



NEA is working to provide great public schools Directors' Newsletter

May 2019

Strong Public Schools 2020

Board learns about initial 2020 plans

A common thread ran through much of the May NEA Board of Directors' meeting: The importance of the 2020 Election.

From President Lily Eskelsen Garcia's report and discussion of how presidential candidates will be a part of the annual Representative Assembly in Houston this summer to the Executive Committee's unveiling of the "Strong Public Schools 2020" website to NEA Executive Director John Stocks' exercise of playing out various electoral college scenarios on the way cool website www.270towin.com to the \$3 million plus earmarked for staffing of Campaign 2020 that the Board transmitted to the RA as part of the 2019-20 Modified Plan and Budget, the importance of this next election cycle was omnipresent.

And with 25 public notable public figures declared for the Presidency is it any wonder?

As Stocks showed the Board various possible paths to success in 2020 (spoiler alert: many of the same states as last time remain critical) on the interactive "270 to Win" website, he spoke of the need for a "stretch win" state to help provide a more comfortable margin for victory in the event the former so-called blue wall falls again in 2020. He referenced the need for Arizona, Florida, Georgia, Ohio, and/or Texas to break in the correct direction for public educators and organized labor to feel better about their chances.

Eskelsen Garcia noted the need "to be scared" of this election cycle. "The presence of foreign actors in our elections is very real," she said.

Stocks added: "It is unlikely the regulators, national security agencies, or the press are able to impact this. It is up to the platform providers (Facebook, Twitter, YouTube, etc.) and it will be difficult to do anything about this when we have a government that does not care to regulate (the platforms)."

Delegates to the RA in July will likely have an opportunity to hear directly from some candidates. Garcia outlined a rough plan on what will



Photographic from New York Times

To date no fewer than 25 notable public figures have declared as 2020 presidential candidates. The NEA plans on being a major player in this and other down ticket races across the country.

For more information about NEA's "Strong Public Schools 2020" website please see page 4

occur the afternoon of the second day of the RA: A Candidate Forum. The format is still being developed, but Garcia did say the NEA will use the same criteria for invitations as the Democratic National Committee is using to determine debate eligibility: at least 1% support in three separate polls or 65,000 individual donors with at least 200 in 20 different states. (Per the website FiveThirtyEight, 18 candidates had met this criteria as of May 9.)

"We want the serious candidates who have a fighting chance," Eskelsen Garcia said, "because we need a new President of the United States."

She also noted that all of the candidates (both Democrat and Republican) have been sent the NEA's packet that includes the process the organization uses for screening and recommending. This process includes completing the NEA's questionnaire and sitting down for a video interview with Eskelsen Garcia. While she realizes the current President is not likely to participate, she is hopeful his only known Republican opponent – former Massachusetts' Governor William Weld – will.

"He was not a friend of the Massachusetts Teachers Association when he was governor, but we do not have a bar that says if we don't like you we won't consider you. Just like Mike Huckabee did (in 2008), he will have the opportunity to participate fully."



Teacher Hall Inductees Announced

As she does each year in May, National Teacher Hall of Fame Executive Director, Carol Strickland, paid a visit to NEA headquarters to introduce the NEA Board to the latest group of inductees. This year, Strickland was accompanied by 145 years of K-12 classroom teaching experience from a quintet of accomplished educators.

This year's honorees spanned the United States as well as areas of teaching:

- ◆ Christopher Albrecht is 23-year veteran fourth grade teacher in Brockport, NY.
- ◆ Dr. David Bosso is completing his 21st year as a high school social studies teacher at Berlin (CT) High School.
- ◆ Richard Knoepfel is a 31-year CTE/architecture teacher from Las Vegas.
- ◆ Dr. Mary Jo Murphy is a 36-year mathematics teacher from Riviera Beach, FL.
- ◆ Dyan Smokorowski instructs pre-K-12 technology and innovation in Andover, KS.

