

Business Items - 2019 NEA Annual Meeting

Saturday, July 20, 2019 11:29 AM

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Business Item Type:New Business Items

Action:All Actions

Year:2019

[New Business Item A](#)

Adopted as Amended

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

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

-Immigrant children currently incarcerated by the U.S. government be treated as human beings with infinite worth and potential, and not be exposed to conditions that harm or traumatize them.

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

-The U.S. government comply with the guidelines for basic standards of care of children set forth by the American Academy of Pediatrics.

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

To achieve the above, NEA will:

1. Instruct our General Counsel to challenge such policies and practices in the courts and other venues by leading or joining cases with advocacy partners;
2. Call on members and affiliates to seek sponsors and support for legislation that protects immigrant families, the rights of asylum seekers, and the humane treatment of all immigrants;
3. Oppose ICE raids that terrify peaceful communities and endanger children who are left without caregivers when parents are arrested and detained;
4. Urge all presidential candidates to develop plans for comprehensive immigration reform that include specific ways to ensure the humane treatment of all immigrants and ways to end ICE raids and family separations;
5. Partner with immigrant rights' organizations to inform our members and the families they serve of the civil and human rights of undocumented people through community engagement and specifically partner on training such as know-your-rights training;
6. Initiate and support networking locally so that our members and public can jointly engage in initiatives and actions on immigrant justice;
7. Promote the efforts of our affiliates and partners to protect immigrant students and families from the harm and trauma caused by fear of deportation, anti-immigrant violence and family separation';
8. Mobilize members to contact their elected officials, participate in protests, and disseminate advocacy materials on urgent immigration issues; and

9. Expand NEA's rapid response social justice activist network to engage and activate our members and allies on key immigration priorities.

10. NEA will provide information to state affiliates on how they can gain access to assist refugees being held in detention centers, how they can teach, provide social work servicing, psychology services, provide soap, toothbrushes and other sanitary needs to refugees. Please inform our members how we can take direct action of detentions centers.

Rationale/Background

The Trump administration is separating families; incarcerating immigrant children; depriving migrants of education, safe, sanitary conditions and basic health care; and subjecting women and LGBTQ+ migrants to harassment and sexual violence. Intentionally terrorizing families and children is illegal and immoral.

Contact

George Sheridan - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$421,000.

[New Business Item 1](#)

Defeated

NEA will not schedule any future Representative Assemblies in "Right to Work" states, starting in 2025.

Rationale/Background

NEA being a union organization should only host the annual Representative Assembly in states that have laws that support unions.

Contact

Roger Kavigan - CA

Cost Implications

A cost cannot be determined for this item at this time, as bids have not yet gone out for Representative Assemblies in 2025 or beyond. However, higher costs are anticipated as the item would limit the locations eligible to host the RA.

[New Business Item 2](#)

Defeated

The National Education Association will re-dedicate itself to the pursuit of increased student learning in every public school in America by putting a renewed emphasis on quality education. NEA will make student learning the priority of the Association. NEA will not waiver in its commitment to student learning by adopting the following lens through which we will assess every NEA program and initiative: How does the proposed action promote the development of students as lifelong reflective learners?

Rationale/Background

It is essential that we focus resources on the core ideals of our organization: student learning. By adopting a lens focused on student learning, NEA will be able to evaluate options more objectively with the goal of developing lifelong reflective learners.

Contact

Tammy Smith - AK

Cost Implications

Enactment of this NBI requires consideration by the NEA Budget Committee during development of the 2020-2022 Strategic Plan and Budget. If passed, this NBI would be referred to the NEA Budget Committee for consideration within the allocated budgeted meeting times at no additional cost.

[New Business Item 3](#)

Defeated

To work toward the goal of making every educator a great educator, NEA will promote the inclusion of the Five Core Propositions of National Board Certification in all teacher preparation programs and inservice trainings:

1. Commitment to students and their learning;
2. Knowledge of their subjects and how to teach them to their students;
3. Responsibility for managing and monitoring student learning;
4. Thinking systematically about their practice and learning from experience;
5. Engagement in professional learning communities.

Rationale/Background

Every student across the nation deserves to have an excellent teacher. Regular professional development should be focused on the Five Core Propositions of National Board Certification in order to ensure quality teacher development based on researched teaching practices.

Contact

Tammy Smith - AK

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 4](#)

Defeated

The NEA Executive Committee shall design and conduct an internal study of non-educator public employee member concerns, needs, and expectations and present the results of the study to the NEA Board of Directors and the 2020 NEA Representative Assembly.

Rationale/Background

NEA enjoys a growing number of non-educator public employees who remain under-represented and under-engaged. This study will enhance our capacity to embrace and involve our non-educator sisters and brothers in the work of our union.

Contact

Glen Southergill - MT

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$83,350.

[New Business Item 5](#)

Adopted

NEA shall review all existing governing documents (e.g; Policy Statements, Legislative Program, Resolutions, Constitution, and Bylaws) and where appropriate direct that

these documents incorporate language that is democratically inclusive of all NEA members. Further, NEA shall use inclusive language in all future communications.

Rationale/Background

NEA is no longer a union of only educators and has not been for some time. NEA is a union of public employees, all of whom NEA should recognize wherever possible in its governing documents and communications.

Contact

Patrick L. Wayne - MT

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 6](#)

Withdrawn

NEA will partner /collaborate with The National Equity Project (Black Teacher Project) in an effort to sustain, recruit and develop educators of color.

Rationale/Background

In an attempt to continue to provide all students with a diverse and culturally relevant academic experience, NEA should take an active role in maintaining and growing the education force with educators of color.

