



REPRESENTATIVE ASSEMBLY



JUNE 30 - JULY 3

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OFFICIAL PROGRAM/HANDBOOK FOR OHIO DELEGATES
TO THE 2021 NEA REPRESENTATIVE ASSEMBLY
June 30 – July 3 ~ Virtual

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Note: A delegate wishing to have his/her name placed on the ballot for the NEA Resolutions Committee election must obtain a Declaration of Candidacy from ohea.org/ra. Completed forms are to be filed with OEA Secretary-Treasurer Mark Hill no later than 10:15 a.m. on June 5, 2021.

**NATIONAL EDUCATION ASSOCIATION
VIRTUAL ANNUAL MEETING AND REPRESENTATIVE ASSEMBLY
2021 MEETING AND EVENT SCHEDULE**

Last Updated 6/1/21 at 12:00 pm

DATES, TIMES AND EVENTS ARE SUBJECT TO CHANGE - VISIT WWW.NEA.ORG/RA FOR THE MOST CURRENT INFORMATION

<u>Date</u>	<u>Event</u>	<u>Technology Platform</u>
<u>Saturday, June 5</u>		
9:30 am EDT	OEA 1 st RA Delegate Caucus	Zoom
<u>Wednesday, June 9</u>		
8:00 pm – 9:30 pm EDT	1 st Virtual RA Delegate Tele-Town Hall with President Becky Pringle	Contact: Cheryl Bost cbost@mseanea.org
<u>Thursday, June 10</u>		
6:30 pm – 8:30 am EDT	NCUEA Meeting	
<u>Friday, June 11</u>		
6:30 pm – 9:30 pm EDT	NCUEA Meeting	
<u>Saturday, June 12</u>		
12:00 noon – 6:30 pm EDT	NCUEA Meeting – Business Only + Voting	
<u>Sunday, June 13</u>		
TBD	WIC Hearing	
<u>Monday, June 14</u>		
TBD	Conference on Racial and Social Justice	
<u>Tuesday, June 15</u>		
TBD	SOGI Hearing	
TBD	Conference on Racial and Social Justice	
<u>Wednesday, June 16</u>		
TBD	EMAC Hearing	
<u>Thursday, June 17</u>		
12:00 noon – 3:30 pm EDT	NEA Aspiring Educators Conference	
<u>Friday, June 18</u>		
12:00 noon – 3:30 pm	NEA Aspiring Educators Conference	

EDT		
<u>Saturday, June 19</u>		
12:00 noon – 3:30 pm EDT	NEA Aspiring Educator Conference	
<u>Monday, June 21</u>		
8:00 pm – 9:30 pm EDT	2 nd Virtual RA Delegate Tele-Townhall with President Becky Pringle	
<u>Tuesday, June 22</u>		
8:00 pm – 9:30 pm EDT	Virtual Open Hearing on Proposed Amendments to Constitution, Bylaws, and Standing Rules	
<u>Wednesday, June 23</u>		
1:30 pm – 6:00 pm EDT	NEA Retired Annual Meeting	
8:00 pm – 9:30 pm EDT	Virtual Open Hearing on Proposed Resolutions	
<u>Thursday, June 24</u>		
1:30 pm – 6:30 pm EDT	NEA Retired Annual Meeting	
8:00 pm – 9:30 pm EDT	Virtual Open Hearing on Proposed Legislative Program	
<u>Friday, June 25</u>		
6:30 pm – 9:00 pm EDT	NCUEA Meeting – Business Only + Voting	
<u>Saturday, June 26</u>		
4:15 pm – 6:15 pm EDT	NCESP General Membership Meeting	
<u>Sunday, June 27</u>		
1:00 pm – 6:00 pm EDT	NEA Resolutions Committee Meeting	
4:15 pm – 6:15 pm EDT	NCESP General Membership Meeting	
<u>Monday, June 28</u>		
1:00 pm – 6:00 pm EDT	NEA Resolutions Committee Meeting	
2:00 pm – 7:00 pm EDT	NCSEA General Membership	
8:00 pm – 9:30 pm EDT	Virtual Open Hearing on Proposed Strategic Plan and Budget	

<u>Tuesday, June 29</u>		
3:00 p.m. – 7:00 p.m.	NEA Board of Directors Meeting	
8:00 p.m. EDT	HCR Awards Program	
9:30 a.m. – 11:30 a.m.	OEA 2 nd RA Delegate Caucus	Zoom
<u>Wednesday, June 30</u>		
2:00 p.m. – 8:00 p.m. EDT	2021 Virtual Representative Assembly	
9:30 a.m. – 11:30 a.m.	OEA 3rd RA Delegate Caucus	Zoom
<u>Thursday, July 1</u>		
2:00 p.m. – 8:00 p.m. EDT	2021 Virtual Representative Assembly	
<u>Friday, July 2</u>		
2:00 p.m. – 8:00 p.m. EDT	2021 Virtual Representative Assembly	
<u>Saturday, July 3</u>		
2:00 p.m. – 8:00 p.m. EDT	2021 Virtual Representative Assembly	

A G E N D A
FIRST OHIO DELEGATE CAUCUS – NEA VIRTUAL REPRESENTATIVE
ASSEMBLY Saturday, June 5, 2021 – Zoom Meeting
Registration – 9:00 a.m.
Delegate Caucus Briefing – 9:30 a.m.

1. Welcome and Introductions
2. Adoption of Agenda
3. Adoption of Ohio’s Standing Rules for NEA RA
4. Review Caucus Times and Procedures
 - a) Meeting Schedule/Caucus Dates: June 29, 2021, 9:30 a.m. -11:30 a.m., June 30, 2021, 9:30 a.m.-11:30 a.m., and Virtual NEA RA – June 30-July 3, 2021, (2:00 p.m.- 8:00 p.m.)
 - b) Caucus Discussion and Debate Procedures
 - c) NEA Candidate Screening Process
5. Introduction of NEA Candidates and Candidate Speeches/Videos
6. NEA Executive Committee Screening Committee Report and Recommendations
7. Amendments to NEA Constitution and Bylaws
8. NEA Resolutions Committee Report – Geoff Mize
9. NEA Fund for Children and Public Education Fundraising/Auction – Dan Greenberg, Kim Richards, and Stacy Recker - NEA-Fund PAC Captains
10. NEA Directors’ Report/Updates
11. General Convention Information – Scott DiMauro/William Baird
12. Declaration of Candidacy and Internal Elections Procedures for NEA Resolutions Committee – Mark Hill
13. Other/For the Good of the Order
14. Adjournment

NOTE: THE LAST TEN MINUTES OF THE AGENDA WILL BE RESERVED FOR QUESTIONS OR POINTS OF PERSONAL PRIVILEGE, ANNOUNCEMENTS, INFORMATION, ETC.

Method of obtaining floor: A delegate who desires to speak must first be recognized by the Chair **by typing his or her name in the chat box or verbally requesting recognition**. Any delegate who is recognized by the Chair shall give his/her name and unit of representation.

A G E N D A
SECOND OHIO DELEGATE CAUCUS – NEA VIRTUAL REPRESENTATIVE ASSEMBLY
Tuesday, June 29, 2021 – Zoom Meeting
Registration – 9:00 a.m.
Delegate Caucus Briefing – 9:30 a.m. - 11:30 a.m.

1. Welcome
2. Adoption of June 29 Agenda with flexibility
3. Approval of the June 5 Minutes
4. Introduction of NEA Candidates Present and Candidate Speeches/Videos
5. ESP At-Large Screening Committee Report and Recommendations – Jeff Wensing
6. NEA Fund for Children and Public Education Fundraising/Auction – Dan Greenberg, Kim Richards, and Stacy Recker- NEA-Fund PAC Captains
7. Caucus Positions on New Business Items
8. NEA Directors’ Report/Updates
9. General Convention Information – Scott DiMauro/William Baird
10. Election of NEA Resolutions Committee Members and Alternates – Mark Hill
11. Other/For the Good of the Order
12. Adjournment

NOTE: THE LAST TEN MINUTES OF THE AGENDA WILL BE RESERVED FOR QUESTIONS OR POINTS OF PERSONAL PRIVILEGE, ANNOUNCEMENTS, INFORMATION, ETC.

Method of obtaining floor: A delegate who desires to speak must first be recognized by the Chair **by typing his or her name in the chat box or verbally requesting recognition**. Any delegate who is recognized by the Chair shall give his/her name and unit of representation.

A G E N D A
THIRD OHIO DELEGATE CAUCUS – NEA VIRTUAL REPRESENTATIVE ASSEMBLY
Wednesday, June 30, 2021 – Zoom Meeting
Registration – 9:00 a.m.
Delegate Caucus Briefing – 9:30 a.m. - 11:30 a.m.

1. Welcome
2. Adoption of June 30 Agenda with flexibility
3. Approval of the June 29 Minutes
4. Introduction of NEA Candidates Present and Candidate Speeches/Videos
5. NEA Fund for Children and Public Education Fundraising/Auction – Dan Greenberg, Kim Richards, and Stacy Recker - NEA-Fund PAC Captains
6. NEA Directors' Report/Updates
7. Caucus Positions on New Business Items
8. General Convention Information – Scott DiMauro/William Baird
9. Other/For the Good of the Order
10. Adjournment

NOTE: THE LAST TEN MINUTES OF THE AGENDA WILL BE RESERVED FOR QUESTIONS OR POINTS OF PERSONAL PRIVILEGE, ANNOUNCEMENTS, INFORMATION, ETC.

Method of obtaining floor: A delegate who desires to speak must first be recognized by the Chair **by typing his or her name in the chat box or verbally requesting recognition**. Any delegate who is recognized by the Chair shall give his/her name and unit of representation.

STANDING RULES OF OHIO DELEGATION TO THE NEA CONVENTION

FOR 2021 NEA VIRTUAL REPRESENTATIVE ASSEMBLY ONLY

CAUCUS PROCEDURES:

1. The caucus meetings of the Ohio delegation will be held virtually. The first meeting shall be held via Zoom on June 5, 2021, at 9:30 a.m. The second meeting shall be held via Zoom on June 29, 2021, at 9:30 a.m. The third meeting shall be held via Zoom on June 30, 2021, at 9:30 a.m.
2. The agenda for the June 5, 2021 virtual caucus meeting shall include briefings on actions to be taken during the virtual meeting of the NEA Representative Assembly, a report of the Screening Committee on endorsement recommendations for NEA Executive Committee positions, speeches by NEA candidates, action on endorsement recommendations, submission of declaration of candidacy forms for Ohio seats on the NEA Resolutions Committee, NEA PAC fundraising activities, and other items as recommended by the Chair and approved by the caucus.
3. The agendas for the June 29 and June 30, 2021 virtual caucus meetings may include action on Ohio positions on actions to be taken during the virtual meeting of the NEA Representative Assembly, a report of the Screening Committee on endorsement recommendations for NEA ESP At-Large Board of Directors positions, speeches by NEA candidates, action on endorsement recommendations, election of Resolutions Committee members, NEA PAC fundraising activities, and other items as recommended by the Chair and approved by the caucus.
4. The Caucus shall be composed of certified NEA delegates. Ohio UEP members who are not delegates may attend Caucus meetings as observers only.
5. The Caucus Parliamentarian may assist the Chair. The Parliamentarian shall serve as timekeeper for the meeting.
6. A quorum shall be the number of certified delegates present and voting at any regularly called Caucus meeting.
7. An agenda shall be prepared in advance of each Caucus session. The preparation shall be the responsibility of the President of the Association (or the Chair of the Caucus) in consultation with OEA officers and Ohio members of the NEA Board of Directors. The agenda will be subject to approval of the caucus.
8. Non-delegates shall have speaking privileges only if permission is granted by a majority of the delegation.

