

nea BOARD REPORT

Washington, D.C.

NEA—Great Public Schools for Every Child

December 2011

CTA CALIFORNIA DIRECTORS: H. Doreen McGuire-Grigg (District 1), Claire Merced (District 2), Greg Bonaccorsi (District 3), KC Walsh (District 4), Vacant (District 5), Sonia Martin-Solis (Districts 6/14), Margie Granado (District 7), Darla Bramlette (District 8), Kendall Vaught (District 9), Elizabeth Ahlgren (District 10), Katherine Underwood (District 11), George Sheridan (District 12), Sergio Martinez (District 13), Sue Cirillo (Districts 6/14), Ron Edwards (District 15), Gilda Bloom-Leiva (District 17), Michael Musser (ESP At-Large), Jolene Tripp (ESP At-Large), Gayle Bilek (Alternate), Alexandra Condon (Alternate), Peg Myers (Alternate), and Paula Monroe (Executive Committee Member).

LEADING THE PROFESSION

Secretary-Treasurer Becky Pringle presented a report on the progress of the Joint Committee on Leading the Profession (JCLP) Committee. There are twenty-eight members on the committee from the local, state, and national levels. This group is gathering information, looking at what is being done around the country that states and locals are doing in the area of “leading the profession,” and developing resources for use by NEA members.

The vision of the JCLP is “In partnership with state and local affiliates will be the leading voice and advocate for the quality of the education professionals.”

The charge of the JCLP is to:

- Develop a definition of what it means for NEA to be “leading the education profession.”
 - Advise the NEA President and Executive Director on the actions and behaviors that will demonstrate that NEA is “leading the education profession.”
 - Propose how NEA and its state and local affiliates and members can mutually support and move this vision.
- The JCLP is working on an electronic book covering the topics of fair dismissal, evaluation, peer assistance, and peer assistance and review. This will be ready by mid-January 2012 and will be available to state and local affiliates at that time.

There have been many questions about the release of the commission’s report: “Transforming Teaching: Connecting Professional Responsibility with Student Learning.” This is available on the NEA website.

OBAMA RE-ELECTION

NEA members have been polled and whether it’s a rank and file member or an activist, our members are much more favorable to President Obama than to any of the Republicans that are currently in the race. The President’s efforts to preserve the middle class and to support children are important to our members. Mitt Romney was the most favored of the Republican front-runners. We need to keep a “goalkeeper” in the White House. We need you to help keep him there. What can you do? Go to the web site: NEAFund.org. Sign up and get five more people to sign up. Then ask them to get five more people to sign up and so forth. You can also go to EducationVotes.org. Sign up to get the facts sent to you

on a regular basis. If you aren’t yet contributing to the NEA fund for Children, please see your NEA director to get a form to begin payroll deduction or go to GO.NEAFund.org and sign up for an electronic fund transfer. The NEA Fund for Children supports pro-labor and pro-public education candidates for federal office. The Obama campaign doesn’t accept contributions from PACs but your dollars can help us stop the anti-labor, anti-middle class candidates from taking control of the Senate.

HOW DO WE MAINTAIN STRONG AFFILIATES

In 2011 the members of the NEA had a few legislative challenges.

These challenges included:

15 states to abolish or drastically limit dues deduction, **22 states** to strip collective bargaining, **14 states** to implement right to work, **13 states** to eliminate due process, **22 states** tried to get voucher/tax credit bills, and **49 states** (except South Dakota) had pension challenges. We were able to thwart many of these attacks. We had some key victories in Kentucky, Iowa, Ohio, Michigan, Wake County, NC, and Wisconsin. There were some losses in Virginia and on the Louisiana Board of Elementary and Secondary Schools.