Contact

Temisha Brame Carter - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$56,740.

[New Business Item 7](#)

Referred to the Appropriate Committee

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

Rationale/Background

NEA shall take an active role in creating and maintaining a pathway to develop ethnic leaders.

Contact

Temisha Brame Carter - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$356,200.

[New Business Item 8](#)

Adopted as Modified

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

Rationale/Background

In the past six years, NEA's claims have not exceeded \$6,000,000. We pay \$11,000,000 in premium share. This would save the NEA at least \$5,000,000 annually. NEA could quickly build up a substantial fund to cover Educator's Employment Liability.

Contact

Tom Nicholas - CT

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$15,625.

[New Business Item 9](#)

Defeated

NEA shall call for a national teachers' strike in support of the Green New Deal.

Rationale/Background

Youth activists have called for a global strike on September 20, 2019 to halt the climate crisis. National leaders of the movement have asked that "teachers lay down their chalk." Please, let's ask ourselves: Which side, really, are on we on?

Contact

Merrie Najimy - MA

Cost Implications

The cost of this NBI cannot be determined because of the legal complications of a nationwide educator strike.

[New Business Item 10](#)

Adopted as Amended

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

Rationale/Background

We're seeing an increase of screen time in educational settings, which, when added to the high volume of screens outside of school, expose students to psychological and behavioral issues. The NEA can help educate members and families.

Contact

Am Cecil Fuoti - MA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$16,875.

[New Business Item 11](#)

Adopted

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

Rationale/Background

White supremacy culture has fashioned a social norm insulating white people from the impact of racial stress, which consequentially constructs a social atmosphere that depresses the ability of society, in general, to tolerate racial stress, also known as "White Fragility".

Contact

Ruth Luevand - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$7,500.

[New Business Item 12](#)

Adopted as Amended

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

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

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

Rationale/Background

NEA members are in every community, along with AFT, public sector, postal and health care workers. Because of our reach, but mainly because funding and representation depend on a complete count, we must lead in the census efforts.

Contact

Denise Specht - MN

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,500.

[New Business Item 13](#)

Adopted as Modified

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

Rationale/Background

Ethnic Studies benefits all students and knowledge of these programs should be accessible for all educators. Providing information and highlighting programs that are centered in providing Ethnic Studies is a solutions-based way to continue to dismantle institutional racism.

Contact

Cecily Myart-Cruz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$19,200.

[New Business Item 14](#)

Adopted

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

Rationale/Background

Praxis and other standardized tests prohibit many teachers of color from entering our profession. They serve no purpose and cannot measure teacher effectiveness nor preparation. A four- or five-year education degree should not be negated by an 85+ minute test.

Contact

Kumar Rashad - KY

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 15](#)

Defeated

The NEA will conduct a research survey of NEA administrator members to ascertain if administrators feel supported by their local/state/national association. The survey will also inquire as to what administrator members' professional needs are. The results of the survey will be used by NEA to create relevant and impactful resources for administrator members.

Rationale/Background

A survey of administrator members' needs would render data that would help NEA, as well as state and local affiliates, identify and tailor resources and programs to meet the needs of an important sector of our membership.

Contact

Linda McLaughlin - MD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$70,800.

[New Business Item 16](#)

Adopted

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

Rationale/Background

Ethnic Studies benefit all students and access to Ethnic Studies leads to high success academically, professionally, and socially. We need to be on the forefront of advocating that every student has access to a high-quality Ethnic Studies program.

Contact

Cecily Myart-Cruz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$155,400.

[New Business Item 17](#)

Adopted as Modified

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

Rationale/Background

We have approximately 18% teachers of color while we have a majority students of color demographics. Students benefit when they have educators who look like them. [The State and Racial Diversity in the Educator Workforce (2016)]

Contact

Kumar Rashad - KY

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$178,600.

[New Business Item 18](#)

Adopted as Amended

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

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

are learning that their destinies are out of their hands.

Rationale/Background

The 2017 CDC report, "Recess in Schools," identifies only eight states with policies requiring daily recess. Free play is the means by which children learn to solve problems. Let's think how invaluable free play and recess can be for children.

Contact

Theresa Mitchell Dudley - MD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$7,750.

[New Business Item 19](#)

Adopted

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

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

Rationale/Background

The BLM in schools week is a way to further dismantle institutional racism. Acknowledging and promoting this week also furthers our commitment to supporting the BLM movement in a tangible, student-centered, action-based way. Providing resources in the fall is critical.

Contact

Cecily Myart-Cruz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$500.

[New Business Item 20](#)

Adopted as Modified

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

Rationale/Background

This NBI supports the LGBTQ+ community by normalizing gender pronouns. Normalizing this across all genders and binaries builds a safe, respectful space for individuals and will give locals information regarding pronouns about their membership creating inclusivity at the local level.

Contact

Carols Valdez - CO

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$6,125.

[New Business Item 21](#)

Adopted as Modified

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

Rationale/Background

Teachers of color make up approximately 18% of the workforce while students of color are the majority in classrooms. TOCs often leave education because supports are lacking. Fellow educators want to assist, but need strategies that support their peers.

Contact

Angela Anderson - CO

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$10,500 for updating an existing toolkit.

[New Business Item 22](#)

Defeated

The NEA will develop and seek support for a U.S. constitutional amendment requiring that the United States provide all students with what in New York state, for example, is "A Sound Basic Education." Said language can be modeled after what some state constitutions provide and can be used in the courts to ensure that our students are guaranteed the funding they need to succeed. Once developed, candidates seeking the NEA's support can be asked if they will support said amendment.

