

# nea BOARD

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## **BALLOT MEASURE/LEGISLATIVE CRISES AND MEDIA CAMPAIGN FUND**

In response to unprecedented attacks across the nation on NEA state affiliates in the form of legislation and initiatives, the NEA Board of Directors is recommending to the 2011 Representative Assembly (RA) an increase in the Ballot Measure/Legislative Crises and Media Campaign Fund. At this time, at least 23 states have pending legislation dismantling such things as collective bargaining, due process rights and pension funds.

**If the majority of delegates at the 2011 RA vote to concur**, beginning with the 2011-12 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, shall be increased by \$10.00. This would bring the total amount to \$20.00 allocated to the Ballot Measures/Legislative Crises and Media Campaign Fund. The \$10.00 increase will contain a sunset clause; it will last for five years then return to the \$10.00 level in 2016-17 membership year. The annual membership dues of Student members of the Association, as established by Bylaw 2-7.g, shall include \$1.00 to be allocated to the Ballot Measures/Legislative Crises and Media Campaign Fund. Sixty percent (60%) of the money allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund during each membership year shall be available to assist affiliates in dealing with ballot measures and legislative crises; 40% shall be available for national and state media campaigns to advance the cause of public education and publicize the role of the Association and its affiliates in improving the quality of public education.

Where necessary to avoid legal problems under state law, the Association and a state affiliate may, at the request of the state affiliate, enter into a written agreement providing that the money collected from

members of that state affiliate shall not be used to deal with ballot measures, but shall be used only to deal with legislative crises and/or to fund national and state media campaigns. The Executive Committee shall develop guidelines to implement this Bylaw. These guidelines shall be submitted to the Board of Directors and shall become effective when approved by the Board of Directors.

The NEA President shall make a report regarding the operation of the Ballot Measure/Legislative Crises and Media Campaign Fund, which shall include a financial statement, to each Representative Assembly.

## **HEADLINE NEWS**

### **Cynthia Swann, Director, NEA Minority**

**Community Outreach**, reported that her department is creating a Minority Community Outreach network and is working on supporting the Priority Schools Campaign. Also, her department provides minority outreach resources to state and local affiliates and is broadening efforts to engage the ethnic minority community in public schools concerns.

**Bouy Te, Director, NEA Quality School Programs and Resources**, reported on the Keys to Excellence for Your Schools (KEYS), which is a comprehensive, research-based, data-driven approach to continuous school improvement. He also reported on efforts to ensure the culture and equity of English language Learners (ELL) and the efforts on behalf of Programs and Resources to Support Greater Public Schools (GPS) and the Priority Schools Campaign (PSC).

### **Donna Harris-Aikens, Director, NEA Education Policy and Practice**

reported on efforts to provide policy and analysis for state affiliates on vouchers, charter school accountability, and full day Kindergarten. Also, the department is creating regional partners and seeking change from Federal administration. These changes include sending a regulatory relief letter to Secretary Duncan and requesting a change to grant rules and guidance. Tools

are also being provided for advocacy campaigns that includes funding charts, background information, and other charts as needed.

**Bill Thompson, Director, NEA Financial and Membership Services**, is working diligently on membership managing services and the sources of our funding, which are mainly dues. The dues works include responsible use and management of funds as a part of financial management services and business assistance. Also, the department provides regulatory compliance services which are jokingly referred to as “how to stay out of jail.”

**Phil McLaurin, Director, NEA External Partnerships and Advocacy**, is working hard on ending the dropout epidemic which includes conducting dropout prevention community conversations and using training materials and tools developed by EPA’s Public Engagement Project. Another project is motivating students through service-learning with the help of a \$550,000 grant received from the Corporation for National Community Service to provide professional development for K-12 educators on service learning. Also, NEA is supporting the conference for financial literacy.

**Daaiyah Bilal-Threats, Director, Governance and Policy Support**, reported that there were 115 applications received for attendance to the World Congress in Cape Town, South Africa; 50 attendees are delegates and 65 are observers. Also reported was that the Australian Education Union will be co-hosted by NEA and AFT. The department is also excited about the first International Summit on the Teaching Profession, which is in New York City in March. The latest project for the department is creating ideas for the Great Public Schools Campaign and doing leadership outreach.