ORDER OF BUSINESS AND DEBATE:

1. The adoption of the Order of Business of the Caucus shall be the first item of business.
2. Meetings shall be governed by Robert's Rules of Order (Newly Revised).
3. No delegate shall speak and/or be recognized in debate more than twice on the same question during the same meeting. Each speaker is limited to two minutes at one time unless permission is granted by a majority vote of the Caucus.
4. No delegate speaking on a question may immediately move the previous question.

5. An automatic vote to close debate will be called by the Chair after 10 minutes on any main motion or amendment.
6. Voting shall be by unanimous consent, voice, Zoom poll, or roll call.
7. The motion to close debate shall not be in order until at least one person has had an opportunity to speak on each side of the question.
8. A roll call vote (the counting of delegates) shall be taken only after approval of one-third (1/3) of the delegates present.
9. All points of privilege and announcements will normally be recognized at the conclusion of the business portion of each Caucus meeting.
10. Method of obtaining floor: A delegate who desires to speak must first be recognized by the Chair by typing his or her name in the chat box or verbally requesting recognition. Any delegate who is recognized by the Chair shall give his/her name and unit of representation.
11. The Chairperson of the delegation or his/her designee shall be the authorized spokesperson for the delegation. The Chairperson is in charge of polling the delegation.

VIRTUAL RA FLOOR PROCEDURES:

1. The OEA President shall be Chairperson of the delegation.
2. The OEA Vice-President shall be Vice Chairperson of the delegation.
3. Should the President and the Vice-President be off the floor at the same time, the Secretary-Treasurer will chair the delegation.
4. The Caucus positions will be communicated to delegates through the Slack app.
5. The leadership team will be designated by the Chair of the Caucus.
6. On issues that the Caucus has taken no position, the leadership team shall be polled and the appropriate position will be shared.

INTERNAL ELECTIONS:

1. The Chairperson of the Ohio Delegation shall appoint an Election Committee from the delegation to conduct the elections of NEA Resolutions Committee members and alternates and any other elections necessary within the delegation. The OEA Secretary-Treasurer shall serve as Chairperson of the Election Committee.
2. The election of members and alternates of the NEA Resolutions Committee shall be according to the following procedure:
 - A. At the June 5 virtual caucus meeting of the Ohio Delegation, the chairperson of the Ohio delegation shall ensure that the procedures for conducting elections shall be reviewed with the delegates.
 - B. At the first Caucus of the Delegation, nominations shall be made for the positions open on the NEA Resolutions Committee. A delegate interested in running for the NEA Resolutions Committee shall submit a letter of intent including a platform statement and

biographical data to the Chairperson of the Election Committee prior to 10:15 a.m. on Saturday, June 5, 2021, via the online webform. If the number of members who submit forms is less than or equal to the number of Resolutions Committee positions, those members shall be declared elected by acclamation. If the number of members who submit forms is greater than the number of Resolutions Committee positions, an election will be held at the June 29, 2021, virtual meeting of the caucus.

- C. The order of names on the ballot and the candidate speaking order shall be determined by the candidate or his/her designee by a drawing of lots after the conclusion of the first delegate caucus.
- D. Each candidate shall be allotted two minutes to address the Delegation at the June 29, 2021 caucus session.
- E. The election shall be by electronic secret ballot. Delegates shall be provided 24 hours to submit their ballot following the commencement of voting. Election results will be announced to delegates via email following the conclusion of voting.
- F. NEA Resolutions Committee members (the number of which to be designated by NEA) shall be determined by the number of votes received in order of first to last candidate. The alternate members shall be determined on the same ballot by the same method. The NEA recommendation concerning ethnic-minority representation shall be observed.

DUTIES AND RESPONSIBILITIES OF DELEGATES TO NEA RA:

- 1. All delegates shall attend all OEA virtual caucus meetings.
- 2. All delegates shall attend all virtual sessions of the Representative Assembly June 30 through July 3, 2021.
- 3. If requested, serve on a state committee at the RA.
- 4. If requested, report to locals concerning the actions of the NEA RA.
- 5. Actively support and promote membership in the United Education Profession.
- 6. Assume other duties assigned by the state chairperson.

POLICY COVERING ENDORSEMENT OF CANDIDATES - NEA CONVENTION:

- 1. The Ohio delegation may endorse for NEA office.
- 2. Screening Committees
 - A. The NEA Executive Committee Candidate Screening Committee shall be composed of the following persons:
 - (1) OEA President
 - (2) OEA Vice-President
 - (3) OEA Secretary-Treasurer
 - (4) One Representative of District Leaders
 - (5) One Representative of NEA Directors
 - (6) One Representative of NEA Resolutions
 - (7) Two Local Association Presidents (large and small)

The Committee shall be appointed by the OEA President except the positions (4), (5), & (6) shall be subject to the approval of the group involved.

B. For NEA Director At-Large elections, a screening committee will have five persons appointed by the OEA President. It shall be composed of:

- (1) The OEA Vice President as Chair
- (2) An NEA Director
- (3) Three persons from the OEA caucus who represent the same constituency as the one for which the At-Large election is being held.

3. The Screening Committee shall screen candidates prior to their report and recommendations. The Screening Committee report shall be given before caucus balloting on an endorsement.

The caucus may make an endorsement at any caucus meeting for an NEA candidate who is running unopposed for re-election, and whom the OEA caucus has previously endorsed. The Screening Committee may choose not to require an interview for any candidate who is running unopposed for re-election and whom the OEA caucus has previously endorsed.

4. The caucus may make an endorsement at the first caucus meeting on June 5, 2021. Endorsement decisions may be deferred to the June 29 or June 30 caucus meeting at the recommendation of the screening committee or by majority vote of the caucus.

5. The endorsement of a specific candidate does not preclude individual delegates from voting as they see fit.

6. All candidates for NEA Executive Committee may address the Ohio delegation, live or via video message, for up to three minutes at either virtual caucus meeting.

7. The Chairperson may permit speakers to represent causes, issues, or special interests for a period not to exceed two minutes.

8. The inability of any candidate to appear at any of the above meetings would not necessarily be an automatic disqualification from endorsement.

9. A screening guide will be developed by a committee to assist in screening candidates. The guide will include a question on mandatory social security coverage. A candidate must support NEA's continued opposition to mandatory coverage in order to even be considered for an endorsement.

10. The debate on NEA candidate endorsements for each office be limited to 15 minutes each.

GUIDELINES FOR SCREENING ESP AT-LARGE NEA BOARD OF DIRECTORS CANDIDATES:

1. The OEA President will have the responsibility for initial contact and procedures for screening and recommendation of candidates.

2. All candidates who declare before the June 15, 2021 filing deadline shall be invited to appear before the ESP At-Large Screening Committee.

3. The inability of any candidate to appear at any of the above meetings would not necessarily be an automatic disqualification for endorsement.

4. All candidates will be invited to make a speech of up to two minutes, live or via recorded video, during the June 29 or June 30 virtual caucus meeting.

5. The screening process will be based on a single set of predetermined questions for the candidates.
6. The OEA Board of Directors should have the right to endorse prior to the NEA Convention and so notify the candidates through the President. The OEA delegation at NEA should have the right, after hearing the candidates, to reaffirm the endorsements through a caucus vote, or endorse other candidates. Any such endorsement will be clearly identified as an OEA Board of Directors endorsement.

**OEA LEADERSHIP TEAM – 2021
VIRTUAL NEA REPRESENTATIVE ASSEMBLY**

NEA STEERING COMMITTEE

Scott DiMauro, President
Jeff Wensing, Vice President
Mark Hill, Secretary-Treasurer
Melanie Hameed, President of Large Local
William Van Pelt, President of Small Local
Geoff Mize, NEA Resolutions Committee Representative
Adrienne Bowden, NEA Director Representative
Angela Stewart, NEA Director Representative
Sue Stark, District Leaders Representative
Tammy LaPlante, Education Support Professional Representative

SCREENING COMMITTEE – NEA EXECUTIVE COMMITTEE CANDIDATES

Scott DiMauro, President
Jeff Wensing, Vice President
Mark Hill, Secretary-Treasurer
John Coneglio, President of Large Local
Nicole Stratton, President of Small Local
Amy White, NEA Resolutions Committee Representative
Dwayne Marshall, NEA Director Representative
Michael Fortman, District Leaders Representative
HaSheen Wilson, Education Support Professional Representative

SCREENING COMMITTEE – NEA ESP AT-LARGE BOARD OF DIRECTORS CANDIDATES

Jeff Wensing, Vice President
Andrea Beeman, NEA Director Representative
Kathy Abrahamson, Education Support Professional Representative
Diana Long, Education Support Professional Representative
Chaunta Bennett, Education Support Professional Representative

OEA EXECUTIVE DIRECTOR

Patricia Collins Murdock

OEA CAUCUS SECRETARY

Mark Hill
Briana McKay – Recording Secretary

OEA PARLIAMENTARIAN

Tim Skamfer

**OEA REPRESENTATIVE TO NEA
ELECTIONS COMMITTEE**

Damian Dagenbach

NEA DIRECTORS

Andrea Beeman
Adrienne Bowden
Dan Greenberg
Dwayne Marshall
Kim Richards
Angela Stewart
HaSheen Wilson

NEA RESOLUTIONS COMMITTEE

Rita Chahda-Gonzalez
Carol Correthers
Cassandra Daniels
Deborah Jackson
Geoff Mize
Amy White

NEA-FUND PAC CAPTAINS

Dan Greenberg
Kim Richards
Stacy Recker

OHIO NEA STATE COORDINATORS

William Baird
Briana McKay
Tina O'Donnell

CHARACTERISTICS OF MOTIONS

The following are the characteristics for all privileged, subsidiary, main, incidental, and motions which bring a question again before the assembly. The privileged, subsidiary and main motion are in order of precedence (highest to lowest). Incidental motions and motions which bring a question again before the assembly do not have an order of precedence.