Rationale/Background

Just as in some state constitutions, the United States Constitution should provide for our students' education.

Contact

Phil Rumor - NY

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$32,000.

[New Business Item 23](#)

Adopted

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

Rationale/Background

NEA Resolution G-3 states that alternative licensure programs must be equal in rigor and focus, and based on quality teaching standard. Alternative programs must include local Board of Education support and not be used just to have someone in front of children.

Contact

Theresa Mitchell Dudley - MD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,500.

[New Business Item 24](#)

Defeated

NEA will support and stand in solidarity with McDonald's workers who are organizing for dignity and respect on the job by rejecting our partnership with McDonald's through McTeacher's Night for the corporation's many labor abuses, including: displacing workers at such events, union busting, paying workers poverty wages, and failing to provide a safe working environment.

1. NEA will publicly stand in solidarity with McDonald's workers by publishing articles explaining why we are opposing and rejecting McTeacher's Nights through its channels, including in *NEA Today* and digital channels.

2. President Eskelsen García, on behalf of NEA membership, will write a letter of concern directed to the president and CEO of McDonald's regarding the corporation's inequitable labor practices, displacement of workers, and exploitation of schools for marketing junk food to children through McTeacher's Nights. Local associations will be encouraged to submit similar letter to media outlets where McTeacher's Nights are prevalent.

3. President Eskelsen García, on behalf of NEA membership, 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 at the earliest.

4. NEA will encourage state and local affiliates to re-evaluate their participation in McTeacher's nights, and support legislation and policy initiatives that support food chain workers' rights to secure victory for issues such as livable wages, safe working conditions, and the right to unionize.

Rationale/Background

McDonald's workers are organizing, protesting low pay, sexual harassment, and dangerous working conditions. Our partnerships with McDonald's on McTeacher's Nights undermines their demands. Workers have been fired for attending Fight for \$15 rallies, denied a living wage, etc.

Contact

Cecily Myart-Cruz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$48,500.

[New Business Item 25](#)

Adopted as Modified

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

Rationale/Background

Descendants of enslaved Africans in the U.S. have a right to full repair and reparations for the crimes against humanity committed against them by the U.S. and for the gross injustices inflicted upon their ancestors.

Contact

Erika Strauss Chavarria - MD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$106,000.

[New Business Item 26](#)

Defeated

NEA will use existing digital communication to develop and publish resources to educate members and the general public on the apartheid, atrocities, and gross violations of human rights of Palestinian children and families by the State of Israel, funded directly by the United States.

NEA will publish an article in the NEA Today on the work that is being done by our members and organizations fighting for the rights of Palestinian children and families, such as but not limited to: Parents Against Child Detention, HaMoked-Center for the Defense of the Individual, Defense for Children International-Palestine, American Friends Service Committee, US Campaign for Palestinian Rights, Jews Against Anti-Muslim Racism, and Jewish Voice for Peace.

NEA will partner with the No Way to Treat Child Campaign to pressure the Israeli government to end the detention and abuse of Palestinian children.

Rationale/Background

The NEA must oppose the detainment, incarceration, torture, family separation, and murder of children or their families at the hands of the United States, domestically as well as globally.

Contact

Erika Strauss Chavarria - MD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$54,000.

[New Business Item 27](#)

Defeated

Using existing staff and resources, NEA will establish a secure website for members to vote on which 2020 presidential candidate our union should endorse. This website will be set up with a sign-in feature that uses a member's unique NEA ID number. Once signed in, the member will receive a one-time use log-in code for when the selection time period has been opened by NEA. After the close of the selection time period, NEA staff will make the aggregate results public and disseminate the results to each state president to share with their respective executive board to include as the basis for selecting which candidate should receive their presidential candidate endorsement.

Rationale/Background

NEA members should have the democratic right to decide who our union endorses for president. PAC guidelines call for providing members with information and assessing member opinions, but channels for enhancing member voice must be improved for our presidential endorsement.

Contact

Jeff Elkner - VA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$560,750.

[New Business Item 28](#)

Defeated

NEA will support vintage comic book reading initiatives to fight childhood aliteracy by providing information digitally to their members.

Rationale/Background

Aliteracy is when a child knows how to read but chooses not to read. One way to fight aliteracy is to once again put in place colorful picture-oriented shortened literature.

Contact

Judy Gail Armstrong-Hall - MI

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$10,000.

[New Business Item 29](#)

Adopted as Modified

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

Rationale/Background

We must embrace the imminent crisis of climate change. Every student must be exposed to the threat their generation faces. They must also be told of the real solutions and how they can make a difference.

Contact

Judy Ngying - FL

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 30](#)

Defeated

The NEA will host a nationwide conference of local affiliate teams to explore the professional needs of its members and the programs and supports that the affiliates can offer to meet its member needs. Affiliates in attendance will commit to implementing at least one professional quality support program in their local during the 2019-20 school year. Local Lighthouse Quality Teams should include the local president, a staff member, and a member leader dedicated to quality professional development (PD) and support. Affiliates will form their own quality professional support community in order to explore best practices in implementation. Action plans should include ESP and early career educators and may be used to train other locals.

Rationale/Background

Great schools have educators supported by great PD. Our union and members are positioned to provide quality PD. Local Lighthouse Quality Teams should include leaders dedicated to quality PD, meeting the needs of ALL members along the entire career continuum.

Contact

Scott Ellingson - WI

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$64,900.

[New Business Item 31](#)

Adopted

Utilizing existing communication resources, the NEA shall publicize the investigation that has uncovered state and federal funding for confederate museums, shrines, and groups that present a distorted view of history and perpetuate racist ideology (www.smithsonianmag.com/history/costs-confederac-special-report-180970731/).