## STATE OF THE STATES

**NEA state affiliates are under attack.** Five states reported on their issues but nearly every state is under attack on payroll deduction for dues or PACs, parent triggers, right to work vs. collective bargaining, strong reforms or pensions.

In **Illinois**, a group called Stand for Children is spear-heading an attack on the Illinois Education Association. Although the state house in Illinois is still filled with members of the Democratic party, a lame duck session pushed an education reform package. Lurking in a tax hike package were attacks on seniority, tenure, RIF recall rights, collective

bargaining rights, Tabor, pension reform and the right to strike. It would take a 2/3 vote of the school board to allow a strike.

The Stand group raised \$2.9 million in 2.5 weeks. Ramh Emmanuel’s campaign for mayor of Chicago received \$1 million from this group.

To combat this attack, IST has teamed up with IFT and CTU, the other education associations in Illinois. They have also gone on the offensive, having proposed their own reform accountability package in the state senate on January 3. They launched a new media image building campaign and are making an effort as if Homeland Security is on an orange alert status.

**Idaho** reported that they have always been a conservative state but this election cycle caused it to be even more so with a state senate comprised of 27 Republicans and 8 Democrats and the state house moving to 57 Republicans and 13 Democrats. Every candidate supported by the Idaho Education Association lost and it appears that the new lawmakers want to retaliate for the lack of support. A reform package has been introduced into the legislature which would eliminate tenure, gut collective bargaining, cut 1,000 teaching positions, purchase laptops for all 9<sup>th</sup> graders, and introduce pay-for-performance. The package also includes removing the ability to negotiate anything but salary and eliminating the evergreen clause so that school boards could impose their last best offer as of June 10 when a contract settlement hasn’t been reached. There’s an interest in the legislature to increase online learning opportunities and to remove the educators’ voices in making curriculum decisions.

Big business is paying for and running attack ads against the Idaho EA. The association is hosting community meetings throughout the state with great participation by the membership and they are actively using Facebook and Twitter to engage members at every opportunity. The Idaho State Senate has been holding hearings and the pro union testimony is outpacing the conservative agenda 6:1. The members in Idaho are really stepping up in the crisis.

**Massachusetts** is facing grave challenges as well. Although the State Senate is heavily Democratic (129-31), 50% of Massachusetts residents are registered Independents. Although they were successful in combating a tax repeal effort, they are facing a \$1.5 billion deficit and a popular attitude of no new revenue without reform in healthcare spending and more efficiencies in government spending. Boston is

not an NEA affiliate but the problems in Boston are causing problems for the entire state. Race to the Top, new evaluation models, and achievement gap problems are all adding to organizational stress and anxiety. The association has gone on the offensive, proposing their own evaluation framework, supporting an achievement gap bill, supporting the in-district charters, and filing their own legislation, along with a coalition to raise the income tax.

**The Alabama Education Association** faced an election cycle in 2010 where every seat was up for election or re-election. The governor has been a bitter enemy and the election saw a shift in both state houses to the point where Republicans outnumber Democrats by nearly 2:1. The lame duck governor called a special session of the new congress to pass SB 2, a bill that eliminates using payroll deduction for either union dues or PACs and eliminated state-funded liability insurance. There is no collective bargaining in Alabama. Alabama hit the ground running. They used all communication strategies, used all staff, current leaders, and retired member volunteers. In only two weeks, 40% of the members had signed up for electronic fund transfers over 12 months. Each local had its own dues and deduction periods so all of that had to be calculated. Great work, Alabama! Keep it up.

**Wisconsin** has long been a Democratic state but since November, no more. The new Governor, Scott Walker, is extremely conservative. His first task is to pass a budget adjustment bill but that budget bill may have other legislation embedded within it. Presently the budget bill has the following: Elimination of agency fee, yearly election for local representation, no binding arbitration, bargaining can only be about salary and then it must be tied to the CPI; the employees will have to bear the full cost of pensions and healthcare. Presently, Wisconsin has a state health insurance trust and the Wisconsin Governor is going after that in addition to trying to repeal collective bargaining. Since firefighters and law enforcement officers supported the Governor's election, they are exempt from these bills, should they pass. The prison guards have an aggressive union and the governor has called in the National Guard and tightened security in Wisconsin's state capital.

