter to all NEA state and local affiliates, state superintendents, and chiefs about the importance of eradicating human trafficking, which, according to the United Nations, is “modern-day slavery.” The letter shall underscore the importance of:

1. Providing training, information, and programs to all educational professionals on the nature and traumatic impact of human trafficking on individuals, students’ education, and our communities in general;
2. Developing local and district or community-wide protocols for reporting/handling actual and/or suspected incidents of human trafficking in schools;
3. Providing parents, guardians, and their students with necessary and appropriate information to help them better understand the nature of and threat that human trafficking poses to them; and

4. Working with community allied organizations to develop community-wide awareness and protocols for addressing human trafficking.

New Business Item 45

DEFEATED

NEA will investigate current American Legislative Exchange Council (ALEC) members (companies, corporations, and/or groups). If any current ALEC members have direct and/or indirect (3rd party) association with NEA, NEA will urge the company, corporation, and/or group, in writing, to withdraw ALEC membership within 90 days of the notice. Should the ALEC member(s) fail to or decline to withdraw ALEC membership, NEA will immediately discontinue association (direct and/or indirect) with the ALEC member and encourage all state and local associations to do the same. Should there be a contractual agreement with the ALEC member(s), NEA will not extend and/or enter into a contract.

New Business Item 46

WITHDRAWN

NEA will provide an update of the progress of the actions taken since the passage of 2017 NBI B including an update on the Race Forward work that has been occurring.

New Business Item 47

ADOPTED

Moved that the NEA Center for Organizing actively promote, through existing publications, membership for certified and classified substitute educators in order to form more “wall-to-wall” bargaining units in the aftermath of the Janus decision in the 2018-2019 school year.

New Business Item 48

ADOPTED

NEA will build on the great teachers’ union victories in West Virginia, Oklahoma, and struggles breaking out in Arizona and other states, to support a national campaign of labor action, including strike action where practicable, to:

1. save public services
2. fight to improve NEA members’ living and work conditions
3. fight for union rights.

[New Business Item 49](#)

ADOPTED AS MODIFIED

NEA will inform members and staff, through existing NEA media platforms/publications (e.g., *NEA Today*) of the Special Education Workload Analysis Model developed by NEA after direction from the 2017 RA. This will raise awareness and assist guiding collective bargaining teams, disability rights, ESP and Specialized Instructional Support Personnel (SISP) organizations.

[New Business Item 50](#)

ADOPTED AS MODIFIED

NEA shall create and maintain a web page containing resources and strategies to support educators when they become aware of ethnic/racial bullying. NEA will, furthermore, publish an article in *NEA Today* informing educators of the existence of this resource.

[New Business Item 51](#)

DEFEATED

NEA Today will publish a member-written article describing the lawsuits brought forth by young people against the federal government and the 50 state governments to demand a comprehensive climate recovery plan to protect and ensure a future livable environment.

[New Business Item 52](#)

ADOPTED

NEA will use existing publications and electronic media to make members aware of the existence of the NEA's new English language learners (ELL) blended learning courses (i.e., Assessing ELLs, Second Language Acquisition Strategies for ELLs, Advocacy Strategies for ELLs, Standards-Based Instruction, and Lesson Development for ELLs) combining traditional face-to-face meetings with the greatest efficiencies and flexibility of online learning tools.

[New Business Item 53](#)

ADOPTED

Using existing digital media, NEA will encourage state and local associations to join coalitions prohibiting the privatization of jails, prisons, and immigration detention centers.

NEA will urge state and local associations to report their efforts to NEA, local associations, and state leadership.

[New Business Item 54](#)

ADOPTED AS AMENDED

NEA will add a new category on the NEA EdJustice website (neaedjustice.org) with links to resources that specifically address issues that impact the rights and equality of women so that members may use these tools to advocate for educators, students, families, and communities.

[New Business Item 55](#)

ADOPTED AS AMENDED

NEA will encourage and support the leadership of women and youth, including NEA members, their families, and friends, in building the mass movement to defend human rights, including union rights, and all human progress.

[New Business Item 56](#)

DEFEATED

NEA will use existing resources to publicize the Mexican Repatriation (1929-1936) and Operation Wetback (1954), and compare these actions with current U.S. immigration policy and actions.

[New Business Item 57](#)

DEFEATED

NEA will publish an article, through existing communication channels, that highlights the importance of civic online reasoning skills in preparing our students to become democratic citizens. This article will include the link to curated resources to assist educators in developing their students' ability to evaluate critically information online.

[New Business Item 58](#)

RULED OUT OF ORDER

NEA will:

1. Collaborate with local border issues organizers to plan at least one action to shut down an immigration detention center, a Customs and Border Patrol office, or an Immigration and Customs Enforcement (ICE) office;
2. Recruit at least 500 educators (including retired educators) to participate in the action who are willing to be arrested and not bail out of jail for a week.