Rationale/Background

It is imperative that our members are aware of the twisted history that is shared with students on class trips and that taxpayers are funding these sites.

Contact

Len Paolillo - MA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$1,000.

[New Business Item 32](#)

Consolidated with NBI 12

The NEA affirms the crucial importance of Census 2020. As a national Census partner, NEA shall play a leadership role in ensuring a fair and accurate census through such actions as:

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

Rationale/Background

It is important that the NEA helps to ensure that the 2020 Census produce a complete and accurate count of our population, as the Census count determines correct funding levels for educational grants and programs.

Contact

Len Paolillo - MA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 33](#)

Adopted

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

Rationale/Background

CTE and business partners are developing programs to increase minority employment opportunities; we should evaluate these to help develop ways to break down institutional racism in traditional job fields which has a positive effect on the school-to-prison pipeline.

Contact

David Hope - MO

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$15,500.

[New Business Item 34](#)

Adopted as Modified

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

Rationale/Background

In 2016, 5712 missing and murdered indigenous cases were reported to the National Crime Information Center. According to the Center for Disease Control and Prevention, homicide is the second to seventh leading cause of death for indigenous women.

Contact

Mary Levi - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$6,500.

[New Business Item 35](#)

Defeated

The NEA will announce that we support the impeachment of Donald Trump and will work with other unions, civil rights organizations, and all those supporting impeachment to ensure that an impeachment inquiry begin now into the charges that President Donald Trump has committed "high crimes and misdemeanors" (U.S. Constitution, Article 2, Section 4); and specifically, as detailed in the Mueller Report, has been guilty on numerous occasions of the crime of obstruction of justice. We will publicize our position through all existing NEA media channels.

Rationale/Background

The limits of tyrants are prescribed by the endurance of those whom they oppress (Frederick Douglass). NEA should lead the Resistance to Trump and his attacks on democracy. That requires Trump's impeachment now.

Contact

Mark Airgood - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$13,250.

[New Business Item 36](#)

Defeated

NEA will offer RA delegates the equivalent of eight hours of voluntary organizing workshops at the 2020 RA utilizing proven organizing curriculum such as Labor Notes, a current collaborator with the NEA's Center for Organizing. Workshops would include: mapping your site, how to have an organizing conversation to increase membership, fighting apathy, building escalating campaigns, and contract enforcement.

Rationale/Background

In the age of Janus, the educator strike wave will continue. Our national union must prepare its members to fight and win for our profession, against privatization and for the public schools our students deserve.

Contact

Kampala TaizRancifer - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$117,940.

[New Business Item 37](#)

Action Completed -
Details to come in next RA Today

The NEA will publicize our vigorous defense of immigrants' rights: defending the right to asylum, ending the criminalization of border crossings, opposing child separation, the construction of a border wall, and immediately shutting down immigrant concentration camps.

Rationale/Background

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

Contact

Tania Kappner - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 38](#)

Adopted

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

Rationale/Background

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

Contact

Ismael Armendariz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$8,875.

[New Business Item 39](#)

Referred to the Appropriate Committee as Modified

The NEA will publicize our ongoing commitment to the protection of the full range of special education programs and placement of students in those programs dependent on student needs and the Individual Education Plan (IEP) process. Any candidate seeking NEA endorsement must publicly state their commitment to full funding for special education.

Rationale/Background

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

Contact

Adarene Hoag - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 40](#)

Adopted

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

Rationale/Background

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

Contact

Kaitlin Kamalei Jenkins - WA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$39,000.

[New Business Item 41](#)

Adopted as Modified

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

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

Rationale/Background

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

Contact

Lisa Maxvill - VA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 42](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Mark Norberg - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$160,200.

[New Business Item 43](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Jeff Treistman - WA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$76,900.

[New Business Item 44](#)

Defeated

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

Rationale/Background

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

Contact

Taline Arsenian - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$53,875.

[New Business Item 45](#)

Adopted

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

Rationale/Background

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

Contact

Jennifer Hall - WA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$6,000.

[New Business Item 46](#)

Adopted as Amended

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

NEA will create a list of questions to be used by interested local union representatives to research the harassment and abuse reporting services available to Aspiring Educators.

Rationale/Background

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

Contact

Ben Haralovich - IN

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$4,000.

[New Business Item 47](#)

Adopted

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

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

Rationale/Background

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

Contact

Chris Cannella - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$25,000.

[New Business Item 48](#)

Adopted

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

Rationale/Background

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

Contact

Chris Cannella - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,000.

[New Business Item 49](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Marcella Simadiris - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$33,000.

[New Business Item 50](#)

Adopted as Amended

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

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

Rationale/Background

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

Contact

Ingrid Gunnell - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2000.

[New Business Item 51](#)

Adopted

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

Rationale/Background

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

Contact

Cynthia Roy - MA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$11,000.

[New Business Item 52](#)

Adopted as Amended

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

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

Rationale/Background

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

Contact

Ben Visnick - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$17,000.

[New Business Item 53](#)

Adopted as Modified

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

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

Rationale/Background

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

Contact

Peter Henry - WA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,000.

[New Business Item 54](#)

Defeated

NEA will delay deciding on a preferred primary presidential candidate until members have had time to become educated through watching candidate debates and visiting the Strong Public Schools' website.

NEA will incorporate member voice in determining which candidate to support. If the NEA decides to use a scientific poll, it would be preferred that it be one that is regularly scheduled and budgeted, to minimize costs. The members' preferred candidate and the general means of how the candidate was determined (e.g. scientific poll, web site, questions, etc.) will be shared with membership through existing channels.