NEA Deputy Executive Director John Stocks concluded the state updates by saying, "We are under an orchestrated attack to dismantle our union. We expect similar attacks in Ohio and other states. **We**

**are at war!"**

## **CRISIS PLAN**

Even given the unprecedented assaults on public education and our members, NEA can't just play defense. We must:

- Assist states in responding to threats.
- Advance our Mission and Vision.
- Achieve public policy that enhances public schools.
- Position NEA as the leader in transforming public schools.

To support our action, we are developing research in five areas:

- Pensions.
- Education Reform (due process, teacher evaluation, etc.).
- Collective Bargaining.
- ESEA.
- Funding.

NEA is working to align national communications with our affiliates' messages. And we are enhancing relationships with a wide variety of allies and advocates, including community and ethnic groups, other education organizations, and academics. Based on their ability to help, most important in the short-term is labor solidarity.

NEA's goal is to demonstrate to members that we believe in you, we respect you, and we will fight for you, while building a new external narrative about NEA as dedicated to improvement of the profession, student success and social justice.

## **COMMUNICATION STRATEGY**

The new media is a constantly changing media and requires flexibility. NEA is committed to confronting the short- and long-term challenges that it requires. NEA is integrating its communication and aligning its message. This multi-year program will include building new narratives that will address issues of education from several points of view to place NEA in a leading position when it comes to producing messages about public education.

In order to create a more clear and effective message, NEA will get back to the basics by polling, learning from states' experiences, and upgrading its message services. NEA will be covering big themes on education and policies, helping affiliates promote their messages, and continuing to promote priority schools. In addition, the media presence of President Dennis

Van Roekel and Vice President Lily Eskelsen will be increased via blogospheres, among others.

NEA will be gathering intelligence, shaping stories, myth busting (such as the many lies that keep surfacing about tenure), telling stories, engaging the audience through new media such as EdVotes, airing local PSAs, and more.

The bottom line is that NEA will be assessing, adjusting and improving its communication via rapid responses, presenting longer views in order to send out stronger messages, and maintaining consistent focus on issues.

The communication department will live by the words: Think Differently! Act Now!

### **WOMEN'S HISTORY OBSERVANCE**

*Women hold up half the sky.* – Chinese saying  
Kathy Parks of the Women's Caucus spoke of the need for the US to ratify the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). It was signed in 1980 by President Jimmy Carter and is still not ratified. It has been ratified by 186 countries already. However, seven countries have not ratified it: the US, Sudan, Iran, Somalia and three small Island nations. CEDAW is the most comprehensive international human rights treaty to cover women. It is a practical blue print for each country to achieve progress for women and girls. It prevents violence against women and girls and expands education opportunities. It includes political participation by extending voting rights to women and strengthens marriage and family relations (a woman is no longer property). CEDAW will strengthen the US as a global leader in standing up for women and girls. The US ratification of CEDAW requires 2/3 vote of the Senate. Email your Senators to help pass CEDAW. Expect our Senators to show some courage. For more information, go to [www.cedaw2011.org](http://www.cedaw2011.org).

### **PRIORITY SCHOOLS**

The Priority Schools campaign developed from a mandate of NEA's annual Representative Assembly, where more than 9,000 delegates voted to focus NEA resources on transforming lower-performing schools. According to NEA, the Priority Schools Campaign supports:

- School transformation approaches that involve educators, communities and policymakers in state capitols, in Congress and in the Obama administration.

- Collaboration on innovative programs to measure student success and teacher quality.
- Attracting and keeping the best educators and necessary resources for the schools of greatest need.

At the February 2011 Board meeting three of the six Executive Committee members described their recent visits to Priority Schools around the nation. The three members of the Executive Committee who reported on their visits to Priority Schools were Princess Moss, Len Paolillo, and Greg Johnson.