We are looking beyond the current budget. We need to build capacity long-term and short-term. We need to remember that no matter what we do, we must leave something behind. Our efforts must be sustainable for the state affiliates. The reform movement is what is helping put things into motion. The entire NEA will be used to do the work of achieving this goal, but coalitions will be critical to its success. **We need people to help carry our message.**

Currently, there are dozens of defensive fights that we are working against all over the country.

We are working on aligning what NEA is doing with the state affiliates. Some of what NEA may do, can be media campaigns that can be used in various markets. We will be evaluating how critical the attacks are and this will include reevaluating our previous positions in light of some new attacks. The NEA will be working very closely with our affiliates to identify and define our work.

2012: Looking ahead. Congressional job approval is at a record low (11%) and President Obama’s approval is just below 50%. What does this mean to NEA? We are also



looking toward the Iowa caucus to see how the landscape may be changing. The American people are frustrated with the current economic situation. There has been an explosion of Super PACs and they are scary. There are many people/groups who are trying to buy elections and we don't always know who the players are.

We are also seeing more possible threats as those we saw in 2011, including eight states that are trying to implement Pay for Performance for our members. Some of the states where we are seeing the most detrimental changes coming out of the legislature are where there are high increases in new voters who are African American or Latinos.

Twenty states have no goalie (friendly governor) that can block some of the more egregious measures that are coming down the legislative pipeline. Therefore we are expecting a replay of the 2011 legislative sessions or worse. The threats that we are facing are meant to wipe us out (especially as political players).

We, NEA, cannot do this alone. We don't have the money, resources or staff to work on so many attacks in isolation. We need to go out and secure partners, allies and coalitions to help us to get this done. There are plenty of groups out there who are willing to work with us on these goals. Our collective job is to go out and find them. This is the best way to assure that we have continued success.

Would you like to help? Here are three places where you can go to get information or to donate:

1. GO.NEAFund.org: Fundraising
2. NEAFund.org: Educators for Obama
3. EducationVotes.org: Resources

AFFIRMATIVE ACTION REPORT FOR FISCAL YEAR 2011-2012

NEA provides its members with a voluntary yearly Affirmative Action Plan (AAP) that demonstrates its commitment to the goals of Federal Executive Order 11246. In order to fulfill its commitment to affirmative action, NEA recruits, hires, and promotes women and minorities whenever they are underutilized in the work force. The population data from the U.S. Census are employed to determine hiring patterns at NEA; in addition, the population patterns of the DC Metropolitan Statistical Area are taken into consideration as well for employment. Executive Director John Stocks reports that within the past year affirmative action hires have increased in the following categories:

- American Indian/Alaska Native, Hispanic and Asian in the Professional category
- Asian in the Technical category

Since the 2000 Census, the national population data has changed significantly, which presents new challenges to NEA especially in the hiring of Hispanics and American Indian/Alaska Native staff. Furthermore, the DC

Metropolitan Statistical Area data has its challenges for employment practices within NEA.

The Executive Director's Affirmative Action Plan provides NEA members with the following new objectives:

In the categories of executive, managerial, and professional, the percentage of women and minorities to be employed at NEA are as follows:

A. Based on National Population

- American Indian/Alaska Native 1%
- Asian 5%
- Black 13%
- Hispanic 16%
- Native Hawaiian/Other Pacific Islander 1%
- Two or More Races 3%
- Women 50%

In the categories of technical support, administrative and clerical support, and trades and crafts, the percentage of women and minorities to be employed at NEA are as follows:

B. Based on DC Metropolitan Statistical Area

- American Indian/Alaska Native 1%
- Asian 4%
- Black 52%
- Hispanic 9%
- Native Hawaiian/Other Pacific Islander 1%
- Two or More Races 4%
- Women 50%

Furthermore, the AAP includes the employment of disabled veterans and other persons with disabilities whenever possible.