Motion	Second Required	Debatable	Amendable	Vote Required	Reconsider
Privileged Motions					
Fix the Time to Which to Adjourn	Yes	No	Yes	Majority	Yes
Adjourn	Yes	No	No	Majority	No
Recess	Yes	No	Yes	Majority	No
Raise a Question of Privilege (Point of Personal Privilege)	No	No	No	Chair Grants	No
Call for the Orders of the Day	No	No	No	No vote, demand	No
Subsidiary Motions					
Lay on the Table	Yes	No	No	Majority	Neg only (2)
Close Debate (Previous Question)	Yes	No	No	2/3	Yes
Limit or Extend Limits of Debate	Yes	No	Yes	2/3	Yes
Postpone to a Certain Time	Yes	Yes	Yes	Majority	Yes
Commit or Refer	Yes	Yes	Yes	Majority	Yes
Amend	Yes	Yes (1)	Yes	Majority	Yes
Postpone Indefinitely	Yes	Yes	No	Majority	Affirm. Only
Main Motion	Yes	Yes	Yes	Majority	Yes
Incidental Motions					
Appeal	Yes	Yes (1)	No	Majority	Yes
Division of the Assembly	No	No	No	No vote, demand	No
Division of a Question	Yes	No	Yes	Majority	No
Objection to the Consideration of a Question	No	No	No	2/3	Neg. Only
Parliamentary Inquiry	No	No	No	Chair answers	No
Point of Order	No	No	No	Normally no vote Chair rules	No
Request for Information (Point of Information)	No	No	No	Chair answers	No
Suspend the Rules	Yes	No	No	2/3	No
Withdraw a Motion	No (2)	No	No	Majority (2)	Neg. Only
Motions that Bring a Question Again Before the Assembly					
Reconsider	Yes	Yes	No	Majority	No
Rescind	Yes	Yes	Yes	Maj. with notice or 2/3 (2)	Neg. only
Take from the Table	Yes	No	No	Majority	No

(1) If applied to a debatable motion

(2) Refer to *Robert's Rules of Order Newly Revised* (12th edition) for rule(s)

NEA Rules of Procedure for the 2021 Virtual Representative Assembly

The NEA Board of Directors has acted to convene the 2021 NEA Representative Assembly in a virtual format given the ongoing health risks posed by the global coronavirus-19 pandemic. Delegates to the 2021 Representative Assembly will take action on business during the virtual meeting, including amendments to the Legislative Program, Resolutions, and Policy Statements; the Modified Strategic Plan and Budget; and new business items. Voting on amendments to the NEA Constitution and Bylaws will take place via a secure online platform during the Representative Assembly, and election of members to the NEA Executive Committee and At-Large Board of Directors seats will take place via mail ballot following the virtual Representative Assembly.

The NEA Board has approved the following proposed Rules of Procedure to govern the conduct of the 2021 virtual Representative Assembly. These Rules allow for the full participation of delegates in debate and votes on business in the most efficient manner given the necessary limitations in terms of time and technology of conducting a meeting of the size and complexity of the NEA Representative Assembly virtually.

1. DELEGATES

Standing Rule 1 shall remain in effect with the following exceptions:

- Complaints or questions regarding the issuance of credentials shall be submitted in writing to the committee no later than June 1 by email to Keira McNett (kmcnett@nea.org).
- Objections to the seating of a delegate(s) may be challenged by motion to amend the preliminary report of the Credentials Committee conveyed via email to Keira McNett (kmcnett@nea.org). The Credentials Committee shall review any such challenge and any complaint regarding the issuance of credentials submitted by the June 1 deadline, and make a recommendation as to its disposition to the NEA Board of Directors, which shall have final authority over the matter.
- Registration of delegates, successor delegates, nondelegate members and guests shall begin June 1, 2021 and shall be completed by June 28, 2021 prior to the issuance of the Credentials Committee preliminary report.
- No one shall be permitted to participate in the virtual RA other than registered delegates. Nondelegate members and guests may only observe the virtual Representative Assembly. The NEA Parliamentarian, General Counsel, and other such staff and speakers as requested by the presiding officer shall be permitted to address the Assembly as appropriate.

2. COMMITTEE ON CONSTITUTION, BYLAWS, AND RULES

Standing Rule 2 will remain in effect in its entirety.

3. ORDER OF BUSINESS AND DEBATE

The following sections of Standing Rule 3 will remain in effect¹:

¹ The following subsections of Standing Rule 3 shall not be in effect for the 2021 Virtual Representative Assembly: D.

- A. Adoption of the Order of Business
- B. Documents Governing Representative Assembly
- C. Advisors to Presiding Officer
- E. Display of Business
- H. Closing Debate
- N. Suspension of a Standing Rule
- P. Contact E-Mail Address

Due to the limitations of a virtual Representative Assembly, the following procedures will also govern:

- New business items shall be scheduled for at least two hours per day at the time specified in advance by the chair. Debate on resolutions, legislative amendments, policy statement amendments, and amendments to the NEA Constitution and Bylaws shall be scheduled for no more than one hour each. Extension of these time periods shall be permitted only with the approval of two-thirds of delegates present and voting.
- Items that have not been heard by the adjournment of the Representative Assembly as set by the presiding officer shall fall to the ground, have no effect, and not carry over to any future Assembly.
- No delegate, other than the maker, shall speak more than once on the same item, nor longer than two (2) minutes.
- Any motion to refer one or more NBI's must include a written indication as to the position of the maker of each NBI on the referral. That information shall be shared with the delegates in advance of the debate on the referral.
- All motions requiring a second are deemed to be seconded.

4. REPORTS

Standing Rule 4 will remain in effect in its entirety.

5. AMENDMENTS TO THE NEA CONSTITUTION, BYLAWS, AND STANDING RULES

Standing Rule 5 will remain in effect in its entirety with respect to proposed amendments to the NEA Constitution and Bylaws for consideration at the 2022 Representative Assembly.

6. NEW BUSINESS ITEMS

The following sections of Standing Rule 6 will remain in effect²:

- B. Format
- D. Duplicate New Business Items
- E. Relating to Federal Legislation
- F. Submitted by the NEA Board of Directors
- G. Boycotts and Sanctions
- H. Cost Estimates
- I. Duration

Scheduling of New Business Items; F. Delegate Recognition and Speaking Time; G. Yielding Speaking Time; I. Roll Call Vote; J. Length of Remarks; K. Motions Submitted in Writing; L. Object to Consideration; M. Motion to Refer; O. Breaks.

² The following subsections of Standing Rule 6 shall not be in effect for the 2021 Virtual Representative Assembly: A. Submission; C. Distribution

- J. Editing
- K. Implementation
- M. Impacting the Representative Assembly

In addition, the following Rules shall be in effect:

- New business items shall be specific in nature and terminal in application, shall concern issues beyond one state affiliate, and shall not call for NEA to do work that is already in progress. New business items that do not meet these criteria shall be ruled out of order and will not be considered.
- The adoption of a new business item shall not include approval of any appropriations.
- All new business items MUST be submitted to the Committee on Constitution, Bylaws, and Rules no later than 4:00pm Eastern time on June 15, 2021, and shall be submitted by:
 - Petition of Delegates -- Petition of at least fifty (50) delegates;
 - State Delegation -- A majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting;
 - Governance Body – a governance body of the NEA or a state or local affiliate; or
 - Committee on Constitution, Bylaws, and Rules – the Committee on Constitution, Bylaws, and Rules
- All new business items submitted by the June 15 deadline will be posted on the delegate website, along with rationale, maker contact information, and cost as soon as available.
- Final new business items that have been revised by the maker must be submitted in writing to the Committee on Constitution, Bylaws, and Rules no later than 4:00 p.m. Eastern time on June 25, 2021. No final new business item may be submitted or considered that has not been submitted in preliminary form by June 15, 2021.
- Delegates may submit amendments to published new business no later than noon eastern time on the day on which the new business item is to be considered.

7. RESOLUTIONS COMMITTEE AND PROCEDURE

Standing Rule 7 shall remain in effect with the following modifications:

- Elections Procedure – Elections shall be by secret ballot. Voting shall be by those delegates present and shall take place in a business meeting of the state delegations and by the retired and aspiring educator delegates at a time and place designated by the Chair of the delegation.
- The report of the election results shall be submitted to clewis@nea.org before the close of the 2021 Representative Assembly.
- Any new resolutions and amendments to resolutions shall be submitted to the Committee on Constitution, Bylaws, and Rules by 4:00 p.m. Eastern time on June 30, 2021.
- All new resolutions and amendments to resolutions submitted by the June 30 deadline will be posted on the delegate website, along with rationale and maker contact information.

- Delegates may submit amendments to published new resolutions and amendments to resolutions no later than noon eastern time on the day on which the report of the Resolutions Committee is to be considered.

8. AMENDMENTS TO THE LEGISLATIVE PROGRAM

Standing Rule 8 shall remain in effect with the following modifications:

- Legislative amendments shall be submitted preliminarily to the Committee on Constitution, Bylaws, and Rules no later than 4:00 p.m. Eastern time on June 30, 2021, and shall be submitted by:
 - Petition of Delegates -- Petition of at least fifty (50) delegates;
 - State Delegation -- A majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting; or
 - Governance Body – a governance body of the NEA or a state or local affiliate;
- All legislative amendments submitted by the June 30 deadline will be posted on the delegate website, along with rationale and maker contact information.
- Delegates may submit amendments to published legislative amendments no later than noon eastern time on the day on which the Legislative Program is to be considered.

9. POLICY STATEMENTS

Standing Rule 9 will remain in effect with the following modifications:

- Amendments to existing Policy Statements shall be submitted preliminarily to the Committee on Constitution, Bylaws, and Rules no later than 4:00 p.m. Eastern time on June 30, 2021, and shall be submitted by:
 - Petition of Delegates -- Petition of at least fifty (50) delegates;
 - State Delegation -- A majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting;
 - Governance Body – a governance body of the NEA or a state or local affiliate; or
 - Committee on Legislation or Committee on Resolutions
- All amendments to existing Policy Statements submitted by the June 30 deadline will be posted on the delegate website, along with rationale and maker contact information.
- Delegates may submit amendments to published policy statement amendments no later than noon Eastern time on the day on which the item is to be considered.

10. ELECTIONS FOR STATE, RETIRED, AND ASPIRING EDUCATOR DIRECTORS

Standing Rule 10 will remain in effect in its entirety.

11. ELECTIONS CONDUCTED BY REPRESENTATIVE ASSEMBLY DELEGATES

The following section of Standing Rule 11 will remain in effect³:

³ The following subsections of Standing Rule 11 shall not be in effect for the 2021 Virtual Representative Assembly; 7A,

A. Elections Committee

B. Procedures:

1. Filing
2. Advance Publicity
4. Campaign Expenses
5. Notification of NEA At-Large Director Positions
8. Tenure

In addition, the following Rules shall be in effect:

- Candidates for At-Large Board seats shall file no later than 4:00 p.m. Eastern time on June 15, 2021. All filing forms shall be submitted to clewis@nea.org.
- Nominators for candidates for Executive Committee and At-Large Board seats shall submit the official nomination form to clewis@nea.org no later than 4:00 p.m. Eastern time on June 15, 2021.
- Nominated candidates shall provide videotaped speeches, which shall be presented to the virtual Representative Assembly on the date set by the NEA President and for the time periods set forth below.
 - Candidates for NEA Executive Committee – 3 minutes each
 - At-Large candidates for the NEA Board of Directors – 2 minutes each
- No campaign materials shall be displayed where they are visible on screens during the virtual Representative Assembly, provided that this prohibition shall not apply to the wearing of T-shirts, hats, pins, buttons, and the like.

The order in which candidate speeches shall be presented to the Assembly shall be determined by a lottery conducted virtually on June 16, 2021 at 7:00 p.m. Eastern time. Candidates shall be provided with the log-in information for the lottery by noon on June 16, 2021

The vote for NEA candidates will take place by secret mail ballot mailed directly to delegates' home addresses in the process detailed below

Ballots shall be sent out no later than July 2, 2021 to the home address of each delegate as submitted on their delegate registration form. Mail ballots must be returned by July 23, 2021 to be counted in the 2021 Representative Assembly elections.