Rationale/Background

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

Contact

Peter Henry - WA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$560,750.

[New Business Item 55](#)

Adopted

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

Rationale/Background

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

Contact

Charles Shannon - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,000.

[New Business Item 56](#)

Adopted as Amended

Through existing media channels, the NEA will honor the leadership of women, non-binary, and trans people, and other survivors who have come forward to publicly name their rapists and attackers in the growing, international, #MeToo movement.

Furthermore, the NEA will include an assertion of our defense of a person's right to control their own body, especially for women, youth, and sexually marginalized people. The NEA vigorously opposes all attacks on the right to choose and stands on the fundamental right to abortion under Roe v. Wade.

Rationale/Background

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

Contact

Adarene Hoag - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 57](#)

Adopted as Amended

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

Rationale/Background

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

Contact

Tania Kappner - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 58](#)

Adopted as Modified

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

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

Rationale/Background

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

Contact

Charles Shannon - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 59](#)

Defeated

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

Rationale/Background

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

Contact

Mark Airgood - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$134,745.

[New Business Item 60](#)

Consolidated with NBI 58

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

Rationale/Background

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

Contact

Charles Shannon - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 61](#)

Defeated

NEA will propose legal language, and initiate legal action when necessary against charter schools' managers and responsible agencies that have participated in acts of corruption, scams, and fraud with public school money. NEA will address the chronic and costly issue of charter schools' management abusing the lack of a proper legal frame.

Rationale/Background

The list of cases of corruption, scams, and fraud involving charter schools is long and has cost millions of dollars. Little or nothing has been done to stop these crimes. NEA is the right stakeholder to stop it.

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$90,000.

[New Business Item 62](#)

Defeated

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

Rationale/Background

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

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$33,000.

[New Business Item 63](#)

Defeated

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

Rationale/Background

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

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$34,000.

[New Business Item 64](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Martin Thompson - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 65](#)

Defeated

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

Rationale/Background

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

Contact

Charles Shannon - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$140,000.

[New Business Item 66](#)

Adopted as Amended

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

Rationale/Background

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

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$3500.

[New Business Item 67](#)

Withdrawn

NEA will create forums to provide members with opportunities to debate important and relevant topics, and discuss problems and concerns in an open, democratic, and effective manner.

Rationale/Background

Making the best possible decisions require members to be well informed. From adopting policies to supporting candidates, it is not uncommon that NEA members have had limited information and time to ponder the issues.

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$1,112,000.

[New Business Item 68](#)

Adopted as Modified

In collaboration with existing national partners, the National Education Association will explore the opportunity to create a Stonewall LGBTQ Scholarship for tuition assistance to an openly LGBTQ student attending graduate school who demonstrates a commitment to research and practice surrounding LGBTQ issues and awareness in our schools. This would be a tribute to the Stonewall riots that led to the gay liberation movement and the modern fight for LGBTQ rights in the United States.

Rationale/Background

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

Contact

Charles Shannon - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 69](#)

Defeated

NEA will promote the creation of a state bank in every state.

Rationale/Background

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

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$37,000.

[New Business Item 70](#)

Defeated

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

Rationale/Background

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

Contact

Tania Kappner - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$49,000.

[New Business Item 71](#)

Withdrawn

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

Rationale/Background

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

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$152,500.

[New Business Item 72](#)

Defeated

The NEA will publish a call in NEA publications for Sacramento district attorney Anne Marie Schubert to stop the witch hunt against anti-Trump and anti-fascist activists and drop the bogus charges against Yvette Felarca, a Berkeley public school teacher, and other anti-fascist protesters.

Rationale/Background

Yvette Felarca and other anti-fascist protesters have been the target of a concerted attack by the Sacramento District Attorney for the past three years. They are facing trumped-up charges and are scheduled to go to trial September 23.

Contact

Adarene Hoag - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$45,000.

[New Business Item 73](#)

Object to Consideration

The NEA will publish a condemnation of Donald Trump's move toward war with Iran in NEA publications.

Rationale/Background

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

Contact

Mark Airgood - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 74](#)

Ruled Out of Order

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

Rationale/Background

The cruel policy of separating children from families immigrating to the United States has resulted in the incarceration of children in inhumane conditions and the death of two children last year.

We cannot stand by and watch.

Contact

Sidney Kardon - MI

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 75](#)

Referred to the Annual Meeting Review Committee

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

Rationale/Background

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

Contact

John Tucker - IL

Cost Implications

This costs can not be determined at this time pending a full review of the Annual Meeting Review Committee.

[New Business Item 76](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

DaZanne David Porter - WA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 77](#)

Adopted as Modified

NEA's state and territorial affiliates shall pursue legislation in the various state and territorial legislatures, including the District of Columbia, to ensure that Career-Technical Education and Junior Reserve Officers Training Corps educators are protected by the same job security rights as other educators at the same grade level in the jurisdiction.

In other words, if the default classification for high school teachers in a state is probationary, followed by permanent, CTE and JROTC educators shall likewise receive the same classification.

Rationale/Background

In some states, such as California, CTE and JROTC educators may be permanently classified as temporary "at will" employees, whereas their colleagues in other academic subjects are classified as probationary or permanent, by default, with much greater job protections.

Contact

Ralph Ortolano - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$6,000.

[New Business Item 78](#)

Adopted

NEA will fund training materials and space for two three-hour safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2020.

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 suicidal thoughts to someone trained in intervention.

Contact

Timothy Brown - CO

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,100.

[New Business Item 79](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Java Robinson - MD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$8,000.