"I believe there is hope because there are teachers," Bosso told the Board. "What we do as teachers is strive to improve the human experience."

Echoed Knoepfel: "I am honored, but know there are millions of other educators who never, ever, get the recognition they deserve for trying to change the lives of children."

One other educator who is receiving said recognition is 2019 NEA ESP of the Year Matthew Powell (Mayfield, KY). Powell has been on the job as a custodial supervisor, a member of the transportation team, and a night security specialist in Graves County School District's Central Elementary School.

The 2019 induction reception at the NTHoF on the campus of Emporia State (KS) University is scheduled for June 21st. Please visit www.nthf.org for more information on the Hall as well as the National Memorial to Fallen Educators.

2019 Friend of Education Named

The NEA's Friend of Education Committee Chair, Debbie Lee (PA), announced the 2019 recipient of the award during the May Board of Directors' meeting. The 2019 recipient is Dolores McCracken, past President of the Pennsylvania State Education Association. McCracken served as PSEA president in 2017 and died suddenly in November 2018 after a brief battle with cancer. She was the first ESP president of the statewide association. Said Lee of McCracken: "Dolores was a passionate fighter for public education. She believed in the importance of strong unions. She believed in working across the aisle to accomplish goals. Most importantly, she believed that all educators and students should be able to work and learn in an environment that is free of economic, racial and ethnic biases. Dolores devoted her life to this work." McCracken will be posthumously honored at the 2019 Representative Assembly in Houston.

19/20 UniServ Grant Set; 18/19 Rebate Too

UniServ Advisory Committee Chair Tracy Phillips (ESP At-Large, NV) announced the UniServ Grant level for the 2019-20 school year. It will be \$39,402, an increase of 7.5% or \$2,742 over the current level. Additionally, Phillips indicated that, due to greater membership numbers than originally forecast for this fiscal year, each state will get a rebate of



2019 National Teacher Hall of Fame inductees, from left, Dr. David Bosso, Dyan Smokorowski, 2019 NEA ESP of the Year Matthew Powell, Dr. Mary Jo Murphy, Richard Knoepfel, and Christopher Albrecht

\$1,250 per grantee by August 31, 2019. This totals \$6.75 million returned to states. The UniServ Grant program helps underwrite qualified staff costs in state affiliates and is funded through the NEA dues -- \$33 of the annual NEA dues got to this grant.

NEA Wins Webby Award

The NEA recently won a Webby Award for this #RedforEd video it produced: https://www.youtube.com/watch?v=uOT_pcu2H_U. The win came in the Advertising, Media, and PR category for Best Screenwriting.

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Tom's message to Board: 'We need a society that will be for everyone'

As is customary during its May Board of Directors' meeting, the NEA took a moment to conduct its Asian-Pacific Islander (API) Observance.

This year, Alex Tom, senior advisor of the Chinese Progressive Association based in San Francisco not only addressed the NEA Board but also took it through an interactive engagement to help illustrate some of the challenges the API population faces in the United States.

Tom, who is also deeply involved with the group Asians Rising, began his time with the NEA by discussing his 4-year-old son who is autistic.

"I'm 42 so, as I look at my son, I try to think about what's at stake for him and what life will be like in 38 years when he's my age," Tom not-



Alex Tom of the Chinese Progressive Association addressed the NEA Board during its May meeting.

ed. "What will our government look like? Our schools? Our climate?"

"When we win in 2020 we will still have decades to undo. What is the investment in the long term? What seeds are you planting in your classrooms? I want a world where my son can be himself. We need a society that will be for everyone."

Tom split the Board in half and played a quiz show style game asking a series of multiple choice and true/false questions to probe the Board's knowledge of challenges facing the API community. Through this engagement he was able to show the Board that Asians will be the largest immigrant group by 2055, that Asian countries comprise the top three countries producing international scholars in U.S. colleges (China, 34%; India 9%; and South Korea 5%), the poverty rate among API citizens is 12.3% of the overall poverty rate in the U.S. (trailing just the Black and Latino populations), one of every eight Asians in California are undocumented, and one of the growing bodies of influence in the U.S. is the Chinese Tea Party.