Candidate names shall be placed on the first mail ballot in the order determined by lottery held on June 16, 2021, supervised by the Elections Committee Chair and the CCBR Chair. Should runoff elections be necessary, the order of candidate names shall similarly be determined by lottery.

The order of the lottery shall be as follows: For placement on the first ballot, the Chair of the Election Committee shall draw on behalf of each candidate in the alphabetical order of each candidate's state. For placement on a runoff ballot, the candidates shall draw in order of the highest number of votes received on the previous ballot.

Runoff elections shall be held as necessary by subsequent mail ballots until there is an election

for each position by a majority vote.

Candidates shall be briefed on the mail ballot procedure and shall be provided with the opportunity to observe the procedure, either in-person or virtually. Candidates shall be provided at least 7 days advance notice of the time and place for the counting of the ballots and shall be given the opportunity to observe that process virtually or in person as the pandemic situation allows. The Elections Committee shall have the authority to set procedures for ensuring observability, secrecy, and election integrity.

Candidates for Executive Committee and At-Large Board of Directors shall file both the preliminary and final reports called for in Standing Rule 11.B.4(b). Preliminary reports shall be submitted to clewis@nea.org by 4:00 p.m. Eastern time on June 15, 2021 and final reports shall be submitted to the committee within thirty (30) days following certification of the election results.

The committee shall report to the Representative Assembly, prior to nominations, whether any candidate has in any manner violated the election rules and regulations. The final report shall be made available for inspection by any member by means of an appropriate NEA electronic publication.

The Elections Committee shall report the results of the election July 23, 2021 via posting on the RA delegate website.

12. DEFINITIONS ⁴

The definitions in Standing Rule 13 shall remain in effect with the following modification:

- “Secret ballot” shall be defined to include electronic voting that preserves the secrecy of the ballot and ensures one delegate one vote.

13. OTHER STANDING RULES SUSPENDED

All other Standing Rules shall be suspended during the 2021 Virtual Representative Assembly.

⁴ Standing Rule 12, Operating Procedures, shall not be in effect for the 2021 Virtual Representative Assembly

**ACTION ON PROPOSED AMENDMENTS TO THE
NEA CONSTITUTION AND BYLAWS
2021 REPRESENTATIVE ASSEMBLY**

O= OPPOSED S=SUPPORT NP=NO POSITION

Number	Subject	NEA Board of Directors	Ohio NEA Board of Directors	Ohio Caucus
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Constitutional Amendments (2/3 Vote)

1.	To add "Other Public Employees" to preamble	Support		
2.	To codify the practice to not deny membership on gender identity/ expression	Support		

Bylaw Amendments (Majority Vote)

1.	To Allow re-joining Active members pro-rated dues if joining after the start of the membership year	Support		
2.	To set Retired Active ESP member dues to 60% of Retired dues	Support		

CONSTITUTIONAL AMENDMENT 1

TITLE: To add “other public employees” to the preamble to reflect our current NEA membership

Preamble

We, the members of the National Education Association of the United States, in order that the Association may serve as the national voice for education, advance the cause of public education for all individuals, promote the health and welfare of children and/or students, promote professional excellence among educators, gain recognition of the basic importance of the educator in the learning process, protect the rights of educational and other public employees and advance their interests and welfare, secure professional autonomy, promote, support and defend public employees’ right to collective bargaining, unite educational employees for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of an independent, united education profession, do hereby adopt this Constitution.

IMPACT STATEMENT:

Delegates to the 2019 NEA Representative Assembly adopted new business item (NBI) 2019-5, which stated, “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.” Pursuant to this NBI, NEA reviewed and updated as appropriate language in the NEA Legislative Program and Policy Statements. The Resolutions Internal Editing Committee introduced this review in March 2020 to each of its eight standing subcommittees and is scheduled to complete its update during the 2020-2021 membership year.

The Committee on Constitution, Bylaws, and Rules (CCBR), which has jurisdiction over the highest NEA governing documents, reviewed the NEA Constitution, Bylaws, and Standing Rules to identify potential amendments in accordance with NBI 2019-5. The CCBR drafted this proposed amendment for consideration by the 2021 Representative Assembly.

If adopted, the amendment would add a specific reference to other public employees to the preamble of the NEA Constitution. In so doing, it would reflect the broader scope of NEA’s current membership. Some state affiliates currently organize and represent public employees outside of the education field, including public health care and state, county, and municipal employees. These state affiliate members are NEA Active members by virtue of Article II, Section 2(a) of the NEA Constitution, which states:

Membership, as provided in the Bylaws, shall be open to persons who are... (ii) members of a state affiliate in the state affiliate’s membership category that is equivalent to the Association’s Active membership category...

and Bylaw 2-1.b, which states:

Active membership shall be open to any person ... (iv) who is a member of a state affiliate in the state affiliate’s Active (or equivalently designated) membership category...

The proposed amendment would have no impact on NEA’s membership categories and would not grant membership to anyone not currently eligible under the NEA Bylaws. It also would not impact NEA practices, as NEA often advocates for public employee rights and protections that have broader impact beyond the education profession, such as collective bargaining, pension, and health care policies.

*Submitted by: Committee on Constitution, Bylaws, and Rules
Contact Person: Tom Brenner, Michigan, thomasw.brenner@gmail.com*

CONSTITUTIONAL AMENDMENT 2

TITLE: To codify current practice that the Association not deny membership to individuals on the basis of gender identity/ expression.

Article II. Membership

Section 2. Membership Eligibility: Provisions and Limitations.

d. The Association shall not deny membership to individuals on the basis of race, color, national origin, creed, gender, sexual orientation and gender identity/expression, age, handicap, marital status, or economic status, nor shall any organization which so denies membership be affiliated with the Association.

IMPACT STATEMENT:

Article II of the NEA Constitution sets out the eligibility requirements for membership in the Association. Section d2 specifically prohibits the Association from denying membership to any individual on the basis of race, color, national origin, creed, gender, sexual orientation, age, handicap, marital status, or economic status. If adopted, the amendment would add gender identity/expression as an additional basis on which individuals cannot be denied membership in the Association.

For the purpose of analyzing this amendment, the Committee on Constitution, Bylaws, and Rules consulted definitions set forth by the Human Rights Campaign as follows:

***Gender identity** is one's internal concept of self as male, female, a blend of both, or neither. It includes how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.*

***Gender expression** refers to the external appearance of one's gender identity, usually expressed through behavior, clothing, haircut, or voice and which may or may not conform to socially-defined behaviors and characteristics typically associated with being either masculine or feminine.*

***Sexual orientation** refers to emotional, romantic, sexual, and relational attraction to someone else, whether you're gay, lesbian, bisexual, straight, or use another word to accurately describe your identity. (HRC's Brief Guide to Getting Transgender Coverage Right, <https://www.hrc.org/resources/reporting-about-transgender-people-read-this>).*

NEA has positions on record against discrimination in any form. For example, Resolution I-46 states, "The National Education Association is committed to the elimination of discrimination based on race, gender, ethnicity, economic status, religion, disability, sexual orientation, gender identity, age, and all other forms of discrimination." Resolution I-49 states, "The National Education Association believes that organizations are strengthened by offering membership on a nondiscriminatory basis. The Association shall use the facilities of and/or participate in programs sponsored only by organizations and/or their auxiliaries that do not deny membership to certain segments of our society on a discriminatory basis when such denials are not related to the stated purposes of the organization. The Association encourages its affiliates to do the same. The Association also believes that its members now holding membership in such organizations should work actively from within for the total elimination of such exclusionary clauses."

NEA, in accordance with these belief statements, does not deny membership to any individual on the basis of gender identity/expression. If adopted, the amendment would add an explicit prohibition on this category of discrimination to the Association's highest governing document, but would make no change to NEA's current practice of non-discrimination.

Submitted by: 50 Delegates

Contact Person: Frank Burger, Michigan, fburger1974@outlook.com

BYLAW AMENDMENT 1

TITLE: To allow an individual re-joining the Association as an Active member after the commencement of the membership year to pay a pro-rated portion of dues for that year.

Bylaw 2. Membership

2-7. Membership Dues

- a. ...Any person (i) who joins as an Active member ~~for the first time~~ after the commencement of the membership year, (ii) who becomes eligible for Active membership after the commencement of the membership year, or (iii) who returns to professional educational employment or to an education support professional position from a limited leave of absence after the commencement of the membership year shall be enrolled in full standing for the remainder of the membership year by paying the amount of annual dues which is commensurate with the remaining portion of the membership year.

IMPACT STATEMENT:

Bylaw 2-7 sets forth the procedures by which membership dues are set. The Bylaw currently provides for reduced pro-rata dues for the first year for any person who joins as an Active member for the first time after the commencement of the membership year. Under this provision, any such member is enrolled in full standing by paying the portion of annual dues commensurate with the remaining part of the membership year.

If adopted, the amendment would strike language limiting the pro-rata dues to persons joining the Association for the first time. Thus, individuals who leave the Association and then decide to return at any time after the commencement of the membership year would pay a pro-rata portion of dues for the remainder of the year in which they opt to rejoin the Association. A member could potentially leave the Association and return multiple times, paying a pro-rata portion of dues each time.

A number of state affiliates currently permit pro-rating dues for members who leave and then rejoin the affiliate. Some states permit dues proration for members joining after a certain date, for example, pro-rating dues for the remainder of the membership year for those who join after December 1.

The association provides legal services to members only for incidents and actions taking place while the individual is a member. Thus, even under this amendment, a member could not receive legal services for any incident that occurred during the period in which the member had left the association.

The committee on Constitution, Bylaws, and Rules understands that NEA's current dues tracking systems are equipped to handle pro-rating of dues without system changes or additional costs. Thus, the committee does not anticipate any significant administrative costs should the amendment be adopted.

Submitted by: 50 Delegates

Contact Person: David Brighton, Alaska, Mr.Brighton@gmail.com

BYLAW AMENDMENT 2

TITLE: To set dues for Retired members who were previously Active ESP members at 60 percent of the dues for Retired members.

Bylaw 2. Membership

2-7. Membership Dues

h. Dues of Retired members shall be established by the Board of Directors and shall be payable (i) by a retired individual who joins the Association on an annual basis or (ii) through a Retired membership-for-life program as established by the Board of Directors. The annual and membership for life dues of any Retired member who joins after the 2020-2021 membership year and who was an Active ESP member shall be sixty percent (60%) of the annual dues of Retired members as established by the Board of Directors.

IMPACT STATEMENT:

NEA Bylaw 2-7 sets out the membership dues for each category of Association membership. Currently, Bylaw 2-7(h) provides that the dues of Retired members shall be established by the NEA Board of Directors. The NEA Program and Budget Committee periodically reviews Retired Annual and Life dues levels and suggests changes as needed. The NEA Board of Directors then votes on all dues recommendations received from the Program and Budget Committee in accordance with Bylaw 2-7.

Dues of Active members engaged in professional educational employment are set at .00225 times the national average annual salary of classroom teachers in the public elementary and secondary schools plus .00055 of the national average annual salary of classroom teachers in the public elementary and secondary schools, allocated to UniServ grants. Dues of Active education support professional (ESP) members are determined in the same manner as those of Active members engaged in professional educational employment, except that the national average annual salary of school employees in education support positions is used in the formula. ESP dues cannot be less than fifty percent of the dues of Active members engaged in professional educational employment.