[New Business Item 80](#)

Adopted as Amended

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

Rationale/Background

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

Contact

Bernadette Boddington - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 81](#)

Adopted as Amended

NEA will use existing resources to:

1. Research secondary school vocational programs (a/k/a career and technology programs) to gather data related to eligibility criteria;
2. Determine whether the eligibility criteria are equitable and create fair access for all students;
3. Share results of research with members through existing publications/digital media;
4. Promote eligibility criteria that are equitable and fair for all students.
5. Acknowledging that there is outdated data collection on Secondary Vocational Education and Career & Technical Education (CTE) programs, NEA will urge the U.S Department of Education to collect current information on Vocational Education and CTE program eligibility requirements with respect to fairness, equitability, and appropriateness. The NEA will report back to the NEA CTE caucus as to available data, as well as the results of further data collection.

Rationale/Background

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

Contact

Robin Szymanski - MD

Cost Implications

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

[New Business Item 82](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Daniel Solkowitz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 83](#)

Defeated

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

Rationale/Background

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

Contact

Stephen Siegel - OR

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$152,500.

[New Business Item 84](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Angela Harris - WI

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 85](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Veronica Talton - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$3,000.

[New Business Item 86](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Kevin Michles - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 87](#)

Adopted

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

Rationale/Background

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

Contact

Elaine Merriweather - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 88](#)

Consolidated with NBI 52

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

Rationale/Background

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

Contact

Greg Burrill - OR

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,500.

[New Business Item 89](#)

Adopted as Amended

NEA will advocate for limitations on class sizes, caseloads/workloads, and proportions of classes with students with special needs by creating and distributing model language for state legislation. Through the creation of common guidelines, this language will address at least the following factors/characteristics: age/grade level, educational setting, presence or paraeducators, type of service, federal disability categories, a full continuum of services, and severity of disability.

Rationale/Background

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

Contact

William Dishman - FL

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$25,000.

[New Business Item 90](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

William Dishman - FL

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$48,000.

[New Business Item 91](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Shane Parmely - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$3,250.

[New Business Item 92](#)

Referred to the Appropriate Committee

NEA will include in existing national conferences training sessions that help educators develop their leadership competency by specifically focusing on training educators in practices of mindfulness and how to use mindfulness in developing education leaders and for student success.

Rationale/Background

We know that mindfulness practices address trauma and opening neurological pathways of learning for students and educators to strengthen well being for all.

Contact

Gina Harris - IL

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$9,380.

[New Business Item 93](#)

Adopted

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

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

Rationale/Background

Educators who are still discouraging students at school from speaking a language other than English are negatively impacting a student's sense of self and relationship with educators because key parts of the student's identity are diminished and marginalized.

Contact

Shane Parmely - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,500.

[New Business Item 94](#)

Adopted

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

Rationale/Background

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

Contact

Greg Kepner - WA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 95](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Justin Hughey - HI

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$6,500.

[New Business Item 96](#)

Defeated

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

Rationale/Background

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

Contact

Shane Parmely - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$8,000.

[New Business Item 97](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Shane Parmely - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 98](#)

Adopted as Modified

NEA will partner with organizations, schools, businesses, law enforcement agencies, elected officials, community members, and families to:

- Promote January as the Gang Awareness and Prevention month of action starting in January 2020 using existing communication resources, specifically calling for clear and immediate action to help NEA members educate their students and families on the implications of gang involvement;
- Promote the creation of social justice clubs in our schools that will help students to be empowered, self-sufficient, and proactive in their community by associating themselves with community groups that promote positive alternatives to gang involvement;
- The NEA will compile existing resources in an online toolkit for members which will offer resources for education students, educators, and families on gang awareness and prevention.
- NEA will encourage state affiliates to advocate for programs that support at risk-students in areas of high-gang activity.

Rationale/Background

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

Contact

Yulil Alonso-Garza - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$19,500.

[New Business Item 99](#)

Object to Consideration

NEA Today magazine should print an article opposing the bloated Pentagon budget totaling \$1.2 trillion.

Rationale/Background

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

Contact

David Feldman - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 100](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Julie Estes - WA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 101](#)

Adopted

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

Rationale/Background

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

Contact

Manny Lopez - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,000.

[New Business Item 102](#)

Referred to the Appropriate Committee

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

Rationale/Background

Resolution I-53 states that NEA believes that American institutions should discourage demeaning characterizations. What might be deemed as "free speech," looking closer, is actually "hate speech." S.852 uses guidelines adopted by the Department of State.

Contact

Daniel Solkowitz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$1,000.

[New Business Item 103](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Winter J. Marshall-Allen - AK

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$61,500.

[New Business Item 104](#)

Referred to the Annual Meeting Review Committee

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

Rationale/Background

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

Contact

Joe Salas - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,300.

[New Business Item 105](#)

Adopted

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

Rationale/Background

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

Contact

Mayra Alvarado - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 106](#)

Adopted as Modified

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

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

The NEA will use these existing resources to develop an online blended learning course and virtual workshop that members may use to advocate and educate ELL students and families.

Rationale/Background

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

Contact

Ann Marie Borders - MI

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,240.

[New Business Item 107](#)

Adopted as Modified

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

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

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

5. Effective implementation supports and trainings for school systems that adopt restorative practice and asset-based discipline approaches and by advocating that all states reach and maintain the national standards for school counselors, social workers, psychologists and nurses.

Rationale/Background

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

Contact

Noel Candelaria - TX

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,000.

[New Business Item 108](#)

Adopted as Modified

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

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

Rationale/Background

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

Contact

Noel Candelaria - TX

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$15,000.