Tom, who multiple times referenced the Asian American Racial Justice Toolkit (<https://www.asianamtoolkit.org/>), called on the Board – and all NEA members – to join in the action to deepen the alignment between labor and the community, develop strategies for cross-racial and cross-sector partnerships, invest in year-round issue-based organizing, link racial justice issues to elections, and develop a pathway for the development of new young leaders.

NEA submits proposed resolution to Education International

Seeks protection for rights of immigrant and refugee children

As part of its report to the NEA Board of Directors, the Executive Committee brought forward a resolution to the organization Education International (whose World Congress occurs this summer in Bangkok, Thailand) of which NEA is a member institution.

Executive Committee member, George Sheridan (CA), brought forward the resolution, entitled "Protecting the Rights of Immigrant and Refugee Children."

"For the first time in history we are seeking the assistance of our international partners on something," Sheridan told the Board. "We need to call this out internationally. We did not want a resolution that applied only to the United States, but through our research we have not been able to discover any other country in the world which is doing what ours is doing."

Sheridan, who was noticeably emotional while introducing this resolution, referenced the

"The damage we are imposing on these children is inhumane and we must do something about it."

— Gladys Marquez
NEA Board of Director (IL)

separation of immigrant families and the holding of children and families in detention facilities that has become prevalent U.S.

Among the notable pieces of language in this Resolution were:

- ◆ Education is a basic human right and a public good. All children have a right to free, inclusive and equitable quality public education no matter where they are;
- ◆ All immigrant and refugee children deserve to be free - not held in detention facilities for months or years. Educators around the world demand the release of immigrant and refugee children from detention facilities;
- ◆ All immigrant and refugee children belong with their loved ones. It is intolerable and

unlawful to separate families who sacrificed everything to escape persecution, conflict, violence, and human rights violations;

- ◆ National governments must open detention facilities for immigrant and refugee children to visits by health workers, educators, social workers, and other children's advocates;

Gladys Marquez (IL) who is a member of Education International's Resolution Committee also spoke to the motion.

"The damage we are imposing on these children is inhumane and we must do something about it," she said. "This is not the America I know and love. I need you all to take a position of unanimous support on this Resolution."

NEA RA to consider changes to Vision

The NEA Executive Committee brought forth a recommendation for the Board to consider as it relates to proposed modifications to the NEA's Vision, Mission, and Values.

These recommendations grew out New Business Item 59 during the 2018 NEA Representative Assembly in Minneapolis which directed "the president or her appointees to report in writing to the NEA Board on proposed changes to the document and provide recommendations for the Board to consider. The NEA Board will recommend changes to the document to be voted on by the RA delegates."

NEA Executive Committee member, Robert Rodriguez (CA), provided the Board an overview of how the changes came to be.

"We have engaged over 1,000 members through the year soliciting feedback on our Vision, Mission, and Values," he told the Board. "What we received from these engagements is the Vision needs to be updated. We are currently proposing no changes to the Mission of the NEA as we believe it is still relevant. We are also proposing the elimination of the word "believe" in our Core Values statements to make them stronger."

The NEA's Mission, which will remain intact, is the following:

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse

and interdependent world.

The proposed changes the Board considered on the Vision is as follows:

Public Education is a cornerstone of our democracy where educational professionals have a respected and valued voice and all students are empowered to be the leaders of a just society.

The previous Vision stated:

Our vision is a great public school for every student.

"A vision statement has a shelf life of about 15 years," Rodriguez informed the Board, "ours was last updated 12 years ago. This proposed new vision reflects what the feedback we've been receiving consistently advocated for."

Primarily the phrases "democracy," "respected and valued," and "just society" were ones that were regularly brought forward by members participating in the engagements.