If adopted, the amendment would set the dues of any Retired member who was previously an Active ESP member at sixty percent of the dues of Retired members as set by the Board. The amendment would go into effect after the 2021-2022 membership year and would apply to all members in the Retired category who pay their dues on an annual basis at that time, as well as any members who join the Retired category by paying Life dues at that time. The amendment would not apply retrospectively, meaning that members who previously joined as Retired members by paying a lifetime dues amount would not be impacted by the amendment.

It is difficult to determine the impact of this amendment on NEA's revenue or budget. In 2019-2020, NEA had just over 332,000 Retired members, approximately 5,700 of whom join every year. NEA estimates that 14 percent of Retired Annual members formerly were employed in ESP positions. Retired members who join each year currently pay \$35 annually. If passed, the amendment would reduce from \$35 to \$21 the annual dues of around 800 individuals. The amendment, however, could also act as an incentive for individuals to join as Retired members. If it did so, the overall increase in Retired membership might offset the loss in individual dues paid by Retired members.

Submitted by: 50 Delegates

Contact person: Patsy Tallarico, Pennsylvania, ptallarico44@comcast.net

Ohio Caucus Steering Committee Recommendations

Recommendations for positions on New Business Items are presented to the caucus based on discussions held each morning.

When the caucus has not had an opportunity to take a position on an item, the Steering Committee will often make recommendations to the delegates. Leadership recommendations will also be made whenever a New Business Item has been materially changed via an amendment or modification.

What factors guide the Steering Committee's recommendations to support or oppose New Business Items?

- Is the item necessary?
- Is it urgent?
- Is it consistent with the mission, vision, core values and strategic priorities of OEA and NEA?
- Is it consistent with our resolutions and policies?
- Is the cost reasonable for the desired outcome?
- Is it feasible?
- Is it non-redundant? (i.e. not covered by other items or ongoing work)

In the judgement of the Steering Committee, if the answer to any of the above questions is "no," the recommendation will be to **OPPOSE** the New Business Item.

When the Steering Committee lacks adequate information to make a recommendation or lacks consensus for a position of support or opposition, you will have your choice in the voting matter.

If you have information on a New Business Item that will assist us in making an informed recommendation, please share it with a member of the Steering Committee as far in advance as possible.

Keep in mind that caucus and leadership positions are recommendations, not mandates. You are always free to vote for or against an item based on your own best judgement. Please consider what is best for the entire organization, as well as for the members you represent, when making your decisions.

OEA Delegate Communication



For this year's virtual NEA RA, Ohio's leadership team will communicate information with delegates through the Slack app. Slack is an app specifically designed for communication and file sharing, and it allows groups to communicate with each other. For example, the Steering Committee will have its own group to communicate with each other, as will the NEA Directors and NEA Resolutions Committee members. These groups will also be able to share communications with the entire Ohio delegation.

OEA will use the free version of the app and asks that all NEA RA delegates download the app either to your phone, computer, or tablet. If you are planning to attend the NEA RA and OEA caucuses on a computer or tablet, downloading the app onto your phone may work best as it will not interrupt your viewing experience.

An invite to join OEA's specific slack channel will be sent to the personal email we have on file for you.

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES OF AMERICA

2020–2021 NEA RESOLUTIONS

SUMMARY OF WINTER COMMITTEE MEETING ACTIONS

FEBRUARY 25-27, 2021

This document contains the NEA resolutions, plus a summary of the work conducted by the NEA Resolutions Committee during its annual winter meeting. The summary and complete list of NEA resolutions are made available to delegates for consideration prior to the virtual open hearing on resolutions on June 23, 2021 and the Virtual Representative Assembly on June 30-July 3, 2021.

The Resolutions Committee convenes for its final meeting of the year on June 27-28, 2021. Following this meeting an official report containing all resolutions amendments and new resolutions proposed by the committee is posted to the RA website on June 29, 2021.

FOREWORD

Consideration of Resolutions

Resolutions are formal expressions of opinion, intent, belief, or position of the Association. They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the positions of the Association positively and without ambiguity, and shall be consistent with the goals of the Association as stated in the Preamble of the Constitution. NEA resolutions—organized in goal areas lettered A through J—are adopted by the Representative Assembly.

For purposes of the NEA Virtual Representative Assembly, this document is posted to the Delegate Resources page of the RA website at www.nea.org/ra. The summary provides information on the committee's work completed during its winter meeting on February 25–27, 2021. The summary report and the complete list of NEA resolutions are made available to delegates for consideration prior to the virtual open hearing on resolutions on June 23, 2021 and Virtual Representative Assembly on June 30–July 3, 2021.

The Resolutions Committee conducts the open hearing to discuss the development of its final report and receive for its consideration any additional proposals submitted by delegates. After the hearing the committee convenes for its final meeting of the year on June 27–28, 2021 and prepares the *Report of the NEA Resolutions Committee*, which contains all proposed revisions it has approved at both its winter and summer meetings. The report is posted to www.nea.org/ra on the morning of June 29, 2021. Resolutions contained in the *Report of the NEA Resolutions Committee* represent the committee's final recommendations to the Representative Assembly for action.

Delegates wishing to amend the committee's report by amendment to a resolution or submission of a new resolution must do so no later than 4:00 pm EDT on the first day of the Representative Assembly. After 4:00 pm EDT on the first day, amendments will remain in order only for new resolutions and amendments to resolutions that have been properly submitted prior to the deadline. Such amendments must be submitted no later than 12:00 noon EDT on the day Resolutions are considered by RA delegates. All items must be submitted electronically as instructed on the online platform provided (ra.nea.org/rasubmission).

The definition of an NEA resolution; composition, election, and duties of the Resolutions Committee; and procedures for submitting resolutions are set forth in NEA Standing Rule 7.

Resolutions Adopted by the Representative Assembly

Resolutions adopted by the Representative Assembly shall continue in force until the next Representative Assembly acts upon the report of the Resolutions Committee. All resolutions adopted by the Representative Assembly shall be published as official NEA resolutions.

Throughout the year NEA members may visit the Policy Resource Center at www.nea.org/policyresourcecenter to read and/or submit amendments electronically for three of the Association's primary policy documents annually adopted by the Representative Assembly—NEA Policy Statements, the Legislative Program, and Resolutions.

Summary of Winter Committee Meeting Actions

The 2020–2021 Resolutions Committee conducted its winter meeting online on February 25–27, 2021. The committee considered and took action more than two dozen motions proposed for amendments to existing and new resolutions. Changes recommended by the committee appear on the following pages and form the preliminary basis for its 2021 report to the Representative Assembly for final action. Because action on resolutions was postponed at the 2020 Virtual Representative Assembly, the summary also includes recommendations on proposed amendments made by the committee at its winter 2020 meeting.

A central focus of the committee's 2021 work included action to incorporate proposed amendments that reflect content of the *NEA Demands: Justice for Black Lives*. To develop these revisions, the Resolutions Internal Editing Committee collaborated with NEA Executive Committee leads and members of the committee through its standing subcommittee structure. Subcommittees are assigned to a range of topics reflected through the long-standing goal area structure of the NEA Resolutions document as provided by the Preamble of the NEA Constitution. The subcommittees are: Lifelong Learning; Curriculum and Learning; Student Health, Welfare and Rights; Employee Excellence; Educator Pay and Bargaining Rights; Educator Protection and Retirement; Citizenship and Rights; and Group Rights. Resolutions subcommittees are each charged with ensuring that all of the Association's belief statements comply with our stated definition of a resolution as set forth in NEA Standing Rule 7.

The committee encourages delegates to participate in the virtual open hearing on June 23, 2021 to propose changes, ask questions, connect with their elected and appointed committee representatives, and learn more about the annual resolutions process.

SUMMARY OF WINTER COMMITTEE MEETING ACTIONS

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NOTE:

Bold italic indicates proposed new copy.

[Bold brackets] indicate proposed deleted copy.

Dates in parentheses after each resolution represent the years that the resolution was first adopted and last amended. If only one year is shown, the resolution has not been amended since its adoption. Proposed new resolutions are accorded a single year of (2021).

1 **A-14. Financial Support of Public Education**

2 The National Education Association believes that every state should ensure its students a quality education
3 by providing the funding needed to enable all students to achieve educational excellence. Such an education
4 requires adequate and equitable funding from public tax sources for schools to obtain the resources (e.g.,
5 personnel, programs, materials, buildings, and technology) to meet the needs of all students. The Association
6 also believes that—

- 7 a. An increasing portion of public funds should be for direct instruction of students.
- 8 b. The amount of aid must be generally predictable for long-range planning and specifically predictable
9 for year-to-year planning.
- 10 c. Present programs of specific aid must be expanded and improved by consolidation and simplification of
11 administration.
- 12 d. Tax revision favorable to public education should be encouraged and continually reviewed at every
13 governmental level.
- 14 e. Local governing boards must be fiscally independent, and restrictive limits must not be imposed on
15 their budgets or long-term borrowing.
- 16 f. The state and local share of finance must be derived from a tax system that is balanced and comple-
17 mentary in nature, includes all broad-based taxes, reduces the excessive reliance on property taxes, and
18 protects subsistence income.
- 19 g. Provisions must be made for research, development, implementation, continuation, and improvement in
20 education practices. Funding must be included for resources such as personnel, time for staff planning,
21 training and professional development, facilities, equipment, and materials.
- 22 h. State and federal mandates affecting public education programs must be accompanied by adequate and
23 equitable funding.
- 24 i. School trust lands must be administered with the generation of funds for public education as a primary
25 goal and in a manner that ensures the sustainable use of those lands by current and future generations.
26 State school trust funds should be fairly compensated by the federal government for school trust lands
27 included in national parks, monuments, or wilderness areas.
- 28 j. Efforts should be made at the state and federal levels to ensure stable, adequate, and equitable fund-
29 ing of public schools historically receiving revenues derived from state and federal lands and natural
30 resources. These efforts should include, but not be limited to, ensuring the sustainable use of these
31 public lands and resources by current and future generations.
- 32 k. Additional funding must be provided to cover the cost of achieving the goals of raising student perfor-
33 mance, implementing new programs, and raising standards of student learning.
- 34 l. Funding should be greater for students facing social, economic, and/or education challenges.
- 35 m. Funds must be provided for programs to alleviate *discrimination based on* race, gender, and sexual
36 orientation [discrimination] and to eliminate [portrayal of] *stereotypical portrayals regarding* race,
37 gender, sexual orientation, [and] gender identity, *and gender expression* [stereotypes in the public
38 schools].
- 39 n. Public funds must not be expended for any materials [used to] *that* promote *stereotypes and/or biases*
40 *regarding* race, gender, [or] sexual orientation, [and] gender identity, *and gender expression* [stereo-
41 types and/or biases].
- 42 o. Public funds must not be expended in institutions where either specific programs or the institution has
43 been found guilty of discrimination.
- 44 p. Categorical funding must be assured in areas such as special education, bilingual/English as a second
45 language, class size reduction, the economically/educationally disadvantaged, and adult education.
- 46 q. Any institution, agency, or individual receiving financial aid from federal, state, or local governments
47 must adhere to all applicable state and federal laws, rules, and regulations.
- 48 r. Full-day, every day kindergarten programs should be fully funded.
- 49 s. Federal, state, and, as appropriate, local governments should provide funds sufficient to make prekin-
50 dergarten available for all three- and four-year-old children.
- 51 t. It is inappropriate to support the educational programs of a public school by the sale of non-nutritious
52 foods and beverages to students during the school day.
- 53 u. Public funds should be based on student enrollment rather than student attendance
- 54 v. Tax revenue should be appropriated for the maximum benefit of public education, and public banking
55 options should be considered to avoid private banking fees that reduce education funding.