New Business Item 59

ADOPTED

The NEA president will solicit from the membership at a variety of venues changes to the document, “The NEA Vision, Mission and Values.” Prior to the 2019 RA, the president or her appointees will report in writing to the NEA Board on proposed changes to the document and provide recommendations for the Board to consider. The NEA Board will recommend changes to the document to be voted on by the RA delegates.

New Business Item 60

ADOPTED

NEA will support state and local affiliates as they contend with state and federal legislation that requires districts to comply with U.S. Immigration and Customs Enforcement (ICE) on campuses. NEA will continue to protect immigrant students on public school campuses by providing updated resources and information through existing avenues of digital communication.

New Business Item 61

CONSOLIDATED WITH NBI 31

NEA will use existing resources to promote the need for a universal screening process to identify students who are at risk potentially for reading failure, including those who may have a developmental reading disability, such as dyslexia. NEA will also share existing evidence-based, multisensory, explicit, and systematic phonics instructions for the general education classroom to help those students with phonological processing deficits.

New Business Item 62

REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED

Using existing online resources, NEA will support a national week of action, January 2019, for school safety with particular attention toward securing appropriate gun legislation and comprehensive student mental health care. State and local affiliates will be encouraged to discuss these issues with local, state, and national legislators.

New Business Item 63

REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED

NEA will write a letter to the Council of Chief State Schools Officers, which is in charge of the National Teacher of the Year Program, to seek corporate sponsorship or implement mechanisms to fully fund individuals who do not have the ability to pay thousands of dollars to attend events such as “Washington Week” and other obligations that the position requires.

New Business Item 64

ADOPTED

Using existing resources, NEA will educate its members on — and promote the attitudes, values, and goals of — unionism, solidarity, justice, fairness, and the search for the common good by leaders devoting time in their meetings to show and explain recent and relevant examples of unionism.

New Business Item 65

ADOPTED AS MODIFIED

NEA will use existing media to educate members about the perils of co-location of privately managed charter schools and traditional public schools. In states where there are laws that require co-location, NEA will use existing legislative staff to lobby against it.

New Business Item 66

DEFEATED

Using existing resources, NEA will educate its members about neoliberalism — what it is and what it does. This would include how “neoliberal reforms” have been applied in many countries with disastrous results for working people. In the public education area, neoliberal reforms promote privatization and create a toxic environment.

New Business Item 67

ADOPTED AS AMENDED

NEA will educate members about the importance of seniority using existing media. Years of work experience and years in the classroom count, and seniority should be taken into consideration in transfers, reassignments, and layoffs.

[New Business Item 68](#)

DEFEATED

In an alliance with the nurses union and other organizations, NEA will draft a proposal for a universal health care system.

[New Business Item 69](#)

ADOPTED AS MODIFIED

Using available resources, data, and the American School Counselors Association national model for school counseling, NEA will promote and advocate for the hiring of school counselors and professional mental health practitioners to support all students in preK-higher education schools through existing print and electronic resources.

[New Business Item 70](#)

ADOPTED

NEA will contact equalrightsamendment.org and have NEA added to the list of organizations supporting the Equal Rights Amendment as it is published on the website.

[New Business Item 71](#)

ADOPTED AS AMENDED

NEA will provide state associations information for families, parents, and students on how to opt out of state-wide Common Core and other statewide high-stakes assessments. NEA will publicize this information via its online publications.

[New Business Item 72](#)

ADOPTED

NEA will use existing digital and social media accounts to issue a call to action in states where bills are introduced to ratify the Equal Rights Amendment. This call to action will consist of encouragement to contact state legislators and urge their support or thank them for their commitment to support the bill; NEA may include a link to do so via the existing Action Network account.

[New Business Item 73](#)

ADOPTED

NEA condemns the Supreme Court decision upholding Trump’s Muslim ban and demands its reversal as soon as possible.

[New Business Item 74](#)

REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED

NEA will use digital media to inform members regarding the language learning opportunities and programs that will best serve as pathways to biliteracy in our global society. These programs include dual immersion, one-way immersion, transitional bilingual education, developmental or maintenance bilingual/biliteracy, heritage language, Foreign Language Elementary Experience (FLEX), Foreign Language in Elementary Schools (FLES), and Native Speaker courses. Included in this communication should be an article posted online.

[New Business Item 75](#)

REFERRED TO THE ORGANIZATIONAL LANGUAGE ASSESSMENT STAKEHOLDER GROUP

NEA will review the term “minority” when it refers to people in our written documents and office titles, and replace it with Native and/or ethnic people of color.