Princess Moss described her visit to Kit Carson Elementary School, which is situated in the heart of the African American community in West Las Vegas, Nevada. The day was spent talking with teachers, ESPs, and school district administrators. Two questions were the focus of the School Improvement Grant process being discussed: *What is working in implementing the School Improvement Grant plan?* and *What is not working?*

In answering the aforementioned questions, discussants were asked to comment on four related areas: collaboration, professional development and capacity, leadership, and outreach/partnerships. Interestingly enough, the Associate Superintendent of Schools, Billie Rayford, shared with the school site participants that "Relationships" were the "4<sup>th</sup> R" of what we commonly refer to as the 3 Rs. In other words, collaboration is essential and it works in making schools successful. Clearly the relationship between the Clark County Education Association and the administration is one where collaboration is resulting in a great public school for every student. Len Paolillo visited Belmont High School, an NEA Priority School in Dayton, Ohio. Len commented on the remarkable transformation of the school, which was considered a "war zone" just three years ago. The school is an ethnically diverse, high-poverty school serving approximately 1,000 students, 40 percent of whom are black. Over 90% of the students receive free or reduced lunch. Belmont High began implementing the NEA "transformational model" of school-reform and in just one year there have been major changes in the school climate and in academic achievement. Some of the changes are:

1. School fights have decreased from 143 to 17.
2. Assaults decreased from 83 to 10.
3. Arrests decreased from 53 to 1.
4. Ninety-two percent of Belmont High seniors are on track to graduate.
5. Just as many boys as girls made the honor roll.

The principal and school staff acknowledged that many of the major changes at Belmont could be attributed to staff collaboration, appropriate use of school data, and community outreach and parent engagement.

Len indicated that “collaboration and leadership” have made a huge difference at Belmont High School; this is why the Priority Schools project has a great deal of value.

Greg Johnson described his visit to Petree Elementary School in Winston-Salem, North Carolina, as extremely positive and uplifting! Greg observed a school full of students with smiling faces and eager to learn. Every morning Petree Elementary students from different grade levels begin the day by announcing the morning news for the whole school. Greg indicated that he could “feel the new attitudes happening.”

Petree is a turnaround model school that has approximately 70% new staff, 2 new principals, 16 first-year teachers, and a Home/School Coordinator. The Coordinator is a full-time individual devoted to creating partnerships with the school and the community. Collaboration among all the participants has made great changes in the school atmosphere and in academic achievement. Test scores are up and a new, positive, encouraging environment is found at Petree Elementary.

### **EDUCATION VOTES**

[www.EducationVotes.nea.org](http://www.EducationVotes.nea.org)

Within every crisis there is opportunity. The current opportunity presented to us is to improve our connection with ALL of our members and organize through social media. We are facing a campaign, organized on the national level, to decimate unions. A national response is needed. Signing up for the NEA web alerts is one way every member can support our cause.

Social media sites, like the “Education Votes” site, provide targeted information and recommendations for action. Connect yourself, your members and all friends of education to this website so that our voice can be heard in proportion to our numbers. Signing up is easy; all you need to provide is your name and zip code to receive alerts. State affiliates with the highest percentage of members connected to “Education Votes” will be recognized at this year’s NEA Representative Assembly. Sign up your entire Executive Board and Representative Council. Connect your PAC and Bargaining Committees. Put

information into the hands of every Rep to share at each school or work site.

### **SECRETARY-TREASURER’S REPORT**

Secretary-Treasurer Becky Pringle reported that we will have a projected loss of 52,000 Active members by the end of the 2010-11 school year. Our Active ESP number has remained the same. Last year, 29 states reported a loss of membership; this year 43 states have reported a loss.

Total Assets are almost \$65 million. We are still a healthy organization and have 70.90% of the fiscal year remaining. Every Goal and Service Area is tracking on budget and all states are currently in compliance of membership dues and notes receivable. We have no additional expenditures to our Contingency Fund. Our Financial position of Net Assets is \$63, 318,848 and we have adequate assets to meet our obligations. The NEA Board voted to adopt the Financial and Operational Standards, which was presented at the December meeting.

### **BULLYING! WE TAKE IT PERSONALLY**

Students cannot learn if they are constantly worried about their basic safety—there is quite a bit of research on this issue. This issue affects students who are of a different race, sex, religion, sexual orientation, socio-economic level, etc. NEA recently took a survey on bullying and will release the results soon. NEA has training available to members who want or need training at their locals.

In Spring 2011 the White House will hold a summit on the issue of bullying. The NEA will launch its Anti-Bullying Campaign in conjunction with this summit. The program will be called: **Bully Free: It Starts With Me!**

**The Challenge:** On our campuses and in our communities, students don’t know who to turn to.

**Our Approach:** To connect bullied students with caring adults in the school.

**Mission Statement:** Identify and support caring adults in schools and communities who will listen and act in the interest of bullied students.