1 The Association opposes providing any public revenues to preK through 12 schools for sectarian instruction.
2 The Association also opposes providing such revenues to sectarian and nonsectarian preK through 12 private
3 schools or to nonpublic school students in preK through 12 education, unless such revenues are used for educa-
4 tional services that are not available in public schools to which students have reasonable access. (1997, 2018)

6 **A-37. Community Education**

7 [The National Education Association believes that the concept of community education encourages schools
8 to provide leadership in solving community problems.] *The National Education Association believes that*
9 *the relationship between schools and the community that surrounds them is significant to the success of*
10 *students and educators. Community education programs are comprehensive and coordinated plans allow-*
11 *ing local schools and communities to form partnerships in the education process by providing educational,*
12 *recreational, social, and cultural services for all people in the community. Therefore, school staff should*
13 *form partnerships with community leaders to provide these services for the communities they serve.*

14 The Association urges state affiliates to become involved in the promotion, expansion, and implementation of
15 community education programs *and partnerships* in their states. (1977, 1986)

17 **B-5. Dropout Prevention**

18 The National Education Association believes high school graduation must be a federal, state, and
19 local priority.

20 The Association also believes that education systems should collaborate with parents/guardians and the
21 broader community. Together, they should provide intervention, social/emotional and legal support, academic
22 assistance, retention counseling, and career programs to ensure that preK through 12 students remain in school
23 through the completion of high school graduation requirements.

24 The Association further believes that the disaggregation of graduation rate data is essential to identify and to
25 [target] *implement* appropriate interventions for highly-impacted groups and individuals. (2008, 2019)

27 **B-11. Class Size**

28 The National Education Association believes that excellence in the classroom can best be attained by small
29 class size.

30 [Class size maximums] *Optimal class sizes* must be based on the [type] *needs* of students, grade level,
31 subject area content, and physical facilities. The Association also believes in [optimal class sizes in regular
32 programs and a] proportionately lower [number] *class sizes* in programs for students with exceptional
33 needs. [Weighted class size formulas should be implemented to reflect the inclusion of exceptional students.]
34 *The Association further believes that networking and advocacy with stakeholder groups can assist in the*
35 *adoption of new policies that ensure workload assignments are made to provide the maximum benefit to*
36 *exceptional students.* The Association [further] believes in [establishing workload maximums for all curricular
37 areas, not to exceed the recommendations of their respective national organizations] *working together with*
38 *state and local affiliates to identify caseload issues and promote workload-based systems that advance best*
39 *practices.* [The] *To further this goal,* the Association *also* believes that state departments of education should,
40 on a yearly basis, collect and report class size data that reflect the class size experienced by most students.
41 (1982, 2013)

43 **B-14. Racism, Sexism, Sexual Orientation, [and] Gender Identity, and Gender** 44 **Expression Discrimination**

45 The National Education Association believes in the equality of all individuals. Discrimination and stereotyp-
46 ing based on such factors as race, gender, sexual orientation, gender identity, *gender expression*,¹ disability,
47 ethnicity, immigration status, occupation, and religion must be eliminated.

48 The Association also believes that plans, activities, and programs for education employees, students, parents/
49 guardians, and the community should be developed to identify and eliminate discrimination and stereotyping in
50 all educational settings. Such plans, activities, and programs must—

51

52

53 ¹ The committee also recommends amendment by addition of this term to Resolution A-14. Financial Support of Public Education; B-6. Higher
54 Education; B-20. Discriminatory Academic Tracking; B-61. Genocide; C-12. Student Sexual Orientation and Gender Identity; I-13. Civil Rights;
55 I-23. Marriage Equality; I-49. Elimination of Discrimination; I-54. Hate-Motivated Violence; I-55. Civility in Public Discourse; and I-65. Equal
Opportunity for Women.

- 1 a. Increase respect, understanding, acceptance, and sensitivity toward individuals and groups in a diverse
2 society composed of such groups as American Indians/Alaska Natives, Asians, Native Hawaiian or
3 other Pacific Islanders, Blacks, Hispanics, women, [gays, lesbians, bisexuals, transgender persons]
4 *LGBTQ+ people*, and people with disabilities
 - 5 b. Eliminate discrimination and stereotyping in curricula, textbooks, resource and instructional materials,
6 activities, etc.
 - 7 c. Foster the dissemination and use of nondiscriminatory and nonstereotypical language, resources,
8 practices, and activities
 - 9 d. Eliminate institutional discrimination
 - 10 e. Integrate an accurate portrayal of the roles and contributions of all groups throughout history across
11 curricula, particularly groups that have been underrepresented historically
 - 12 f. Identify how prejudice, stereotyping, and discrimination have limited the roles and contributions
13 of individuals and groups, and how these limitations have challenged and continue to challenge
14 our society
 - 15 g. Eliminate subtle practices that favor the education of one student over another on the basis of race,
16 gender, sexual orientation, gender identity, *gender expression*, disability, ethnicity, or religion
 - 17 h. Encourage all members of the educational community to examine assumptions and prejudices, includ-
18 ing, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth
19 of students and education employees
 - 20 i. Offer positive and diverse role models in our society, including the recruitment, hiring, and promotion
21 of diverse education employees in our public schools
 - 22 j. Coordinate with organizations and concerned agencies that promote the contributions, heritage, culture,
23 history, and special health and care needs of diverse population groups
 - 24 k. Promote a safe and inclusive environment for all.
- 25 The Association encourages its affiliates to develop and implement training programs on these matters.
26 (1996, 2015)

28 **B-20. Discriminatory Academic Tracking**

29 The National Education Association believes that the use of discriminatory academic tracking based on
30 socioeconomic status, ethnicity, *English language proficiency*, race, gender, gender identity, *gender expres-*
31 *sion*, or special needs must be eliminated in all public school settings. The Association urges its affiliates to
32 oppose these practices. (1988, 2017)

34 **B-34. Education for All Students with Disabilities**

35 The National Education Association supports a free, appropriate public education for all students with
36 disabilities in a least restrictive environment, which is determined by maximum teacher and parent/guardian
37 involvement. There must be a full continuum of placement options and services/delivery models available to
38 students with disabilities. In order to implement federal special education legislation effectively, the Association
39 recognizes that—

- 40 a. A fully accessible educational environment, using appropriate instructional materials, support services,
41 and pupil personnel services, must match the learning needs of both students with and students without
42 disabilities.
- 43 b. Student placement must be based on individual needs rather than on available space, funding, or local
44 philosophy of a school district. Student placements must be examined on a regular basis to ensure
45 appropriateness whereby all needed services and support will be provided and should not be made
46 disproportionately by ethnicity or gender. Necessary building/staff modifications must be provided to
47 facilitate such placement.
- 48 c. General and special education teachers, pupil personnel and related service providers, and education
49 support professionals who work with the student, and administrators, parents/guardians, and the
50 student, as appropriate, should have input in the development of the individualized education program
51 (IEP) and must have access to the IEP.
- 52 d. General and special education teachers; pupil personnel and related service providers; education
53 support professionals; and administrators, parents/guardians, and students, as appropriate, must share
54 in implementing the IEP. Prior to implementation, all necessary educational materials, professional
55 development, and supportive services must be provided.

- 1 e. Students with physical disabilities and/or medical needs requiring nursing procedures must have their
- 2 medical needs met by certified/professional school nurses.
- 3 f. All impacted staff members must have an appeal procedure regarding the implementation of the IEP,
- 4 especially in terms of student placement. The procedure must include the right to have the dissenting
- 5 opinion recorded and attached to the IEP.
- 6 g. Suspension and expulsion policies and practices used by local education agencies must be applied
- 7 consistently to both students with and students without disabilities where misconduct is shown to be
- 8 unrelated to either the disabling condition or to improper placement.
- 9 h. A plan recognizing individual differences must be used in a systematic evaluation and reporting of
- 10 program development.
- 11 i. Students with special needs must have appropriate testing options matching the processing disorders,
- 12 motor skills, and/or academic developmental levels or language proficiency of those students to
- 13 measure individual progress and proficiencies.
- 14 j. Limitations must be made in class size, caseloads, and/or workload of designated education and
- 15 service providers, using methods such as [weighted formulas] *the workload analysis model*, modified
- 16 scheduling, and/or curriculum design [to accommodate the demands of each IEP] *determined by each*
- 17 *student's IEP or other learning accommodations*.
- 18 k. All teachers who serve students with disabilities must have scheduled access to resource personnel,
- 19 instructional assistants, paraprofessionals, co-teachers, and special education teachers.
- 20 l. The student's IEP should not be used as criteria for the evaluation of education employees.
- 21 m. Communications must be maintained among all involved parties.
- 22 n. Staff must not be reduced.
- 23 o. All school personnel, including substitutes, must be adequately prepared for their roles, including
- 24 addressing the identified individual needs of students, through appropriate licensing and/or ongoing
- 25 professional development.
- 26 p. Incentives for participation in professional development activities should, as mandated by law, be made
- 27 available for education employees.
- 28 q. Education employees, as mandated by law, must be appointed to local and state advisory bodies on
- 29 special education.
- 30 r. Education employees must be allowed to take part in the U.S. Office of Special Education and Reha-
- 31 bilitative Services on-site visits to states. Education employees should be invited to these meetings.
- 32 s. Local affiliates and education employees must be recruited, trained, and involved in monitoring school
- 33 system compliance with federal special education legislation.
- 34 t. Adequate release time or funded additional time must be made available so that teachers can carry
- 35 out the increased demands placed upon them by federal special education legislation, including the
- 36 development and administration of alternate forms of assessment.
- 37 u. Collective bargaining and other means should be used to minimize the potentially severe impact on
- 38 staff that results from the implementation of special education legislation.
- 39 v. Benefits for staff working with students with disabilities must be negotiated through collective bargain-
- 40 ing agreements and must be honored.
- 41 w. Full funding must be provided by local, state, and federal governments.
- 42 x. Students are better served if the person working with them is prepared to accommodate their needs.
- 43 Substitute employees should be made aware that the assignment offered is a special needs program.
- 44 (1978, 2009)

46 **C-10. Complex Trauma**

47 The National Education Association believes that complex trauma impacts the brain development of chil-

48 dren. Complex trauma causes systemic and individualized educational barriers that interfere with children's

49 emotional and physical health and impedes access to education.

50 The Association recognizes the risks of secondary trauma faced by those who support these children and

51 that they themselves may need support.

52 The Association understands that trauma crosses all segments of society and is often compounded by the

53 effects of poverty, institutional racism, and other adverse childhood experiences.