[New Business Item 76](#)

DEFEATED

NEA will develop a toolkit that contains guidelines, policies, and procedures that local affiliates can use to address member-to-member bullying, intimidation, and harassment in local affiliates. The guidelines will include training in workplace harassment, bullying, and intimidation.

[New Business Item 77](#)

ADOPTED AS AMENDED

NEA will use existing NEA resources and publications to advocate for quality educational services to be administered, in their first language, by qualified, certified educators for children detained at immigration detention centers.

[New Business Item 78](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will use existing data to help inform local and state affiliates who would like information about public banks, helping members learn how these institutions may better support our schools, communities, infrastructure, and those seeking student loans.

[New Business Item 79](#)

DEFEATED

NEA will produce relevant materials to educate members about the problems the financial institutions create for public education in particular and the entire society in general.

[New Business Item 80](#)

ADOPTED

NEA will publish, through existing resources (including electronic), information detailing the rights and due process procedures for educators in regard to Section 504 of the Rehabilitation Act.

[New Business Item 81](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will encourage its state affiliates, through direct curricular consulting, to support policies and programs to move ELL-identified students who have been continuously enrolled in an American school district and ELL program from kindergarten through 6th grade, to alternate programs of support (i.e., special education, vocational, response to intervention, literacy, speech) for long-term ELL students by the start of 7th grade.

[New Business Item 82](#)

ADOPTED AS MODIFIED

NEA will encourage, through appropriate communications, state and local affiliates to develop a timely endorsement process so that dues-paying members who are running for political office are given the consideration of an interview and an endorsement decision prior to their primary.

[New Business Item 83](#)

DEFEATED

Using existing resources, NEA will issue guidelines for training and conduct of all police officers and school resource officers that operate on school grounds. The guidelines will include suggested procedures for use of force, interrogation methods, de-escalation techniques, cultural competence, and the use of restorative justice practices. These guidelines will be publicized in all NEA online publications related to racial justice education.

[New Business Item 84](#)

DEFEATED

NEA shall share, through existing media, Nebraska’s “I LOVE Public Schools” nonprofit campaign strategies to promote the program nationwide. Further, NEA shall display the slogan on its website prominently and promote #ILOVEPUBLICSCHOOLS on social media.

[New Business Item 85](#)

ADOPTED

To ensure that no educator, against their will, shall be required to carry or be expected to use a firearm as part of their official duty. NEA will create model contract language that will prevent this from happening. This model contract language will be made available to state and local affiliates.

[New Business Item 86](#)

DEFEATED

NEA will communicate information to local and state affiliates so they can encourage local school districts to implement programs to train educators in how to recognize students with mental or emotional disorders and intervene as is appropriate.

[New Business Item 87](#)

REFERRED TO THE APPROPRIATE COMMITTEE

In an effort to celebrate the education and/or accomplishment of delegates to the Representative Assembly, NEA will allow delegates to volunteer details about special certifications or advanced degrees they hold. Through the NEA registration process, NEA will ask, “Would you like to add any specific credentials or certifications to your badge?” Menu options would include PhD, EdD, MA, MS, ESP, MEd, MLS, RN, LVN, NBCT, other_____.

New Business Item 88

ADOPTED AS MODIFIED

NEA will advise its state affiliates, through existing resources, to inform and educate their local school districts to recognize world religious holidays so that our students are not only excused from school, but are also eligible for attendance awards. In addition, staff that needs to fulfill religious obligations are allowed to take the day off without loss of personal time, sick time, and pay.

New Business Item 89

DEFEATED

In light of the struggles of communities of color and the current environment of racial, ethnic, gender and sex inequalities/discrimination, NEA shall use existing internal and external resources to create and maintain an online reporting system to give a voice and formalized pathway of reporting to members who experience incidents of bullying/harassment/oppression by union officials. This resource will allow NEA to gather, monitor, and respond to data/trends that undermine NEA's mission. It is a commitment to increase educator voice, uphold our stance against bullying, and uphold our commitment to racial and social justice for all individuals in an effort to better serve each and every member.

New Business Item 90

ADOPTED AS AMENDED

Given NEA's policy of fighting racism, and the current state of racial affairs within this great nation, it is imperative that NEA actively support and promote, using existing resources, such as *Teaching Tolerance*, *Facing History and Ourselves*, and *Rethinking Schools*, that describe and deconstruct the systemic proliferation of a White supremacy culture and its constituent elements of White privilege and institutional racism, in order to create equitable outcomes for people of all colors, languages, and ethnic backgrounds. Additionally, the NEA will encourage its affiliates to do the same.

New Business Item 91

DEFEATED

The RA directs the NEA PAC Council to consider guidelines to prevent the recommendations of any political candidate who takes and/or solicits support from the National Rifle Association (NRA).