[New Business Item 109](#)

Consolidated with NBI 107

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

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

Rationale/Background

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

Contact

Noel Candelaria - TX

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,000.

[New Business Item 110](#)

Adopted as Modified

Using existing resources, the NEA will communicate its support for the universal right to access paid family and medical leave. The NEA shall conduct a research study to compare family and medical leave policies in the U.S. to other countries and shall use their finding to develop a policy brief on national paid family and medical leave. The NEA shall distribute its research finding to help state affiliates and locals strengthen their collective bargaining positions.

Rationale/Background

The benefits of paid family and medical leave are profound. And time with family caregivers is the first step toward a quality education. Despite its acknowledged benefits, paid family leave is still not accessible to the majority of U.S. workers.

Contact

Rachael White - MA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,000.

[New Business Item 111](#)

Adopted

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

Rationale/Background

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

Contact

Lawrence E. Lane - OK

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,000.

[New Business Item 112](#)

Referred to the Annual Meeting Review Committee

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

Rationale/Background

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

Contact

Michelle Cobin - MA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 113](#)

Withdrawn

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

Rationale/Background

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

Contact

Donald Stauffer - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 114](#)

Consolidated with NBI 80

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

Rationale/Background

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

Contact

Brian K. Miller - PA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$60,000.

[New Business Item 115](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Trisha Connolly - IL

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 116](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Ka'ehukai Burley - HI

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,250.

[New Business Item 117](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Heather Quinones - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$15,000.

[New Business Item 118](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Carlos Valdez - CO

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$1,000.

[New Business Item 119](#)

Referred to the Appropriate Committee

NEA shall advocate for the inclusion of Frederick Douglas', "What to the slave is the Fourth of July?" Oration is history and/or language arts classes.

Rationale/Background

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

Contact

Daniel Solkowitz - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,000.

[New Business Item 120](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Arianna Nelson - SD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$10,500.

[New Business Item 121](#)

Adopted as Amended

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

Rationale/Background

Given NEA's commitment to racial justice, we need to face the racism that exists in our own association and do everything possible to protect our members. Currently, no process exists for members to document their experience of harassment or discrimination.

Contact

Erika Strauss Chavarria - MD

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$15,000.

[New Business Item 122](#)

Adopted

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

Rationale/Background

Aspiring Educators want to continue their union involvement when they enter the profession. Compiling this information for early careers will create new leaders at all levels of the union. Centralizing this information will remove any barriers.

Contact

Erin Githens - CA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 123](#)

Defeated

NEA will take a formal stance against Pearson Education, Inc. and its subsidiaries because of their connection to the systematic unraveling of urban and rural school districts through their biased testing practices, questions and so-called full-service wraparound products like America's Choice.

Rationale/Background

Pearson Education, Inc is a billion dollar company that has made money on the backs of educators, students, and districts through standardized tests that perpetuates cultures of failures of urban and rural schools.

Contact

Roy Vaughn - AR

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,500.

[New Business Item 124](#)

Withdrawn

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

Rationale/Background

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

Contact

Qohle Martinez - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$11,000.

[New Business Item 125](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Ryan Cohen - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,000.

[New Business Item 126](#)

Referred to the Appropriate Committee

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

Rationale/Background

NEA is the lead organization of educators. Research indicates that National Board certification improves educator performance and effectiveness. Having access to a discount would provide NEA members with an added professional value.

Contact

Melissa Albright - MO

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 127](#)

Defeated

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

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

These demands would include intentional planning and actions to end the school-to-prison pipeline; stop the detention of immigrant children and family separation; aggressive action to halt and reverse climate change; establishing progressive taxation models to divest funding to racial reparations that include educational programs for ethnic studies and black and indigenous people of color (BIPOC) - centered curriculum and student support services.

If such action is not taken by the date specified, NEA will implement plans to create statewide actions that include, but are not limited to building collective union power and the withholding of labor.

Rationale/Background

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

Contact

Melissa Tomlinson - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$494,250.

[New Business Item 128](#)

Defeated

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

Rationale/Background

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

Contact

Sergio Flores - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$28,000.

[New Business Item 129](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Miles Carey - VA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$40,000.

[New Business Item 130](#)

Referred to the Appropriate Committee

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

Rationale/Background

Our resolutions speak to the importance of multi-culturalism in our history curricula. Therefore, we should advocate for the preparation programs to include the training to best implement multi-cultural curricula.

Contact

Miles Carey - VA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 131](#)

Referred to the Appropriate Committee

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

Rationale/Background

Awareness of the importance of trauma-informed practices are inconsistent within our profession. This inconsistency is detrimental to members of our union. A comprehensive approach will decrease teacher turnover and improve school climate, which has been shown to improve graduation rates.

Contact

Neva Reece/Winter Marshall-Allen - AK

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$3,000.

[New Business Item 132](#)

Referred to the Appropriate Committee

NEA will share the following information among its state affiliates on nea.org:

1. NEA's historic and current commitment to the National Board of Professional Teaching Standards certification process;

2. Affiliates that offer programs such as Jump Start and/or a candidate support program as a benefit of membership and organizing opportunity; and
3. NEA members who have pursued National Board Certification, and the impact their candidacy has had on their instructional practice and Association leadership.

Rationale/Background

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

Contact

Annice M. Benamy - NJ

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 133](#)

Referred to the Annual Meeting Review Committee

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

Rationale/Background

The homeless rate in each city is astounding. Our goal is to work with local organizations that can use food that would otherwise be discarded. We feed minds. Now let's feed the community.

Contact

Felicia Hardman - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. If passed, this NBI will be referred to the Annual Meeting Review Committee. It would cost an additional \$125.