Having said that, there was lively debate on the proposed Vision modifications by Board members, including a motion to delay consideration until the Board's July meeting. That motion, along with others to further modify, all failed and the Board recommended transmitting the proposed changes to the 2019 NEA Representative Assembly in Houston where it will be acted on as an "Action Item of Special Order."

NEA's latest website dives into Election 2020

Features include candidate comparisons, opportunities to submit video questions

The NEA Board was provided a tutorial on the features of the freshly minted NEA website: "Strong Public Schools 2020" which may be found at <https://www.educationvotes.nea.org/presidential-2020/>

The site features a plethora of resources for individuals who wish to be engaged and involved in the 2020 Presidential Campaign.

"We have begun this engagement earlier than ever before," NEA President Lily Eskelsen Garcia told the Board. "Remember, one in every 39 votes cast in 2018 Midterm Election was from a NEA member or their family."

Added Executive Committee member George Sheridan: "We truly believe this is the best website NEA has ever created."

One feature is a page that allows visitors to select as many of the declared candidates for the high office and compare their views on education policy, education funding, workers' rights, and racial and social justice. The comparisons include links to the article(s) the views were culled from.



The NEA's new website, "Strong Public Schools 2020," has a wealth of tools for members who wish to learn more about candidates and get involved in the 2020 Presidential Election.

Additionally, visitors to the site have an opportunity to upload questions for candidates – including an option for video questions. These questions may be asked of candidates during NEA screening interviews or during a candidate forum at the 2019 Representative Assembly in Houston.

There is also a NEA campaign poster design contest that runs through May 31 and includes cash prizes of up to \$2,500 as well as art supply gifts to the winners' buildings.

Finally, there is a FAQ page that answers many of the common questions about the NEA's engagement in screening and recommendations as well as an events page that lists events related to campaign 2020 in specific areas or across the country.



NEA task force reports out findings on recruiting educators of color

At the 2018 NEA Representative Assembly in Minneapolis the delegation passed New Business Item 117 which stated the following:

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

The findings of that task force were presented to the NEA Board of Directors during its May meeting. NEA Executive Committee member Eric Brown (IL) chaired the task force that was comprised of 16 other educators from 14 other states. The task force met once in person and virtually three other times.

“The task force was full of inspiring and aspiring educators who care deeply about the future of our professions and the students we serve,” Brown said.



Brown

He also noted some alarming statistics in terms of the current number of educators of color. While 52.2% of preK-12 students are students of color (26.6 million) just 19.9% of educators identify as of color (3.8 million) per a National Center for Education Statistics (NCES) 2018 study. A separate study from the National Bureau of Economic Research noted the importance of teachers of color on the educational and economic impact of black children. Black children who are exposed to at least one black teacher before third grade are 13% more likely to enroll college and those who had two black teachers were 32% more likely to do so.

Additionally, there is importance to white students having exposure to teachers of color as researcher Gloria Ladson-Billings pointed out: “I want to suggest that there is something that may be even more important than black students having black teachers and that is white students having black teachers! It is important for white students to encounter black people who are knowledgeable. What opportunities do white students have to see and experience black competence?”

Data such as this led the Task Force to consider these essential questions: What supports/resources are most critical to supporting Aspiring Educators? What is working well in terms of supporting Aspiring Educators of Color (AEoC) at the local, state and national NEA levels? What are the biggest opportunities for the NEA and its affiliates to better support AEoC?

After reviewing research and hearing from experts in the field, the task force engaged in brainstorming activities that led to some significant thoughts. During this time the team spoke of the importance of thinking about teacher diversity as a “skywalk,” rather than a “pipeline,” issue – indicating that there may be various fluid paths that students and early career educators take in their career journeys that ultimately lead them into the classroom.

Ultimately, the task force brought forward five recommendations:



The 2018 RA passed NBI 117 which asked to the NEA to examine recruiting educators of color into the profession and into leadership roles.