[New Business Item 92](#)

DEFEATED

NEA will support efforts to prevent U.S. aid being used to detain, interrogate, abuse, and imprison Palestinian children in Israel's adult military courts.

[New Business Item 93](#)

ADOPTED AS MODIFIED

NEA will create an online toolkit promoted through existing resources that explores new ways to help members identify and support students, as identified by the NEA Great Teaching and Learning report, in the "potential teacher" phase, to encourage educators to support ethnically diverse preK-12 students to consider education as an elite career choice.

[New Business Item 94](#)

DEFEATED

NEA will encourage state affiliates to provide their locals with information about the Good Samaritan Laws applicable in their state, as well as the immunity forms and processes available. Further, NEA will use existing means of communication to publish information about student health plans and educate staff on the development and implementation of these plans, including directives for what is to be done to protect a student's health when licensed medical personnel are not available.

[New Business Item 95](#)

DEFEATED

NEA will collaborate on an ongoing basis with appropriate groups-such as the National Association of School Nurses, Centers for Disease Control, National Institutes of Health, U.S. Department of Education, and the American Heart Association-to advocate for incorporating the specific concepts of health and wellness in all early childhood curricula, including childhood obesity prevention interventions that involve families and help students who are already obese stabilize their weight.

[New Business Item 96](#)

ADOPTED AS MODIFIED

NEA will be the lead author of a letter to the Department of Education to advocate for a simple student identification system to ensure safe administration of medication to students while they are in school. The system should include, at a minimum, a photo ID with the student's name, date of birth, drug allergies, and a parent's or guardian's name and contact information. NEA will seek co-signatures from appropriate groups such as the Center for Disease Control, National Institute of Health, and the National Association of School Nurses.

[New Business Item 97](#)

DEFEATED

NEA will investigate the availability of indigenous language interpreters for refugees currently detained at the immigrant detention centers.

[New Business Item 98](#)

DEFEATED

NEA will ask delegates not to use automated cashiers or robot ordering stations. These non-human checkouts take jobs away from people. Walmart, Target, Ralphs, Home Depot, Lowes, Albertsons, Vons, etc., all have these non-human checkouts. Additionally, NEA will ask delegates to ask colleagues, friends, and families to do the same.

[New Business Item 99](#)

ADOPTED

NEA shall add trauma-sensitive education to the existing NEA Social Justice initiative. Efforts shall combine communication and training for social justice with the associated needs of resiliency to trauma.

[New Business Item 100](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will work with the National Center for Science Education and/or the American Association for the Advancement of Science to increase access to resources for teachers who are criticized when teaching required scientific concepts such as evolution or Big Bang cosmology. This could include linking existing resources in appropriate NEA channels, compiling existing resources in a central location, or other appropriate efforts.

[New Business Item 101](#)

ADOPTED AS MODIFIED

NEA will publish an article, through existing communications channels that substantiates the importance of journalism courses in schools. The article will highlight the importance of journalism in recording history, how journalists have shaped and changed history, and finally, the danger of allowing journalism programs to be taken out of schools. The article could be used to cultivate discussions in legislatures to add or retain a requirement for journalism courses in schools.

[New Business Item 102](#)

ADOPTED AS MODIFIED

I move that NEA form an alliance/partnership with AFT to help protect Puerto Rican students' constitutional rights by denouncing the school closures and under funding public schools in Puerto Rico so that families will not have to be separated, and children do not lose their legal right to an education.

[New Business Item 103](#)

DEFEATED

NEA will consolidate all information concerning safety, security, crisis response and trauma into a toolkit that locals could get for training purposes to assist educators with students and staff.

[New Business Item 104](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will advocate for passing the Healthy Breakfasts Help Kids Learn Act (H.R. 3738) by promoting the bill on the NEA Legislation Action Center urging NEA members to contact their members of Congress and writing letters of support to Congress.

[New Business Item 105](#)

DEFEATED

Using existing resources and tools, NEA will encourage local affiliates to collect and share information with NEA and state affiliates on how districts are implementing the

requirement for input for educators, parents, and community stakeholders under the Every Student Succeeds Act (ESSA).

[New Business Item 106](#)

ADOPTED AS MODIFIED

NEA will complete an internal audit of how NEA is supporting Aspiring Educators of color, specifically at Minority Serving Institutions — Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), Tribal Colleges, Asian American and Native American Pacific Islander Serving institutions (AANAPIS) — and communicate the results to all Aspiring Educators, Ethnic Minority Affairs Committee (EMAC) leaders, and state affiliate leaders.