54 The Association also believes that school districts should provide complex trauma training [for education

55 employees,] and programs to address the effects of trauma. *When educators are aware of the impact of toxic*

1 *stress on student neurological development, behavior, and learning, they become trauma-skilled educa-*
2 *tors better capable of handling the needs of students. Therefore, the Association and its affiliates should*
3 *promote training in restorative practices and asset-based discipline approaches to ensure safe working and*
4 *learning environments.* (2016)
5

6 **D-6. Teacher Preparation Programs: Content and Evaluation**

7 The National Education Association believes that teacher preparation programs must—

- 8 a. Involve all stakeholders in the design, implementation, evaluation, and improvement of teacher prepara-
9 tion programs. These stakeholders include licensed preK through adult education teachers and teacher
10 educators who are practicing in their field of expertise and demonstrate practical knowledge of schools
11 and classroom teaching as well as students preparing to teach
- 12 b. Include tests, reports, student teaching, portfolio reviews, and other measures of performance designed
13 to assess progress in acquiring the knowledge and skills necessary for effective teaching
- 14 c. Require courses in the liberal arts, subject or grade-level specialty, reading, methodologies for the
15 instruction of students with limited English proficiency, and professional studies that include learning
16 theories, curriculum design, classroom management, behavior management, discipline, student assess-
17 ment, school accountability, school law, and teaching techniques
- 18 d. Include instructional content and experience that address our multicultural, multi-ethnic diversity,
19 recognize the contributions of ethnic and other minorities, and provide strategies and techniques for
20 teaching and interacting with culturally diverse students
- 21 e. Include instructional content and experiences that address how economic and/or housing status affect
22 a child’s readiness and ability to learn and function in a school setting and that provide specific tech-
23 niques for teachers who teach children of poverty
- 24 f. Engage students in identifying and addressing internal and external biases
- 25 g. Include instructional content and experience in research and information skills, group processes,
26 shared decision making, strategic planning, the dynamics of intergroup communications, peace and
27 conflict resolution, human growth and development, the changing role of the family, exceptional
28 behaviors, and human relations
- 29 h. *Include training and instruction in diversity, equity, biases, social and racial justice, culturally-*
30 *responsive practices, trauma-informed practices, and anti-bullying techniques*
- 31 [h]i. Provide a variety of field experiences, including the appropriate use of technology for managing and
32 advancing instruction, throughout the preparation program, culminating in clinical practice
- 33 [i]j. Include accurate instructional content on the evolution of professional teacher organizations and the
34 advances in the areas of job contracts, salary schedules, benefit programs, and working conditions
- 35 [j]k. Include instruction and practical experiences in the processes, strategies, realities, responsibilities, and
36 challenges of shared decision making, problem-solving, and strategic planning
- 37 [k]l. Include instruction in educational programs of all special education areas recognized by federal law
- 38 [l]m. Provide access to professional and preprofessional organizations related to the education profession and
39 areas of certification
- 40 [m]n. Provide teacher candidates with resources and practice opportunities to prepare for performance
41 assessments for licensure/certification
- 42 [n]o. Promote involvement in an NEA Aspiring Educator Program local chapter to increase opportunities for
43 community outreach, professional development, and political action
- 44 [o]p. Be evaluated by the Council for the Accreditation of Educator Preparation (CAEP) and funded at a
45 level that ensures accreditation is achieved and maintained
- 46 [p]q. Use multiple measures to determine teacher readiness, with evidence and feedback from program
47 faculty and cooperating teachers. (1970, 2018)
48

49 **D-7. Teacher Preparation Programs: Clinical Practice**

50 The National Education Association believes that clinical practice is essential to provide prospective teachers
51 with the experiences necessary to enter the profession and be prepared to teach. Clinical practice contributes to
52 enhanced student learning by fostering the development of a reflective practitioner.

53 The Association also believes that clinical practice should include a supervised student teaching experi-
54 ence/internship and a post-hiring residency of one year for a prospective teacher to achieve full licensure.
55

1 Clinical practice provides formal support, instruction, and guidance by a faculty member in a teacher prepara-
2 tion program and by an experienced, licensed preK through 12 teacher in the same field of practice.

3 The Association further believes that prospective teachers completing clinical practice should demonstrate—

- 4 a. Comprehensive understanding of the central concepts and structure of the disciplines that they teach
- 5 b. Knowledge of and ability to provide differentiated learning opportunities that support the intellectual,
6 social, physical, and personal development of individual students
- 7 c. A variety of instructional strategies that encourage students to develop critical thinking skills, problem-
8 solving techniques, positive social interaction, and active engagement in learning
- 9 d. Ability to plan instructional strategies based upon knowledge of the subject matter, the students, the
10 community, and the curriculum goals
- 11 e. Effective use of formal and informal assessment strategies to evaluate and ensure the continuous intel-
12 lectual, social, physical, and personal development of individual students
- 13 f. Use of active inquiry and collaboration between and among colleagues[.]
- 14 g. ***Racial, social, and cultural awareness of their students as individuals and of their experiences***
15 ***regarding bullying, trauma, and equity.***

16 The Association believes that clinical practice experiences provide opportunities to establish essential
17 relationships with other education employees, parents/guardians, and agencies in the community to support
18 students' learning and well-being. (1998, 2018)

19 **D-8. Hiring Policies and Practices for Teaching Positions**

21 The National Education Association believes that nondiscriminatory hiring policies and practices that
22 actively recruit a highly qualified, diverse teaching staff provide the highest quality of education for students.

23 ***The recruitment and retention of a diverse teaching staff is essential to a truly just and fully integrated***
24 ***society representative of cultural diversity in the United States.***

25 The Association also believes that candidates for teaching positions must have completed a teacher education
26 program meeting the Council for the Accreditation of Educator Preparation (CAEP) standards and be licensed
27 in the field of the specific teaching assignment. Selection criteria for all teaching positions must be based on the
28 needs of the students and faculty, the goals of the school district, and the philosophy of the school.

29 The Association further believes that teachers must have an active role in the development of selection
30 criteria, job descriptions, and interview instruments, and must participate in the interview and selection process.
31 (1999, 2016)

32 **D-13. Administrator Preparation**

34 The National Education Association believes that administrators are integral to a safe, supportive, and
35 instructionally excellent learning community. Administrator preparation programs should recruit individuals
36 meeting the highest standards with at least five years of full-time educational experience and a student-centered
37 educational philosophy. Programs should include educationally significant clinical experience and should
38 prepare leaders to—

- 39 • Collaboratively steward a shared vision
- 40 • Use data effectively to promote sustainable school improvement
- 41 • Efficiently manage resources
- 42 • Develop capacity for distributed leadership and equitable leadership
- 43 • Build and maintain family and community partnerships
- 44 • Act with integrity and fairness
- 45 • Promote ***racial and*** social justice
- 46 • Advocate for schools, students, families, and caregivers
- 47 • Understand the moral and ethical consequences of decisions in the school community
- 48 • Foster a collaborative school culture
- 49 • Promote practices and programs focused on anti-bullying, trauma-informed pedagogy, diversity, and
50 cultural responsiveness.

51 These programs should meet standards established, governed, and maintained by members of the profession.
52 (1985, 2018)

1 F-7. Basic Contract Standards

2 The National Education Association believes that collective bargaining agreements between education
3 employees, including part-time and temporary, and their employers should contain certain standard contrac-
4 tual concepts. The Association also believes that, in nonbargaining jurisdictions, these concepts should be
5 incorporated into legislation, employer policy, and/or other sources that establish the terms and conditions of
6 employment for education employees, including part-time and temporary. These concepts include—

- 7 a. A grievance procedure that terminates with final and binding arbitration
- 8 b. Just cause for any disciplinary action with guaranteed due process through final and binding arbitration
9 and continuation of all employee rights, including full compensation and job security
- 10 c. A seniority list that is updated, published, and distributed annually
- 11 d. Layoff and recall based only on seniority as bargaining unit members, licensure/certification, and, to
12 the extent legally permissible, affirmative action[†]
- 13 e. Employer-paid benefits, including but not limited to comprehensive health, life, dental, vision, and
14 income protection insurance and employee assistance programs, that fully cover bargaining unit
15 members, domestic partners, and their families
- 16 f. Membership in the association or the payment of a fair-share fee as a condition of employment
- 17 g. Required posting of all vacant or newly created positions along with the right of bargaining unit
18 members to apply for these positions
- 19 h. Unassigned preparation, planning, and travel time as applicable for all members of the bargaining unit
- 20 i. Specified class size, *caseload*, teaching assignment, and job description
- 21 j. A duty-free lunch period of not less than 30 minutes for all members of the bargaining unit
- 22 k. Nondiscriminatory, fair, and equitable treatment of bargaining unit members
- 23 l. Contractually defined procedures for evaluation and promotion
- 24 m. Release time for Association business with full pay and benefits
- 25 n. Parental/child rearing leave for employees to provide care for natural or adopted children
- 26 o. Contractually defined procedures for ensuring education employee decision making in curriculum
27 design and related instructional management and reporting systems
- 28 p. Time during the regular work day and work year for education employees to plan, engage in profes-
29 sional development, work on curriculum and assessment, evaluate and document student progress,
30 mentor and be mentored, and provide professional leadership
- 31 q. Salary schedules that are equitable, regardless of the age level of the students being taught, and are
32 based upon preparation, professional growth, and length of service, and that exclude any form of merit
33 pay except in institutions of higher education where it has been bargained
- 34 r. Placement and advancement on the salary schedule based on qualifications and number of years of
35 experience in the profession
- 36 s. Extracurricular and extra-duty assignments filled on a voluntary basis and compensated at no less than
37 the employee's regular rate of pay
- 38 t. Protection from being required to participate in community service
- 39 u. Retirement benefits based on all income derived from school employment
- 40 v. Clearly defined bargaining unit membership
- 41 w. A guaranteed safe and healthy working environment, including a secured/lockable storage space for
42 personal belongings
- 43 x. The school calendar
- 44 y. Protection from unilateral changes in terms or conditions of employment
- 45 z. Provisions to define class loads, student contact hours, and contract hours for instructors who are
46 involved in distance education, and to guarantee that technology and distance education are used to
47 supplement, not supplant, employees
- 48 aa. Insurance against loss of personal items located on school property in the event of a natural disaster.
49 (1989, 2015)

54 [†] See *NEA Handbook* for the Policy Statement on Affirmative Action adopted by the 1997 Representative Assembly, which sets forth the Associa-
55 tion's full position dealing with this subject.

1 **F-11. Benefits**

2 The National Education Association believes that benefit structures and costs to employees should be subject
3 to collective bargaining or, in nonbargaining jurisdictions, incorporated into legislation, employer policy, and/
4 or other sources that establish the terms and conditions of employment. The Association also believes that all
5 education employees should be eligible for benefits that include but are not limited to—

- 6 a. Comprehensive insurance programs
 - 7 1. Health
 - 8 2. Dental
 - 9 3. Vision
 - 10 4. Hearing
 - 11 5. Life
 - 12 6. Legal
 - 13 7. Workers' compensation
 - 14 8. Long-term physical and mental disability
 - 15 9. Prescription drug
- 16 b. Paid leaves
 - 17 1. Sick leave with unlimited accumulation
 - 18 2. Personal leave with unlimited accumulation
 - 19 3. Bereavement leave
 - 20 4. Parental leave, including adoption
 - 21 5. Family leave
 - 22 6. Dependent care leave
 - 23 7. Sabbatical leave
 - 24 8. Professional leave
 - 25 9. Association leave
 - 26 10. Religious leave
 - 27 11. Vacation time
- 28 c. Additional remuneration
 - 29 1. Severance pay
 - 30 2. Tuition reimbursement
 - 31 3. Retirement compensation
 - 32 4. Unemployment compensation
 - 33 5. Benefit extension for laid-off employees
- 34 d. Personal assistance
 - 35 1. Personal assault protection, and in the event of assault, counseling services and leave that is not
36 subject to sick or personal leave
 - 37 2. Employee assistance program
 - 38 3. Reimbursement for damages to or loss of personal property at work site
 - 39 4. Child care and pre-school education
 - 40 5. An opportunity to participate in a cafeteria-type plan or plan authorized by Section 125 of the
41 U.S. Federal Tax Code

42 The Association further believes that education employees and their spouses, domestic partners, and/or
43 dependents should have equal access to all benefits applicable to them.