1. The NEA will update research and best practices with state and local affiliates, with an emphasis on listening to diverse member voices, for the purpose of advocating to both reduce barriers to teaching, and increasing union involvement. The NEA will share this information by hosting a convening of intentionally selected diverse state, local, Minority Serving Institution and community leaders to develop targeted action plans for the recruitment of potential and aspiring educators of color in their community.
2. The NEA will create and roll out a data-influenced communications and outreach plan to facilitate the recruitment and support for potential and aspiring educators of color, as well as emerging educators of color, to help them enter and succeed within the teaching profession and within the NEA's national, state and local union structures. The communications plan will target audiences both inside and outside the organization.
3. The NEA will partner with Minority Serving Institutions (MSI) and other organizations with an interest in educator preparation to develop and implement policies and programs that support the recruitment and retention of potential and Aspiring Educators of Color.
4. The NEA will work to support AEoC and Emerging Educators of Colors (EEoC) capacity to succeed both in the profession and as NEA union leaders by creating a mentoring/training program for AEoCs and EEoCs and identifying opportunities within its existing member recruitment, engagement and professional development programs/conferences to increase the NEA's representation of -- and support for -- AEoC and EEoC.
5. The NEA will ensure there are staff and member organizers to focus on the recruitment and support of AEs of color at MSIs into the profession and union.

Board votes to transmit budget to hearing

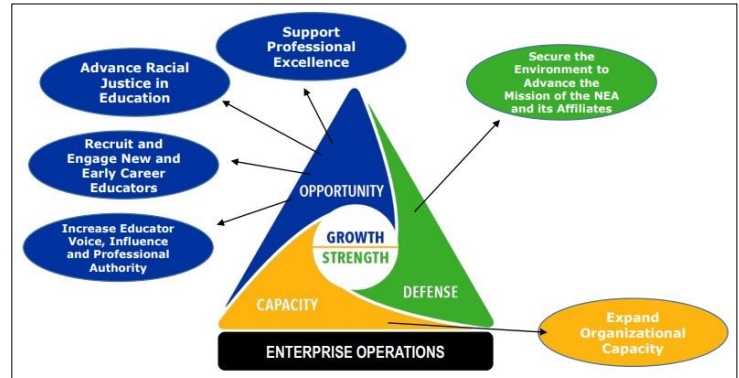
First requests changes to reinstate second paid conference

The NEA Board of Directors approved transmittal of the modified Plan and Budget to the 2019 Representative Assembly in Houston for its consideration. The first opportunity delegates will have to provide input is Tuesday, June 18, from 8-9:30 p.m. EDT during a Virtual Hearing.

The transmittal recommendation was not perfunctory, however. After initially approving the recommendation during the Friday session of the May Board meeting, a motion to reconsider was made Saturday. That motion was supported and, subsequently, the Board made a recommendation that a second NEA-funded conference be allocated for Board members for the second year of this 2-year budget initially approved at the 2018 RA in Minneapolis. Formerly, Directors received two NEA-funded conferences, but as part of anticipated membership losses due to the *Janus* Supreme Court ruling and budgetary constraints, the Budget Committee's 2018-20 budget reduced the allotted conferences to one.

With nationwide membership numbers running about 180,000 FTE more than projections, the majority of Board members expressed concern that this additional conference was not re-instated, some making the argument that an additional conference could help advance work around both the racial justice and securing the environment priorities.

With a need to find approximately \$350,000 in funding to meet this request, the 2019 Budget Committee members (Secretary/Treasurer Princess Moss, Vice-President Becky Pringle, James Frazier (ESP At-Large, NJ), Amber Gould [AZ], Gina Harris [IL], Doug Hill [MI], Lori Steiniker [ID], and Kathy Vetter [President, WY]) went into a conference room to reconfigure the proposed \$350 million budget. The team emerged approximately three hours later with modifications that re-instated the additional conference based upon an application and report out process on how a Director's attendance would assist the organiza-



tion's ongoing growth and strength. Additionally, budgeted money from Campaign 2020 was allocated for Directors to work on association-led campaign needs within their state at no cost to either the state affiliate or Director.