[New Business Item 134](#)

Adopted as Amended

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

Rationale/Background

Educators deserve hassle-free student loan forgiveness.

Contact

Jamal Taylor - LA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 135](#)

Defeated

NEA will provide a model letter that local associations can use to demand the publication of a standard discipline matrix that is available and accessible to all

students, educators, and parents/guardians, and that is applied equally to all students.

Rationale/Background

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

Contact

Michael Montano - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$3,000.

[New Business Item 136](#)

Referred to the Appropriate Committee

Beginning no later than July 1, 2020, the National Education Association will change all new print and online publications, ceasing the use of the phrase "achievement gap," and using the phrase, "education debt," instead.

Rationale/Background

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

Contact

John Dunegan - KS

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 137](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Jarred Breaux - LA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$730,000.

[New Business Item 138](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Cameo Kendrick - KY

Cost Implications

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

[New Business Item 139](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Emily David - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$4,000.

[New Business Item 140](#)

Referred to the Appropriate Committee

Using existing communication resources, the NEA will publicize the fact that the Childhood Internet Protection Act, which established Internet filters for schools and libraries, does not block hate group and Holocaust denial websites.

Rationale/Background

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

Contact

Chuck Ronco - VA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 141](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Daniel Harada - WA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 142](#)

Adopted

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

Rationale/Background

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

Contact

Fred Short - FL

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,000.

[New Business Item 143](#)

Adopted

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

Rationale/Background

The practice of hair discrimination impacts students' well-being, self-image, and social interactions. We should support and respect all people regardless of their differences.

Contact

Angel Boose - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$7,000.

[New Business Item 144](#)

Referred to the Annual Meeting Review Committee

The Annual Meeting Review Committee will find an appropriate space for those nursing to be able to fulfill the needs of their family while actively participating in the business of the NEA.

Rationale/Background

It is crucial to support our pumping/nursing educators and provide means to be advocates for their students, schools, and states and be parents, rather than making them choose.

Contact

Katie Wavrunek - WI

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. If passed, this NBI will be referred to the Annual Meeting Review committee. It would cost an additional \$1,250.

[New Business Item 145](#)

Adopted as Amended

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

Rationale/Background

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

Contact

Evelyn Ayum - NJ

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 146](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Susan Norwood - TN

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 147](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Evelyn Ayum - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,000.

[New Business Item 148](#)

Referred to the Annual Meeting Review Committee

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

Rationale/Background

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

Contact

Zaneta Moss - GA

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost. If passed, this NBI will be referred to the Annual Meeting Review Committee.

[New Business Item 149](#)

Action Has Been Taken

NEA will use existing communication resources to coordinate with the rural community of Piketon, Ohio and its local school district to inform members and the general public about Zahns Corner Middle School that is permanently closed at this time due to the discovery of radiological contaminants in the school and nearby federal air monitors. The school is located less than two miles away from a former gaseous diffusion plant.

Rationale/Background

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

Contact

Dennis Foreman - OH

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$5,500.

[New Business Item 150](#)

Consolidated with NBI 89

Through existing resources and/or a targeted survey, NEA will compile and make available to members guidelines for best practices and model language for advocating federal and state educational code language relating to special education. This

language can then be used by state and local affiliates in state action for appropriate case workload.

Rationale/Background

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

Contact

Val Wood - CA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$10,000.

[New Business Item 151](#)

Referred to the Appropriate Committee as Modified

Through existing resources, NEA will promote and celebrate October as National Higher Education month to acknowledge higher education professionals who educate, support, and serve students. In addition, NEA shall notify all state affiliates of the celebration by September 2019.

Rationale/Background

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

Contact

Loretta Ragsdell - IL

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$21,000.

[New Business Item 152](#)

Referred to the Appropriate Committee

NEA will create a ribbon for donors to the NEA Fund for Children and Public Education who donate up to \$49.00 dollars.

Rationale/Background

Currently only donors who donate \$50.00 dollars receive a ribbon. Donors who donate less receive a pin. This devalues members who cannot afford to give the fifty dollars. People take pride in having their NEA Fund ribbon.

Contact

Sharon Smith - PA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$1,750.

[New Business Item 153](#)

Referred to the Appropriate Committee

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

Rationale/Background

Predatory lending prey upon our retirees and communities of color.

Contact

Chuck Ronco - VA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 154](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Kevin Kriner - IL

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$14,500.

[New Business Item 155](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Leanne Abushar - AZ

Cost Implications

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

[New Business Item 156](#)

Referred to the Appropriate Committee

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

wishing to run for office.

Rationale/Background

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

Contact

Brooke Shanley - IL

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 157](#)

Adopted as Modified

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

Rationale/Background

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

Contact

Elaine Elliott - NJ

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$2,500.

[New Business Item 158](#)

Referred to the Annual Meeting Review Committee

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

Rationale/Background

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

Contact

Carol Yanity - PA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$12,500. If passed, this NBI will be referred to the Annual Meeting Review Committee.

[New Business Item 159](#)

Referred to the Appropriate Committee as Modified

In all communications and public speeches, NEA will include references to its diverse membership, and, on occasion, mention some, if not all of the job classifications PK-12, Higher Education, and Education Support Professionals.

Rationale/Background

Despite the highly diverse members organized by the NEA and its affiliates, the public perceives our membership as solely representing preK through 12 members. Naming our membership groups shows that diversity and that the NEA embraces all of its members.

Contact

Loretta Ragsdell - IL

Cost Implications

This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

[New Business Item 160](#)

Referred to the Appropriate Committee

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

Rationale/Background

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

Contact

Riley O'Casey - VA

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$27,600.