[New Business Item 107](#)

ADOPTED

NEA will work with partner organizations to ensure individuals living within the U.S. and its respective territories be counted in the U.S. Census regardless of their citizenship status and ensure that it is done in a manner that does not endanger members.

[New Business Item 108](#)

ADOPTED

NEA will compile information that shows the benefits of full-time state student organizers to grow the Aspiring Educators Program and promote the findings to state affiliates through existing resources.

[New Business Item 109](#)

WITHDRAWN

NEA will develop a task force of ethnic members to advance issue organizing in communities of color and develop future NEA leaders of color in response to the “re-imagining” of the ethnic leaders program.

[New Business Item 110](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA, through pre-existing means and channels, will seek to increase administrator membership in NEA. NEA also will provide affiliates with information and support, where appropriate, to consider constitutional or Bylaw amendments to allow for administrator membership and participation.

New Business Item 111

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will advocate, by providing information to state and local affiliates, to address the overall under representation of women, people of color, and non-hetero or non-cisgender-presenting people in administrative positions.

New Business Item 112

DEFEATED

Using current publications and other communication tools, NEA will promote mindfulness meditation teaching strategies aligned to the restorative practices framework by:

1. Informing members about the documented evidence-based benefits of mindfulness and meditative classroom practices in strengthening pedagogy and cultivating student growth; and
2. Familiarizing members with the intrinsic relationship between mindfulness meditative practices and the restorative practices framework to foster equitable culturally responsive classrooms.

New Business Item 113

DEFEATED

NEA will call for members to engage in a national day of action, to be developed collectively by members within each state, on May 1, 2019, to demand the public schools and colleges our communities deserve.

NEA will inform state affiliates, locals and rank and file members of this call and encourage state affiliates to organize around state specific demands that are of most immediate concern to membership.

NEA will promote the action through social media, press releases, and within its publications.

NEA will provide — in the form of toolkits for locals to begin the work of building capacity for the action and, in those places where NEA organizers are already active — they will have building capacity for the National Day of Action as a goal for their 2018/2019 work.

[New Business Item 114](#)

REFERRED TO THE APPROPRIATE COMMITTEE

The NEA president will convene with the national leaders of AFSCME, SEIU, and AFT for the purpose of:

1. Improving and enhancing solidarity among unions;
2. Devising and carrying out a plan for changing the climate and culture to a collaborative mission of union solidarity.

[New Business Item 115](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will urge state affiliates and locals to support the New Voices Act, or similar legislation in their state, through existing communication channels and properties. The Act protects student publications from censorship by school officials and protects publications by teachers from discipline from school officials because of what students publish. New Voices would protect students and teachers from the *Hazelwood v. Kuhlmeier* (1988) SCOTUS decision and reinstate the standard set by *Tinker v. Des Moines* (1969).

[New Business Item 116](#)

ADOPTED

NEA will use its digital resources to promote “wear #red4ed Wednesday” nationally.

[New Business Item 117](#)

ADOPTED

NEA will create a task force that consists of Aspiring Educators from HBCUs, HSIs, MSIs, Tribal Colleges, Asian American and Native American Pacific Islander-Serving Institutions to make recommendations to the Board of Directors regarding the recruitment of educators of color and the resources they need to become lifelong active educators and union leaders.

[New Business Item 118](#)

ADOPTED AS MODIFIED

NEA will continue to address the impacts of the Flint water crisis on students, educators, and the community by taking the following actions to counter this continuing issue:

1. Continue to make tools and resources available for identifying the signs and symptoms of students with possible lead poisoning to all NEA members. These materials should be dispersible to classrooms and communities of those impacted by lead poisoning.
2. Continue to make materials, resources, and trainings available in order to implement restorative justice practices with students, educators, and community members suffering from the physical and social emotional impacts of lead poisoning-based trauma.
3. Continue to make materials and resources available including lessons and activities to discuss and acknowledge the impact of this crisis.
4. Continue to reach out to already existing community organizations to provide support to ensure all student needs are addressed and all schools in the Flint Public School System have clean and safe drinking water.

[New Business Item 119](#)

REFERRED TO THE APPROPRIATE COMMITTEE

The RA directs NEA to make endorsements for political candidates at the national level through direct membership vote only.

[New Business Item 120](#)

ADOPTED AS MODIFIED

The NEA RA directs NEA to support, in ways it finds appropriate and within the budget, the removal of “R-skins, Braves, Indians, and Warriors” mascots and the imagery associated with each from public schools.

[New Business Item 121](#)

ADOPTED AS MODIFIED

Using existing resources, NEA will release a public statement in opposition to conversion therapy, reparative therapy, reorientation, or any other process to alter a student’s orientation or identity.