Finally, NEA defines an Affirmative Action Plan as follows: *An Affirmative Action Plan is the written commitment of an employer or organization to eliminate discriminatory employment policies and practices and to actively remedy the current effects of past discrimination. It analyzes the current workforce composition; shows appropriate comparisons by race/ethnicity and gender, job categories, etc.; identifies areas where the employer is underutilized by race/ethnicity and gender groups; establishes written percentage and numerical objectives aimed at eliminating the disparities; names persons responsible for achieving the objectives; and identifies barriers to employment and what actions the employer will take to eliminate such barriers.*

For a full copy of the 17-page NEA Affirmative Action Plan, please contact your NEA Board of Director.

PROPOSED 2012 AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

The NEA Committee on Constitution, Bylaws, and Rules submitted a report on Constitutional, Bylaw, and Standing Rule amendments to be considered by the 2012 Representative Assembly, including two (2) to the Constitution, one (1) to the Bylaws, and five (5) to the Standing Rules. The Board will discuss the amendments and

may consider taking positions on them at the February 2012 meeting. Additional Bylaw and Standing Rule amendments may be submitted to the Committee on Constitution, Bylaws, and Rules between now and March 2, 2012.

A list of the proposed Constitutional, Bylaw, and Standing Rule amendments for consideration by the 2012 NEA Representative Assembly can be found in the Committee on Constitution, Bylaws, and Rules section of Inside NEA. The first proposed Constitutional Amendment, submitted by Jim Mordecai of California, would specifically include defending public employees' right to collective bargaining as an Association goal in the Preamble of the NEA Constitution.

The second proposed Constitutional Amendment, submitted by Executive Committee member Paula Monroe of California, would change the percentage of classroom teachers required on NEA committees from at least seventy-five (75) percent to at least fifty (50) percent. This change would apply to all committees except the Advisory Committee of Student Members.

The proposed Bylaw Amendment, submitted by Jim Mordecai, would establish advocating for tax reforms to reduce the gap between the nation's economic classes as a specific NEA objective, listed in Bylaw 1.1.

Standing Rule Amendment 1 was submitted by the Committee on Constitution, Bylaws, and Rules. If this amendment is adopted, all delegates recognized in debate at the Representative Assembly would be allotted the same amount of time—two (2) minutes—whether speaking as an individual or speaking on behalf of a state delegation or the NEA Board of Directors.

Standing Rule Amendment 2, if adopted, would provide that an objection to consideration of any motion would not be in order unless the objector has submitted in writing a rationale of no more than 25 words indicating why the main motion is strongly undesirable or why protection from abuse is necessary. Such written rationale would be submitted to the presiding officer through the Committee on Constitution, Bylaws, and Rules. The amendment would also require that the presiding officer read the rationale to the Assembly prior to the vote on the objection to consideration. This amendment and Standing Rule Amendment 3 were submitted by Olga Addae of Washington.

If adopted, Standing Rule Amendment 3 would require the presiding officer, following a motion to refer and any remarks on the referral by the maker of the main question, to ask the body if there are speaker request forms from delegates wishing to speak to the motion to refer.

Standing Rule Amendment 4 was submitted by Mark Murray of California. If adopted, it would require a minimum of two one-hour breaks during the Representative Assembly.

Standing Rule Amendment 5, submitted by T.J. Prendergast III of California, would clarify that adopted

new business item texts may be edited to replace "K-12" or "Pre-K-12" with "Pre-K-Graduate School" with the approval of the President, provided no substantive changes are made and the final text is approved in writing by the mover and the seconder.