**The Goal:** To identify at least one visible caring adult in each school building (campus).

There will be an online campaign where members can sign a pledge. After signing the pledge, the member will receive materials to help identify him/her as a caring adult and a safe person for students to come to for support.

NEA must succeed in this effort in order to help the students succeed. NEA is asking all members to find at least one person at their school site to sign the pledge and be a Visible Caring Adult.

If you have any questions about this project, you can go to [www.nea.org/bullyfree](http://www.nea.org/bullyfree). You can also contact the Human and Civil Rights Department of the NEA if you need any further information.

## READ ACROSS AMERICA (RAA)

[www.nea.org/readacross](http://www.nea.org/readacross)

General Council negotiated a new logo for Read Across America which includes “NEA.” Now when an organization uses the official RAA logo, there will be an NEA presence. The 14<sup>th</sup> annual Read Across America Day will be March 2, 2011; however, the NEA program is an all-year program.

Members can all take the Pledge on the RAA site. There are also great opportunities for those who use social media sites: Join the Facebook page, be a friend on Twitter, or join RAA as one of the Causes. There are events being planned all over the country. There will be an event at the Library of Congress again this year. First Lady Michelle Obama has not confirmed her participation for this event. NEA is using its traveling RAA bus tour and the Cat in the Hat to visit some of the Priority Schools.

## CAMPAIGN REGULATIONS

There was a review by General Counsel on the campaign and election regulations. The materials that were sent to delegates prior to the Representative Assembly and made available at the Representative Assembly will now be made available with new regulations. Candidates will be limited to a space and word limit, no profanity, and all materials must contain a disclaimer on the bottom. There are similar guidelines for student, retired, and at-large candidates. The recommended adopted changes from the November 16 memorandum take effect immediately.

## BLACK HISTORY MONTH OBSERVANCE

The speaker for this year’s Black History Board Observance was Principal Baruti Kafele. Mr. Kafele is a principal at Newark Tech High School in New Jersey, and a second career educator from corporate America. He felt that he needed to become a teacher

because it is a noble profession and a higher calling for him.

The theme of Mr. Kafele’s presentation was “The Academic Future of America’s Black Males.” He began by talking about “The Achievement Gap” and how by simply talking about it just perpetuates the same results. There is a need to stop asking the same questions and begin to ask other questions like, “Why does the gap exist? What is a young man thinking when he makes an unfavorable decision or action?” Mr. Kafele believes that by asking these questions it will lead educators toward a different path in helping black male students achieve.

The overall message that was delivered was that in order to transform the lives of black males, there needs to be changes in attitude and approach. In terms of attitude, all educators need to embrace the “failure is not an option” attitude and understand that if the student fails, so does the educator. Mr. Kafele suggested that young men be taught leadership and manhood and that the young men in turn, reach back to younger males to teach what they have been taught. As long as all educators look at the black male as brilliant and most highly capable, the young man can achieve anything and will not accept anything less.

## VICE PRESIDENT’S REPORT

Vice President Eskelsen reported on her role as chair of the Resolutions Committee for our region for Education International. There will be resolutions on Haiti brought forward:

1. Haiti had no disaster recovery for union infrastructure and needs assistance.
2. Facilitate partnerships with external partners.
3. A true, free universal public school system will be established in Haiti.

Lily also reported on her work on reaching out to the community. One component is culling the NEA database for people who are also active in organizations such as the ACLU and the League of Women Voters.

The “For Profit University Task Force” will continue to review adult education and provide rationale as to what universities we should support and to what extent. Katherine Underwood, CA director, has been appointed to this task force. There is a current moratorium on further partnerships with for-profit degree universities pending the outcome of the committee’s work. There is strong evidence of “bad players” in the for-profit world and discrepancy in quality and ethics of the for-profit universities.

## **EXECUTIVE COMMITTEE COMPENSATION REVIEW COMMITTEE REPORT**

The Executive Officers and the members of the Executive Committee receive a base stipend. Due to losses in membership, the Executive Committee has agreed to freeze the stipend and the officers have also agreed to this freeze and to continue the freeze through 2011-12.