[New Business Item 122](#)

ADOPTED AS AMENDED

The RA directs NEA to establish a voluntary \$3.00 (or more) membership donation to establish a fund to support statewide work actions and/or strikes such as in West Virginia, Oklahoma, Kentucky, Arizona, and North Carolina. NEA will work with local and state

affiliates to develop and promote a process to transmit these funds to NEA for disbursement.

[New Business Item 123](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will, using existing digital media, provide resources to all state and local affiliates to support survivors of sexual assault and violence within the public school community by providing links to national resources such as the Rape, Abuse and Incest National Network (RAINN) rainn.org.

[New Business Item 124](#)

DEFEATED

I move that NEA promote teachings about paper genocide of American Aborigines, the first paper genocide in Virginia and throughout our country. I further move that NEA use all existing resources to publish articles, including links to lesson plans and teaching tools from Paper Genocide Education Project about colored American Aborigines in North American.

[New Business Item 125](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will use existing print and digital resources to promote the need for state and local affiliates to advocate for consistent, dedicated time (at least once a month) throughout the academic school year for K-12 educators to teach standards-based health education, which is classroom instruction aligned to the National Health Education Standards.

[New Business Item 126](#)

WITHDRAWN

[New Business Item 127](#)

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will advocate and support higher education teaching programs to make mandatory special education training to regular education teachers, and mandatory practicum experience with special education as part of teacher training. Every teacher will have the

resources to educate all students. Professional development for existing teachers will be also mandated.

New Business Item 128

REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED

NEA will promote the safety of all schools by advocating for active shooter drills to be outlined and planned with all faculty and staff prior to the beginning of the school year. Faculty and students will perform these drills during the first 30 days of school and the policies and procedures communicated with parents within reason. This shall be done through all forms of existing publications and digital media, as well as any other avenues found to be appropriate by NEA.

New Business Item 129

CONSOLIDATED WITH NBI 86

NEA shall encourage state affiliates to lobby their state legislative bodies to require, employ and norm credentialed school based mental health professionals (such as credentialed school social workers and credentialed school nurses) to work therapeutically with students and to serve as a resource to teachers on mental health and social issues (such as depression, ADHD, child sex trafficking, foster youth needs, and suicide prevention).

A1. Proposed Policy Statement on Community Schools

ADOPTED

Amendment A-1

Amend page 5, lines 38 and 45 by addition:

Stakeholders may also be collective entities, such as local businesses, local unions, organizations, advocacy groups, committees, media outlets, and cultural institutions, in addition to organizations that represent specific groups, such as associations, parent-teacher organizations, and associations representing superintendents, principals, school boards, or educators in specific academic disciplines.

These organizations can include local businesses, local unions, advocacy groups, educator associations, parent-teacher organizations, religious organizations, schools, universities, nonprofit organizations, and other types of organizations that local stakeholders determine fill a strategic need.

A2. Proposed Policy Statement On Community Schools

ADOPTED AS MODIFIED

Amendment A-2

Amend page 7, line 2:

Implementation of the Community Schools Model requires that dedicated staff and structures use proven implementation mechanisms and should ensure that decisions made by collaborative bodies do not abrogate the contractual protections of any union member.

A3. Proposed Policy Statement on Community Schools

ADOPTED

Amendment A-3

Amend page 5, line 47 by addition:

These organizations can include local businesses, local unions, advocacy groups, educator associations, parent-teacher organizations, religious organizations, schools, universities, nonprofit organizations, and other types of organizations that local stakeholders determine fill a strategic need and that align with NEA values.

A4. Proposed Policy Statement on Community Schools

ADOPTED

Amendment A-4

Amend page 6, line 28 by deletion:

Negative behaviors ~~and truancy~~ are acknowledged and addressed in ways that hold students accountable while showing them they are still valued members of the school community.

A5. Proposed Policy Statement on Community Schools

ADOPTED AS MODIFIED

Amendment A-5

Amend page 6, line 14 by addition:

Instructional time focuses on learning ~~rather than testing~~ and the use of authentic assessment rather than high-stakes testing.

A6. Proposed Policy Statement on Community Schools

WITHDRAWN

Amendment A-6

Amend on page 6, line 14 by addition:

Teachers are fully licensed, knowledgeable about their content, and skillful in their practice. Programs to hire, recruit, and maintain educational staff should focus on recruitment from surrounding communities and should strive for ratios that reflect student demographics. Instructional time focuses on learning rather than testing.

[A7. Proposed Policy Statement on Community Schools](#)

ADOPTED AS MODIFIED

Amendment A-7

Amend on page 6, line 13 by addition:

Consistent with NEA Resolutions, ~~Teachers~~ teachers are fully licensed, knowledgeable about their content, and skillful in their practice.