REDUCED DUES REPORT

NEA Bylaw 2-7(m) provides:

The Executive Committee may establish reduced membership dues for persons eligible for Active membership who are included in a group of employees (i) who is attempting to become an affiliate of the Association; (ii) for which an affiliate of the Association is attempting to become the recognized organization; (iii) for which an affiliate of the Association is the recognized organization, but has not yet negotiated an initial collective bargaining agreement; (iv) in which a competing organization is attempting to solicit members by charging a lesser amount of dues; or (v) who are not eligible for membership in a state or local affiliate of the Association. The amount of the dues charged to such persons, and the Association services and benefits for which they are eligible, shall be determined by the Executive Committee on a case-by-case basis. The Executive Committee shall adopt rules for implementing this Bylaw. The following information is the current participating states reporting of member numbers affected by bylaw 2-7(m):

CO: 1503 ESP; IA: 93 Pre Retired/Retired; IL: 21 PROF, 456 ESP; KY: 998 Retired; MO: 4478 ESP; ME: 21 PROF, 143 ESP; MD: 24,096 PROF, 3391 ESP; MT: 178 PROF; OR: 51 PROF; PA: 146 PROF, 837 ESP; TX: 6014 PROF, 5984 ESP.

PRIORITY SCHOOLS CAMPAIGN

Recently, a three-day forum was held in New Orleans. Thirty five intensive support sites from seventeen states were represented. There were over 300 people in attendance: 50% from high schools, 30% from middle schools, and 20% from elementary schools. The key message was WE HAVE TO DO IT TODAY! Our students can't wait.

Some of the challenges stated were regarding the many mandated requirements. Educators are overwhelmed, overworked, and stressed out. What do we do when the SIG money is gone?

There were many successes that all revolved around collaboration. For success they need collaboration around policy, practice, and accountability issues. Ongoing structures need to be in place to support this collaboration. There should be collaboration around non-academic needs. It must be student focused.

There must be Union and District collaboration. There must be a new evaluation system. They created "commitment contracts" for SIG school staff to sign, committing to working at the school to help change it, not leaving after a few years. There must be Instructional Collaboration, mentoring all members.

NEA can help by advocating for funding. They can help members develop the family-school-community partnership.

A new resource published is Priority School Campaign Family-School-Community Partnership 2.0: Collaborative Strategies to Advance Student Learning. Contact NEA or check out the NEA website for more information.

HISPANIC OBSERVANCE

The Hispanic Observance took place on Saturday of the December Board meeting. The NEA Board was provided with a number of publications to highlight our Hispanic membership and communities that are served. The NEA's publication "Focus on Hispanics" addressed the issue of welcoming immigrant families and students. The document looked at the following topics: Dramatic Demographic Changes: The Friction that Arises with Change; Dispelling Some Misconceptions about Hispanic Immigrants and Schools; and An Alternative to Scapegoating: Welcoming Immigrants Into our Communities and Schools. This publication can be accessed through the NEA Human and Civil Rights department.

The speaker for the Observance was Thomas Saenz, Legal Counsel from the Mexican American Legal Defense and Educational Fund (MALDEF). Mr. Saenz spoke about many of the legal cases taking place currently throughout the country. He also gave a perspective on laws that passed in the 1990s, such as the "English Only" laws that have had an impact on education as we know it now. His talk was very informative and provided the Board of Directors some very good information on many of the cases taking place currently.

SECRETARY-TREASURER'S REPORT

Secretary-Treasurer Becky Pringle reported that NEA has experienced another drop in membership of over 37,000. The budget must be adjusted to reflect the loss, which means cutting an additional \$9.5 million from the 2011-12 budget. Current membership stands at 3,065,287 with over 100,000 losses this past year. Forty-one states are down in membership, while ten states have had a membership increase.

Becky also reported that the NEA's yearly audit has been completed. The NEA received a "Clean, Unqualified Opinion" from the Auditor. This means that our statements fairly reflect our true financial position, we conform to generally accepted accounting principles, and our membership and financial management general computer controls meet industry standards.

We are fortunate that we have adequate assets to meet our obligations. We are looking at ways to cut spending while maintaining our Proposed Budget Framework which encompasses our Strategic Goals and Core Functions for 2012-14.