Among other changes in this modified budget:

- ◆ An allocation of \$3.3 million to the NEA's work on Campaign 2020
- ◆ A reinvestment of \$1 million in the NEA's Growth and Strength areas (where the aforementioned second conference funding will come from)
- ◆ Up to \$1 million in technology improvements
- ◆ \$500,000 additional earmarked for legal fees due to ongoing litigation regarding *Janus*
- ◆ A return of \$1 million to Contingency which was reduced for the first year of this 2-year budget

Following the Virtual Hearing on June 18 – any additional modifications deemed necessary by the Budget Committee – the Board will recommend approval to the full RA during its July 2 Board of Directors' meeting.

General Counsel provides legal overview

Perhaps the busiest office in NEA these days is that of its General Counsel Alice O'Brien.

There are 26 cases pending across the nation as a byproduct of the Supreme Court's *Janus vs. AFCSME Council 31* ruling last June which struck down the ability of public sector unions to collect fair share fees. The copious quantities of litigation stems from organizations seeking back fee claims from years prior to *Janus* as well as suits filed against associations that purport to maintain fee status.

To the moment the rulings in lower courts have been positive for the NEA and its affilia-



O'Brien

ates. Six cases seeking to strike down and enjoin state laws and collective bargaining agreements that purport to still allow the collection of fees have been ruled as moot by district courts and should be dismissed based on compliance with the *Janus* ruling by NEA and its affiliates. Similarly, back fee claims have been dismissed in eight cases noting that fair share fees were collected in good faith based on longstanding Supreme Court precedent and state law.

Still, O'Brien noted that we are far from through with legal challenges: "There are several other cases that raise claims seeking to revoke prior consent to membership, challenge limitations on dropping dues deductions, and seeking to recover previously paid dues going back several years. These are all topsy-turvy

"We are at the beginning of years and years of litigation; perhaps as long as a decade."

— Alice O'Brien
NEA General Counsel

cases. ... We are at the beginning of years and years of litigation; perhaps as long as a decade."

Providing a future challenge is the composition of the courts – especially those nominated to various benches by the current President. O'Brien shared data on the make-up of the benches throughout the system: 70% are of whom are white males. "He has homogenized the courts," O'Brien said.

LGBTQ+ issues take center stage at May meeting

Human Rights Campaign's Sarah McBride wows Board with her story

Sarah McBride, the national press secretary of the Human Rights Campaign, took over the NEA Board mesmerized the NEA Board of Directors during its recent meeting as the keynote speaker of its LGBTQ+ Observance.

McBride, a 28-year-old native of Wilmington, DE, shared her story.

"It took me 21 years to muster up the courage to utter the words 'I am a transgender woman'," she told the Board. "As a young person I was a voracious reader of history. I realized no one quite like me had made it as far as the other social movements documented in history.

"The closest experience I can compare this feeling to is a sense of homesickness. I kept that pain inside. I convinced myself if I could make my family and community proud it would make me whole. It was not until I served as student body President at American University that I discovered it was only when I was working on these issues that I was filled with joy."

McBride, who served American University President during the 2011-12 academic year, said it was not until Christmas Day 2011 that she came out to her family.

"My parents had welcomed my openly gay brother with open arms, but they would struggle with my news," she admitted. "It was before the transgender tipping point."

She said it was her father who led in the family's acceptance when he began researching transgender and discovered a research document with the alarming statistic that 41% of transgender individuals attempt suicide at some point in their life.

That article, McBride noted, had a profound impact on her father: "When a transgender person is accepted by their family it drops in half. When accepted by the community even further. As transgender children are accepted earlier and earlier they experience the same mental health as their peers."

While it led to acceptance within her family it is still far from reality across the nation.

"A survey by the Human Rights Campaign found a rise in bullying since the 2016 presidential campaign," she said. "Ninety percent of youth have trouble sleeping at night due to anxiety. Less than half of transgender youth are able to access restrooms during the course of their school day."