[A8. Proposed Policy Statement on Community Schools](#)

ADOPTED AS MODIFIED

Amendment A-8

Amend on page 5, line 45 by addition:

... can include ~~local~~ locally-owned businesses, advocacy groups, educator associations...

[C1. Privatization and Subcontracting Programs](#)

ADOPTED

Amendment C-1

Amend page 12, lines 17-19 by addition:

NEA will oppose specific subcontracting programs under which private-sector entities are used to provide education support or professional services for public schools and higher education institutions if it determines that the programs have a negative impact on public education, reduce or eliminate the number of staff employed that currently provide that educational service, reduce pay and/or benefits from existing staff providing that

educational service, or have a negative impact on and the whole student approach to education,...

C2. Privatization and Subcontracting Programs

ADOPTED AS MODIFIED

Amendment C-2

Amend page 12, lines 43-49 by addition:

Privatization by Attrition

NEA opposes the privatization of employees based on hire date in which employees with more seniority may remain employees of the district, and newer employees are employees of a private-sector entity. While this method mitigates the immediate damage of privatization, it creates an incentive for forcing older employees out, and ultimately ends with an entirely privatized group of employees and inferior services for our students.

C3. Privatization and Subcontracting Programs

ADOPTED

Amendment C-3

Amend on page 12, line 33 by addition:

NEA's position with regard to subcontracting programs and pilot programs under which the private-sector entities do not result in the displacement of public education employees because the services in question have not traditionally been performed by public education employees cannot be determined in the abstract.

Amend on page 12, line 39 by addition:

..., and whether the local Association has been consulted. Should pilot programs be deemed successful, the employees in said program shall be accreted into the appropriate bargaining unit. NEA does not take a categorical position for or against programs of this type,...

F1. Digital Learning

ADOPTED AS MODIFIED

Amendment F-1

Amend by addition of “educator” or substitution of “educator” for “teacher” and other terms in the following locations:

Page 20, line 18: educators (including teachers, librarians/media specialists, faculty, and ESP staff)

Page 20, lines 37-38: in collaboration with educators, ~~certified teachers, qualified education support professionals, faculty and staff,~~

Page 21, lines 2-3: All educators ~~preK-12 and postsecondary teachers, librarians/media specialists, ESPs, and administrators~~

Page 21, line 12: ~~Teacher~~ Educator candidates

Page 22, line 33: ~~Teachers~~ Educators should be fully qualified, certified, and/or licensed...

F2. Digital Learning

ADOPTED

Amendment F-2

Amend on page 22, line 46 by addition:

Data Privacy

Safeguarding personal data must also be a top priority of NEA and its affiliates. NEA needs to demonstrate its commitment to protecting data privacy. Educators need to be informed about FERPA and state data privacy laws, regulations, and policies. NEA believes that professional development needs to include instruction about data privacy, including responsibilities and the rights of whistleblowers in the event of reporting a violation.

H. Charter Schools

ADOPTED

Amendment H-1

Amend on page 26, line 50 by addition:

When a charter is authorized in a public school district that has an existing collective bargaining agreement with its employees, the authorizer will ensure that the employees will be covered by a collective bargaining agreement. Discrepancies between the existing collective bargaining agreement and the newly authorized charter bargaining agreement need to be reported to the members. Those basic safeguards and standards protect public education as a public good that is not to be commodified for profit.

Amendment 1

Referred to Organizational Language Assessment Stakeholder Group

New I. Culturally Sensitive Designations

The National Education Association believes that the use of the words native people and ethnic people of color are appropriate when facilitating policy related to legislation, policy statements, and resolutions.

Amendment 2

REFERRED TO THE RESOLUTIONS COMMITTEE

I-50. Hate-Motivated Violence

Amend on page 14, line 10 of the yellow book by addition:

Further, the Association recognizes the danger of any group that marginalizes anyone based on race, color, national origin, political beliefs, gender, sexual orientation, gender identity, age, disability, size, marital status, or economic condition.

Amendment 3

REFERRED TO THE RESOLUTIONS COMMITTEE

I-21. Freedom of Religion

Amend on page 13, line 34 of the yellow book by addition:

The Association also believes that choice of religion, or choice of no religion, is an intensely personal decision, individuals have the right to practice their religion, and no person should use religious beliefs as a basis for discrimination.

Amendment 4

DEFEATED

I-21. Freedom of Religion

Amend on page 13, line 35 of the yellow book by deletion and addition:

The Association also believes that choice of religion is an intensely personal decision, individuals have the right to practice their religion, and no person should use religious beliefs as a basis for ~~discrimination~~ violating inalienable rights. Also, given that freedom of religion is an inalienable right, any practice, behavior, action, or accusation of discrimination, that neither concerns nor is an expression of a fundamental right, should not be used as a basis to subordinate or to restrict the free exercise of religion.