Strategic Goals:

- Strong Affiliates for Great Public Schools
- Priority Schools: Uniting the Nation for GPS

Core Functions:

- Student Learning & Workforce Quality
- Organizing
- Advocacy & Outreach
- Communications
- Business Operations
- Governance

VICE PRESIDENT'S REPORT

Vice President Eskelsen used the quote, "the arc of the universe bends towards justice," to summarize her report.



Lily listed the benchmark civil rights activities she has had the good fortune to witness, including the recent dedication of the Martin Luther King, Jr., Memorial. She explained how these events had led her to focus on building coalitions through her current NEA work on the Presidential Advisory Commission, "White House Initiative on Educational Excellence for Hispanics," the board

of the International Organisation for Economic Cooperation Development and the Advisory Committee to Education International, as well as her work alongside the NEA Executive Committee and many state affiliate members in the recent Ohio campaign.

EXECUTIVE DIRECTOR'S REPORT

Executive Director John Stocks began his report with the recent events in the State of Ohio. Ohio Education Association (OEA)/NEA and a coalition of unions stood shoulder-to-shoulder with the middle class in Ohio to reject anti-worker legislation. The entire NEA Leadership Team (Executive Committee and Executive Director) canvassed in Ohio to support the repeal of SB5. Throughout the campaign, the voices of rank and file members from a wide variety of unions echoed in unison statewide—thanks in large part to "We Are Ohio" (WAO) and the coalition's Chair, Larry Wicks, who is also OEA's Executive Director. He congratulated OEA President, Pat Frost-Brooks, and OEA's members and staff. Mr. Stocks also welcomed and introduced Vice President Joe Biden at a Democracy Alliance (DA) dinner event, noting his support for middle class Americans and education employees. He also participated in several discussions at the DA, including an invitation-only

discussion focused on Black Civic Participation and voter suppression threats hosted by Ben Jealous (NAACP), Gerry Hudson (SEIU), and Maya Harris of the Ford Foundation; a dinner discussion hosted by Tim Gill, founder of the Gill Foundation, which focused on what the broader progressive community can learn from the battle for LGBT rights and recent victories in places like New York; and a plenary panel on building to win and investing in states that matter most in 2012. Cristina Uribe, Special Assistant, participated as one of the panelists and highlighted our affiliates' recent victories in Ohio and Wake County, NC. Mr. Stocks also reported on events he attended that were consistent with NEA Strategic Goals and Core Functions. Consistent with Goal #1 (Core #2) [Strong Affiliates/ Membership] and Goal #2 (Core #1) [Priority Schools/ Student Learning and Workforce Quality], he attended NCUEA's Fall Conference in Orlando, FL, and opened the first General Session as keynote with the theme "Building Capacity Now to Reclaim Public Education." He also opened NEA's Priority Schools Forum in New Orleans, LA, which brought together more than 300 teachers, education support professionals, union leaders, district administrators, community members and parents, representing 36 Priority Schools from 17 states across the country.

In Core #3 [Advocacy], Mr. Stocks reported that he completed the hiring of Jim Testerman as Director of NEA's Collective Bargaining and Member Advocacy. He also secured a grant from the Gill Foundation in support of NEA's Bully-Free: It Starts with Me Campaign. His hope is that this is the beginning of future development efforts to raise non-dues based revenue for NEA and state affiliate programs.

Mr. Stocks concluded his report by mentioning the efforts he is making on behalf of the Association in the areas of partnerships and business operations, as well as providing a forecast as to his responsibilities between now and the February 2012 NEA Board of Directors meeting.

GENERAL COUNSEL REPORT

General Counsel Alice O'Brien reported on several pending cases. The Supreme Court may well delineate the procedure a local needs to follow in collection of agency fees. Also of interest is the ongoing debate about free speech on the Internet. What are the rights of teachers as individuals? What authority does a school district have over student off-campus speech that affects the on-campus learning environment and safety? The use of diversity criteria in higher education admissions, vouchers, school system involvement in verifying citizenship and public money for religious instruction are more topics of ongoing cases.