Sarah McBride

"There is still much work left to do. No one among us is fully equal until every single one of us is treated with dignity and fairness."

**—Sarah McBride,
Human Rights Campaign**

McBride said people often ask why she spends so much time speaking about restrooms. It's rather simple, she said: "(Opponents use restroom rights) to stoke fear and make transgender individuals seem like predators. (Fear) has been at the center of *all* civil rights movements. If (opponents) can lose on everything but win on restrooms it becomes the closest thing to a silver bullet in this fight. These efforts are nothing more than an attempt to push transgender people (especially children) out of public life and into the shadows."

Sarah McBride is not willing to allow it.

"What once seemed so impossible to LGBTQ like myself – that we could live our truth and dream – now is more of a reality," she said. "There is still much work left to do. No one among us is fully equal until every single one of us is treated with dignity and fairness. That day will come and when it does ... a young student will grow up and learn about these struggles in *their* history books."

Board hears plans for actions in Houston at Rep Assembly

The NEA Representative Assembly this year is in Houston, TX. It has been a controversial host city since the city rejected a 2015 non-discrimination ordinance. So controversial, in fact, that one state – New Hampshire – is not sending a delegation to the RA this year.

As it often does, the NEA and its delegates will lean into these political issues of particular concern to LGBTQ+ delegates during its 2-week stay in southeast Texas.

"We did have real concerns about going to Houston when the state of Texas passed bill after bill that was anti-LGBT," NEA President Lily Eskelsen Garcia said. "That was triggered because the city of Houston did the right thing and filed city protections for citizens of LGBT. ... We did investigate if it was possible to move the convention and it was not."

To make the most of the delegates' time in Houston, Eskelsen Garcia noted the NEA has been working with the community and leaders in Houston and, she indicated, they specifically asked us to come. All year the NEA has had a traveling exhibit commemorating the 50th anniversary of the Stonewall Riots of June 28, 1969 in New York City that is widely considered the beginning of the gay rights movement in this country. The traveling exhibit will be on display in the convention center. Further, Eskelsen Garcia said there will be a block party-style event in Discovery Green Park adjacent to the George R. Brown Convention Center on July 3. The theme is "The NEA Celebrates Pride" and the event is being planned in conjunction with Equality Texas and the Human Rights Campaign.

Additionally, the RA will have a color guard comprised of LGBTQ military personnel and GLBTQ+ singers performing the "Star Spangled Banner."

Board takes position on 12 of 13 proposed amendments

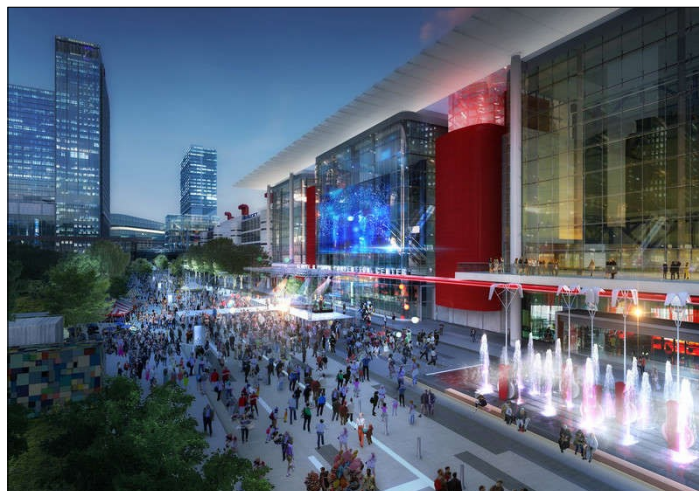
With the deadline past for submitting amendments to the Constitution, Bylaws, and Standing Rules, the Board was able to consider two additional amendments at its May meeting. The Committee on Constitution, Bylaws, and Rules will conduct a virtual hearing on Wednesday, June 26, from 8-9:30 p.m. EDT.