### **EXECUTIVE DIRECTOR'S REPORT**

NEA Executive Director John Wilson reported that he is monitoring President Obama's budget on education this week. He will be involved in a conference call with Secretary of Education Arne Duncan. NEA has discussed the reauthorization of ESEA with Arne Duncan and General Counsel Charlie Rose. NEA continues to push for regulations to diminish the negative impact of NCLB. Our concern on the negative impact on the assessment consortia's attention to diagnostic and formative assessment was addressed. NEA is hoping to increase funding for Title 1 and IDEA. The Obama administration seems to be moving away from Race to the Top on the National Level and allowing more control at the district level. The name will stay the same; however, the policy will probably change.

A meeting with a representative from "Rock the Vote" has initiated a project named "Democracy Day" to honor the 40<sup>th</sup> anniversary of the introduction of the 26<sup>th</sup> Amendment to give 18-year-olds the right to vote. A national program will be launched on March 23 in the DC area to get teachers to use one class period for a lesson on democracy and an activity to register seniors to vote in the next election. There will be a lesson plan on NEA Today for this event. NEA will use Social Media and Celebrities to promote the event. NEA is partnering with "Purple America" which is an off-shoot of "Project Love." Activities to celebrate the July 1 anniversary of the ratification of the amendment will happen at the RA in Chicago!

### **GENERAL COUNSEL REPORT**

NEA General Counsel Alice O'Brien reported on many legal issues. She has been providing legal assistance to many states, such as Wisconsin, Ohio, Nebraska and Tennessee, who are fighting for their public sector bargaining rights which are being attacked by their states. She sees this as an ongoing matter that has to be fought or litigated in an effort to protect our rights to bargain and the very existence of

our union. In addition, she reported that attacks on tenure rights are expected in at least 14 states at this time. NEA has also provided states with analysis on over 15 bills that attack public education, such as in Wyoming, which had a bill that would force videotaping of all evaluations; it was defeated. In South Dakota there is an attempt to ban all reverse dues rights; NEA is helping to defeat that as well. NEA is providing research and analysis to CTA/UTLA in the Reed v. California lawsuit, which was recently settled over UTLA's objection. The settlement exempts teachers at 48 schools in the Los Angeles Unified School District from layoff on the theory that doing so is necessary to provide students in those schools with equal educational opportunity. An Amicus Brief section was filed by NEA in support of NEA/AFT/NYSUT in support of UFT's lawsuit to prevent the disclosure of value added estimates for thousands of New York City teachers to the New York media. The brief argues, among other things, that "publicizing internal, subjective, incomplete and inaccurate evaluation judgments about public employees destroys their morale, disrupts the operation of public schools, and distracts from the real work of our public schools." And further that, "One does not evaluate employees in the middle of Times Square, no matter how salacious and eye catching such an event might be." And even though "the information may make interesting or sensational news copy, that does not mean that its disclosure is in the public interest."

NEA is continuing to monitor legal developments surrounding Arizona's controversial new law aimed at ethnic studies courses. On January 3, 2011, a few hours before he left office as the state Superintendent of Public Instruction, Tom Horne announced that he had determined that the Tucson Unified School District's (TUSD) ethnic studies program violates the new law. TUSD has 60 days to come into compliance with the statute or risk losing 10% of its state funding (about \$15 million). The law provides TUSD with the right to challenge Horne's determination in an administrative hearing and, according to media reports, TUSD will pursue such a challenge.

### **NEW BUSINESS ITEM UPDATE**

The new business items referred to Annual Meeting Review Committee (AMRC) by the 2010 Representative Assembly with committee recommendations are provided as follows:

**New Business Item 2010-53: Paper Recycling at Annual Meeting**

Recommendation: The AMRC recommends to the Board of Directors that NEA take steps to meet or exceed the twenty-five (25) percent target for the 2011 Annual Meeting and continue to find ways to increase recycled percentages in subsequent years.

**New Business Item 2010-57: Representative Assembly Phone System Replacement**

Recommendation: The AMRC recommends to the Board of Directors that NEA continue to explore ways to integrate smart-card scanning and other computer-based systems in steps to introduce efficiencies at the Representative Assembly.

**New Business Item 2010-66: Representative Assembly Delegate Café Menu**

Recommendation: The AMRC recommends to the Board of Directors that NEA better communicate the availability of healthful food options to attendees at the Annual Meeting through the Annual Meeting Program booklet, website, and via communications to State Annual Meeting Coordinators.