Amendment 5

ADOPTED

J-3. Membership Participation in the Association

Amend on page 14, line 34 of the yellow book by addition:

The Association also believes that early-career members should be encouraged to participate in and pursue appropriate leadership opportunities at the local, state, and national levels of the union. The Association further believes that affiliates should encourage early-career members to seek election to become seated delegates at the annual Representative Assembly.

Amendment 6

ADOPTED AS AMENDED

J-2. Supporting Locals in Jeopardy

Amend on page 73, line 8 of the white book by addition:

...continuous communication, including face-to-face contact, and cooperation...

Amendment 7

ADOPTED

A-6. School Boards

Amend on page 14, line 32 of white book by addition:

The Association believes that school boards must have the authority to decide the location of public schools and privately managed charter schools within their districts.

Amendment 8

ADOPTED

A-14. Financial Support of Public Education

Amend on page 14, line 119 of white book by addition of new letter (v):

v. Tax revenue should be appropriated for the maximum benefit of public education, and public banking options should be considered to avoid private banking fees that reduce education funding.

Amendment 9

REFERRED TO THE RESOLUTIONS COMMITTEE

B-12. Class Size

Amend on page 22, line 9 of white book by addition:

The National Education Association believes that excellence in the classroom can best be attained by small class size and appropriate square footage per student.

Amend on page 22, line 18 of the white book by addition:

The Association further believes in establishing workload maximums for all curricular areas, not to exceed the recommendations of their respective national organizations and respective building and fire codes.

Amend on page 22, line 21 of the white book by addition:

The Association believes that state departments of education should, on a yearly basis, collect and report class size data that reflect the class size and square footage per student experienced by most students.

Amendment 10

ADOPTED

C-4. Nutrition

Amend on page 4, line 48 of yellow book by addition:

The Association also believes that no student shall be denied the opportunity of a school meal or be publicly identified or stigmatized for needing free or reduced lunch or for the inability to pay a school meal debt.

Amendment 11

DEFEATED

C-13. Safe Schools and Communities

Amend on page 5, lines 18-19 of yellow book by deletion:

~~The Association further believes that training qualified school mental health professionals, law enforcement officers, and other personnel in restorative justice practices will also foster a safe school community.~~

Amendment 12

ADOPTED

C-41. Student Rights and Responsibilities

Amend on page 6, lines 10-12 of yellow book by moving proposed new language up to line 4 to become new second paragraph:

The National Education Association believes that basic student rights include the right to safe and stable school environments; free inquiry and expression; freedom of the press; due process; gender equity; freedom of association; freedom of peaceful assembly and petition; participation in the governance of the school, college, and university; freedom from discrimination; freedom from commercial exploitation, including the payment of subminimum wages; and equal educational opportunity.

The Association further believes that randomly searching students without reasonable suspicion is a violation of their constitutional freedoms and is detrimental to school safety, restorative justice, student morale, instructional time, and nurturing learning environments.

The Association also believes that each of these rights carries with it a comparable responsibility. Student responsibilities include regular school attendance, conscientious effort in classroom work and assessments, and conformance to school rules and regulations that do not abrogate these rights. Students share with the administration and faculty a responsibility to develop a climate within the school that is conducive to wholesome learning and living. No student has the right to interfere with the education of other students. It is the responsibility of each student to respect the rights of each person involved in the educational process.

~~The Association further believes that randomly searching students without reasonable suspicion is a violation of their constitutional freedoms and is detrimental to school safety, restorative justice, student morale, instructional time, and nurturing learning environments.~~

Amendment 13

ADOPTED

D-16. Professional Development for Education Support Professionals

Amend on page 9, line 11 of the yellow book by addition:

Opportunities for training by licensed health professionals in basic emergency lifesaving techniques, including CPR, AEDS, epinephrine injections, opioid antagonist medications (such as Narcan), and seizure management.

Amendment 14

ADOPTED

D-13. Administrator Preparation

Amend on page 7, line 46 of yellow book by addition:

Develop capacity for distributed leadership and equitable leadership

Amendment 15

DEFEATED

D-13. Administrator Preparation

Amend on page 7, line 41 of yellow book by substitution:

Administrator preparation programs should recruit individuals meeting the highest standards with at least ~~five~~ ten years of full-time educational experience and a student-centered educational philosophy.

Amendment 16

ADOPTED

F-57. Substitute Teachers

Amend on page 59, line 101 of white book by addition of new letter (f):

f. Be provided classroom and/or office keys in order to allow the “lock down” of a room in the event of an emergency.

Amendment 17

ADOPTED

F-11. Benefits

Amend on page 10, line 32 of yellow book by addition of new number (11):

11. Vacation time