Following are the two items recently considered by the Board at:

- ◆ **Bylaw Amendment #2** – 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. **Board Referred it to the Executive Committee**
- ◆ **Standing Rule Amendment #3** – To prohibit on the Representative Assembly floor the display of signs lobbying for or against specific action items, other than signs used by a state caucus for the purpose of communicating with that state’s delegates. **Board Took a Position: Opposition**

These items were previously considered by the Board:

- ◆ **Constitutional Amendment #1** – Amend the preamble to the NEA Constitution to add the word “secular” before “public education.” **Board Previously Took a Position: Opposition**
- ◆ **Constitutional Amendment #2** – To update the preamble to replace the word “teacher” with the word “educator.” **Board Previously Took a Position: Support**
- ◆ **Constitutional Amendment #3** – To open NEA membership to public education allies while preserving NEA governance positions for education professionals and active equivalents. **Board Previously Took a Position: Support**
- ◆ **Constitutional Amendment #4** – Modify the deadline for amendments to the NEA Constitution from close of business at previous RA to 70 days following close of business of previous RA. **Board Previously Took a Position: Support**
- ◆ **Bylaw Amendment #1** – To create a new membership category of “community ally” and charge the NEA Board of Directors with adopting rules for implementation, while prohibiting such members from nominating, voting for, or holding any elected or appointed Association office or position. **Board Previously Took a Position: Support**
- ◆ **Bylaw Amendment #3** – To provide for solicitation of Active member voluntary contributions to a strike/work action fund. **Board**



Houston's George R. Brown Convention Center

Previously Took a Position: Opposition

- ◆ **Bylaw Amendment #4** – To set one year as the minimum term length for delegates to the NEA Representative Assembly. **Board Previously Took a Position: Opposition**
- ◆ **Bylaw Amendment #5** -- To permit the Association, under limited circumstances, and pursuant to the same protections that apply to state affiliate trusteeships, to establish a trusteeship over a local affiliate. **Board Previously Took a Position: Support**
- ◆ **Bylaw Amendment #6** – To establish specific procedures by which a state or local affiliate may terminate its affiliation with the National Education Association. **Board Previously Took a Position: Support**
- ◆ **Standing Rule Amendment #1** – To allow for deferral to the subsequent day any motion for which proposed amendments are difficult to display in full on screen, and to provide delegate access overnight to any such deferred language. **Board Previously Took a Position: Opposition**
- ◆ **Standing Rule Amendment #2** – To strike language permitting delegates to yield any unused portion of allotted speaking time. **Board Previously Took a Position: Opposition**

2019 Representative Assembly Important Dates

The following will all be conducted in a virtual format *prior* to the start of the RA:

- ◆ June 12 – Delegate Tele-Town Hall, 8-9 p.m. EDT
- ◆ June 18 – Strategic Plan & Budget Hearing, 8 -9:30 p.m. EDT
- ◆ June 20 – Resolutions Hearing, 8-9 p.m. EDT
- ◆ June 24 – Legislative Hearing, 8-9 p.m. EDT
- ◆ June 26 – Constitution & Bylaw Amendments Hearing, 8-9:30 p.m. EDT

The following will be *at* the George R. Brown Convention Center in Houston:

- ◆ June 28-July 1 – NCUEA Summer Meeting

- ◆ June 29-July 2 – Aspiring Educators of NEA Conference
- ◆ June 30-July 1 – NEA-Retired Annual Meeting
- ◆ July 1-2 – Conference on Racial & Social Justice
- ◆ July 2-3 – Resolutions Committee Meetings
- ◆ July 3-7 – Shuttle Buses Running to Convention Center
- ◆ July 3-7 – State Delegation Meetings
- ◆ July 3 – NCHE Meeting
- ◆ July 3 – NCESP Meeting
- ◆ July 3 – Human & Civil Rights Awards Ceremony
- ◆ July 4-7 – RA Business Meetings