44 ***The Association believes that paid parental leave without fear of reprisal is essential for the welfare***
45 ***of children. Such leave establishes strong family ties and ensures proper health and well-being of all***
46 ***family members.***

47 The Association ***also*** believes that comprehensive insurance programs should be provided for education
48 employees on official leave of absence or parental leave.

49 The Association **[also]** further believes that provisions should be made for retirees, their spouses, domestic
50 partners, and/or dependents at their option to continue in the comprehensive health, dental, prescription drug,
51 hearing, and vision programs.

52 The Association **[further]** believes that, if school districts consolidate, regionalize, share services, or
53 separate, education employees should not lose their tenure or have their salary, benefits, or seniority reduced.
54 (1969, 2018)

55

1 **New Resolution F. Workplace Accommodations for Lactating Employees**

2 *The National Education Association believes that all workplaces must provide lactating employees with*
3 *safe, clean, comfortable, appropriate, and private facilities to express breast milk. The Association also*
4 *believes that employers must work with such employees to provide reasonable accommodations within their*
5 *workday to express breast milk. (2021)*
6

7 **I-12. Human Rights**

8 The National Education Association believes that the governments of all nations must respect and protect the
9 basic human and civil rights of every individual, including equal access to education as embodied in the United
10 Nations Universal Declaration of Human Rights. The Association condemns any action that limits or prohibits
11 the free and responsible exercise of these rights and believes that all education employees must lead in the effort
12 to prevent any encroachment on basic human and civil rights.

13 The Association also believes that the U.S. government should withhold all forms of military aid to govern-
14 ments that violate these rights.

15 The Association further believes that violence is abhorrent. The Association also condemns violence, as well
16 as the tolerance of violence, and believes that all nations must pass and enforce measures to curtail and prevent
17 actions and practices that inflict pain, suffering, mutilation, or death, and offer asylum to those threatened by
18 such actions.

19 The Association urges countries—including the United States—to provide a safe haven for greater numbers
20 of refugees who have fled devastation in their native countries during times of increased conflict, and condemns
21 the stereotyping of refugee groups.

22 The Association expresses concern that the utilization of trade sanctions on food and medical supplies by any
23 nation of the world to achieve political objectives fails to adequately consider the possible humanitarian impact
24 of those policies on the civilian populations of the affected nations, particularly the young, the elderly, and the
25 poor.

26 The Association deplores the holding of hostages, all forms of torture, and the taking of human life in the
27 name of making a political statement. The Association believes that it is the responsibility of all governments to
28 discourage such actions by individuals or groups of individuals. The Association supports international judicial
29 systems that hold accountable those who violate human rights.

30 The Association calls upon all nations to release all education employees and students who are being held
31 without charge and to refrain from the use of coercion and arbitrary detention to punish the people of a specific
32 area of their territories.

33 The Association further condemns the practice of capital punishment [in nations without judicial safeguards
34 such as the presumption of innocence and/or the right to counsel]. [The Association also expresses concern that
35 the] *The* practice of capital punishment in the United States *and elsewhere* impacts individuals disproportion-
36 ately on the basis of social class, race, ethnicity, *ability*, and gender. The Association supports ongoing efforts to
37 [review the practice of capital punishment for inequities based on these and other factors] *ban the practice of*
38 *capital punishment.*

39 The Association opposes any federal, state, or local law; executive order or presidential signing statement;
40 and/or amendment to the U.S. Constitution that curtails or infringes on basic human rights. The Association
41 also opposes harsh sentencing measures, such as mandatory minimums and other local, state, and national laws
42 which have contributed to mass incarceration. The Association also opposes torture and cruel, inhuman, or
43 degrading treatment or punishment of persons in the custody or under the physical control of the U.S. govern-
44 ment, regardless of nationality or physical location. (1977, 2018)
45

46 **I-15. Private Prisons**

47 The National Education Association believes that profiting from incarceration is in direct conflict with
48 the objective to rehabilitate those who have committed crimes. Additionally, private prison practices such as
49 maintaining high occupancy rates and unsafe staff-to-inmate ratios, lobbying for harsh sentences, and provid-
50 ing inadequate services undermine restorative justice practices and disproportionately affect people of color.
51 *These practices elevate incidents of racial bias and racial disparity.* Therefore, the Association believes that
52 incarcerated individuals should be held in publicly operated institutions. (2018)
53
54
55

1 I-16. Human Relations in the School

2 The National Education Association believes that improved human relations are essential to the school
3 environment. The Association, in order to improve human relations, calls for—

- 4 a. School recruitment and staffing policies that will ensure selection of culturally diverse educators
- 5 b. Appropriate classroom and other student-related activities, particularly those that are responsive to the
6 cultural diversity and historical backgrounds of our society
- 7 c. *Schools and classrooms that implement trainings and strategies addressing implicit bias, equity,*
8 *diversity, racial justice, and restorative justice*
- 9 [c]d. Ongoing development of continuing education programs to educate school and community personnel
- 10 [d]e. Reduction of the ratio of students to certified/licensed staff. This reduction should be to the level teach-
11 ers determine to be essential to enhance and improve learning
- 12 [e]f. Development of ways to improve police relations with student and community groups through the joint
13 efforts of school, community, and law enforcement agencies
- 14 [f]g. Joint discussions to promote understanding of human and civil rights and responsibilities of all con-
15 stituents within our global society
- 16 [g]h. Development, training, and implementation of curricula that teach staff and students about positive
17 human relations. (1972, 2015)

18 I-24. Fair Housing

19 The National Education Association believes that all citizens should be free to reside in the communities
20 of their choice. The Association supports programs that provide adequate housing for all. The Association
21 supports the elimination of the discriminatory housing practice of redlining *that perpetuates racial*
22 *bias, discriminates against certain ethnic groups, and prevents generational wealth in marginalized*
23 *communities.* (1969, 2015)

24 I-49. Elimination of Discrimination

25 The National Education Association is committed to the elimination of discrimination based on race, gender,
26 ethnicity, economic status, religion, disability, sexual orientation, gender identity, *gender expression*, age, and
27 all other forms of discrimination.

28 *The Association believes that in order to gain a more complete understanding of discriminatory oppres-*
29 *sion, intersectionality must be recognized and addressed within leadership, schools, and communities*
30 *in order to advance the Association’s social justice work. Intersectionality is the understanding of how a*
31 *person’s identities combine and compound to create unique discriminatory experiences.*

32 Honest and open conversation is a precursor to change. The Association encourages its members and all
33 other members of the educational community to engage in necessary conversations in order to examine assump-
34 tions, prejudices, discriminatory practices, and their effects.

35 The Association believes that any code or system of discrimination and exploitation must be eliminated.
36 The Association also believes that sanctions are both justified and necessary against governments, organiza-
37 tions, businesses, and/or groups that utilize or support discriminatory practices.

38 The Association further believes that it is important to eliminate discrimination in the workplace or schools
39 against individuals wearing natural hairstyles such as braids, twists, cornrows, and locks. The Association
40 believes that wearing natural hairstyles is a human right. (1976, 2019)

41 I-52. White Supremacy Culture

42 The National Education Association believes that, in order to achieve racial and social justice, educators
43 must acknowledge the existence of white supremacy culture as a primary root cause of institutional racism,
44 structural racism, and white privilege. *Educators must also work to prohibit institutionally racist systems and*
45 *policies that have governed our society and kept Native People, Asian, Black, Latin(o/a/x), Middle Eastern*
46 *and North African, Multiracial, and Pacific Islander people from full participation in American life.*

47 Additionally, the Association believes that the norms, standards, and organizational structures manifested
48 in white supremacy culture perpetually exploit and oppress people of color and serve as detriments to racial
49 justice. Further, the invisible racial benefits of white privilege, which are automatically conferred irrespective of
50 wealth, gender, and other factors, severely limit opportunities for people of color and impede full achievement
51 of racial and social justice. *The Association believes that, to aid in the efforts to eradicate hate caused by*
52 *prejudice, stereotypes, and biases, school districts must provide training in cultural competence, implicit*
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1 *bias, restorative practices and techniques, and racial justice.* Therefore, the Association will actively
2 advocate for social and educational strategies fostering the eradication of institutional racism and white
3 privilege perpetuated by white supremacy culture. (2018)
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Season of Justice 2021

LGBTQ+ PRIDE VIRTUAL ENGAGEMENTS

TUESDAY, JUNE 1 | PRIDE KICKOFF 8:00-9:00 PM EST

WEDNESDAY, JUNE 2 | LGBTQ+ LEGAL LANDSCAPE 8:00-9:00 PM EST

THURSDAY, JUNE 3 | PRIDE: YESTERDAY, TODAY, AND TOMORROW: AN INTERGENERATIONAL CONVERSATION ON THE IMPORTANCE OF LGBTQ+ PRIDE 8:00-9:00 PM EST

THURSDAY, JUNE 3 | VIRTUAL DJ DANCE PARTY 9:00-9:30 PM EST

NEA COMMITTEE HEARINGS

WOMEN'S ISSUES COMMITTEE (WIC) HEARING

SUNDAY, JUNE 13 - 8:00-9:30 PM EST

SEXUAL ORIENTATION AND GENDER IDENTITY COMMITTEE (SOGI) HEARING

TUESDAY, JUNE 15 - 8:00 - 9:30 PM EST

ETHNIC MINORITY AFFAIRS COMMITTEE (EMAC) HEARING

WEDNESDAY, JUNE 16 - 8:00 - 9:30 PM EST

CONFERENCE ON RACIAL AND SOCIAL JUSTICE (CRSJ)

A VIRTUAL FESTIVAL OF INSPIRATION, REFLECTION, AND JOY

MONDAY, JUNE 14 - TUESDAY, JUNE 15, 2021 - 6:00 PM EST

NEA HUMAN AND CIVIL RIGHTS AWARDS

OUT OF STRUGGLE, COMES PROGRESS: GROUNDED IN OUR HISTORY; IGNITING OUR FUTURE

TUESDAY, JUNE 29, 2021 - 8:00 PM EST

FOR MORE INFORMATION ON OUR DYNAMIC LINEUP,
PLEASE VISIT: [NEAEDJUSTICE.ORG/SEASONOFJUSTICE](https://neaedjustice.org/seasonofjustice)

SUMMER JUSTICE SERIES

WEEK OF JULY 26 - *TRANSFORMING POLICING POLICIES FOR SAFE AND JUST COMMUNITIES*

WEEK OF AUGUST 2 - *HEALTHY AND STRONG COMMUNITIES AND SCHOOLS*

WEEK OF AUGUST 9 - *EMPOWERING COMMUNITIES AND SCHOOLS*

WEEK OF AUGUST 16 - *ENSURING THE RIGHT TO VOTE FOR BLACK, BROWN, NATIVE AND AAPI VOTERS*