**New Business Item 2010-68: Tables for Delegates with Physical Disabilities**

Recommendation: The AMRC recommends to the Board of Directors that NEA seat as many delegates as possible with their state delegations during the Representative Assembly. When that is not possible, NEA will accommodate delegates in the Physically Challenged section with limited tables, taking capacity of available space into consideration. NEA will also work with the Physically Challenged Caucus leadership to provide services and facilitate communications with delegates.

**New Business Item 2010-85: Live Feed of Representative Assembly on Website**

Recommendation: The AMRC recommends to the Board of Directors that NEA provide a feed to permit major speeches at the Representative Assembly to be available via the NEA website (nea.org) at an estimated cost of \$3,000 and accomplished within the current budget.

**New Business Item 2010-92: Gender Neutral Restrooms at the Representative Assembly**

Recommendation: The AMRC recommends to the Board of Directors that NEA provide a designated gender neutral restroom at the Representative Assembly.

**New Business Item 2010-94: Alternative Dates for Representative Assembly**

Recommendation: The AMRC recommends to the Board of Directors that NEA continue to include two sets of dates in future requests for proposals to permit the consideration of holding the Annual Meeting on dates not including the July 4 holiday.

**SOCIAL SECURITY REPORT**

It is still unbelievable how many people do not know about California and the 14 other states affected by the GPO/WEP. It was a provision in the 1977 Social Security Amendments signed into law by President Jimmy Carter. What is the GPO and WEP (Government Pension Offset) and (Windfall Elimination Provision)?

The GPO affects members who apply for SS spousal benefits based upon their husband or wife’s work record under the program. Members must either be eligible for their public pension before December 1, 1982, and meet all requirements for SS spousal benefits in effect in January 1977, or be eligible for their pension before July 1, 1983, and receiving one-half support from his or her support. Unless a member satisfies one of these two exceptions, then the amount of their SS spousal benefits will be reduced by two-thirds of their public pensions.

The WEP affects members who apply for their own SS benefits and fail to satisfy certain exceptions. A major exception is that members who were eligible for their public pension before January 1, 1986, or have at least 30 years of substantial coverage under SS, are exempt from WEP. WEP was enacted in 1983 to shore up the financing of the SS Trust Fund. President Ronald Reagan signed WEP into law. There are 27 states that have public retirees and employees who could be hurt by either the WEP.

WHAT CAN YOU DO TO HELP? As with any issue, be it at the federal or the state level, it is vital to keep informed. Please call your local Congressman and Senator and let them know how much these two laws need to be repealed. As of now the bills have not been reintroduced into the 112<sup>th</sup> Congress. This does not mean they are not aware it is important. They will have to sign on again to bring it to the floor to vote on it and send it to the President to sign.

**PROPOSED 2011 AMENDMENTS TO THE CONSTITUTION, BYLAWS AND STANDING RULES**

The following are positions that the NEA Board of Directors took on amendments to the Constitution,

Bylaws and Standing Rules for the NEA  
Representative Assembly 2011:

**Standing Rules Amendment (majority vote)**

1. To emphasize that adopted new business item texts may be edited to replace K-12 with Pre K-12 under specific instances. (BOD took a position of SUPPORT.)
2. To require main motions, modifications, and amendments to be submitted in writing prior to the time the maker is recognized to speak. (BOD took a position of OPPOSE.)
3. Has been WITHDRAWN by the maker.
4. To prohibit the distribution of material and information contrary to NEA Resolutions on Curriculum Content at the Annual Meeting exhibit are by NEA Affiliates, delegates and caucuses. (BOD took NO POSITION.)

**Constitutional Amendments (2/3 vote)**

1. To change the percentage of classroom teachers required on NEA Committees from at least 75% to **at least 50%**. This change would apply to all committees except the Advisory Committee of Students Members. (BOD took a position of SUPPORT.)

**Bylaw Amendments (majority vote)**

1. To establish that NEA will not lobby for or against legislation regarding abortion. (BOD took a position of OPPOSE.)
2. To establish that the specified objectives in achieving association goals be broad, overarching statements of purpose. (BOD took a position of OPPOSE.)