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The Official Newspaper of the 2026 NEA Representative Assembly



AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

CONSTITUTIONAL AMENDMENT 1

Title: To replace the word handicap with the term “disability” when referring to criteria on which the Association shall not deny membership.

Article II. Membership

Section 2. Membership Eligibility: Provisions and Limitations

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

Impact Statement

The proposed amendment to replace the term “handicap” with “disability” in the NEA Constitution supports the NEA’s mission to promote equity and respect for all members and those it serves. If adopted, the amendment would update and align the Association’s language with current federal statutes and contemporary disability rights standards. Historically, the term “handicap” has been widely used in older legal frameworks, including early federal laws, but has increasingly been replaced by “disability” to reflect respect, dignity, and modern understanding of the lived experiences of people with disabilities.

Submitted By: 50 Delegates

Contact: Laurie Crawford, California

Relevant Strategic Objective (SO)

CONSTITUTIONAL AMENDMENT 2

Title: To allow NEA to decide to convene the RA every two years rather than annually.

Article III. Representative Assembly

Section 5. Meetings

The Representative Assembly shall meet at least annually biennially. This stipulation shall apply except in cases of emergency.

Impact Statement

Article III, Section 5 of the NEA Constitution provides for a meeting of the Representative Assembly (“RA”) “at least annually” except in cases of emergency. Article III, Section 9 further

provides the procedure by which the RA may be postponed in the event of an emergency.

If adopted, this amendment would allow the RA to meet biennially, meaning every other year, rather than annually as it currently does. Because the amendment sets a minimum requirement, the RA could continue to meet annually or could move to a biennial schedule as determined by the NEA Board, which has the authority under the Bylaws to determine the time and place of the RA (see NEA Bylaw 5-7.b).

The consideration of whether, and when to move to a biennial RA would need to take into account whether any other amendments to the governing document need to be made to implement that transition, and the timing of those amendments. For example, consideration would need to be given to whether the schedule for officer elections and adoption of the budget would need to be adjusted. In addition, any decision to move to a biennial RA would impact the various other organizations and meetings that time their meetings to coincide with the RA schedule. Those organizations and meeting organizers would need to decide whether to move to a biennial schedule as well. A move to a biennial RA also would impact activities conducted at the Representative Assembly, such as PAC fundraising and charitable community events, and require decisions by appropriate bodies as to if, and how, to conduct such activities in the off-years.

If NEA were to move to a biennial meeting, NEA would save at a minimum \$14.6 million assuming that the move were implemented in a way that would avoid contract termination penalties for NEA. That is the amount now budgeted in the NEA Strategic Plan and Budget for 2026-2028 to cover certain facilities and services, staff, and other expenses associated with running the Annual Meeting and RA. RA-related costs (including expenses within and outside the RA line item in the Strategic Plan and Budget) include pre-conference expenses of the Conference on Racial and Social Justice and Human and Civil Rights Awards (\$1,792,285), Retired Annual Meeting (\$60,383), and Aspiring Educators Conference (\$242,953); staff and governance travel costs at the RA and related events (\$3,523,222); transportation such as buses and complementary fare cards for public transportation (\$1,096,818); and convention center facilities such as food, hall labor, audio visual, stage construction, signage, child care, and registration (\$7,900,645). As noted above, the decision as to whether to move these and other events to a biennial schedule would need to be made by the appropriate bodies.

NEA currently has agreements in place for RAs through 2029. Moving to a biennial RA would require consideration of those agreements and whether termination of those agreements is possible without incurring prohibitive penalties. Cancelling the 2027 RA in Indianapolis would incur a termination penalty of \$4,600,000; 2028 in Washington, DC would be between \$2,500,000 and \$3,000,000; 2029 in Kansas City, if canceled before December 31, 2026, would be \$39,951.

Submitted By: 50 Delegates
Contact: Paul Lemle, Maryland

CONSTITUTIONAL AMENDMENT 3
WITHDRAWN

CONSTITUTIONAL AMENDMENT 4
WITHDRAWN

CONSTITUTIONAL AMENDMENT 5
WITHDRAWN

CONSTITUTIONAL AMENDMENT 6

Title: To add to the overall objectives and goals of NEA, opposition to discrimination and a commitment to take legally permissible steps to eliminate barriers to equal opportunity within NEA.

Article 1. Name, Goals, Objectives, and Authorities for Governance

Section 2. Goals and Objections

(b) The Association shall not discriminate on the basis of race, national origin, sex, religion, age, sexual orientation, gender identity or disability, and shall oppose such discrimination. The Association shall recognize members’ rights to self-identify and to seek representation within the Association. The Association shall defend the dignity and rights of all members and work through legally permissible means to eliminate barriers to participation and employment by underrepresented groups within the Association.

Submitted By: 50 Delegates
Contact: Alyson Brauning, California

CONSTITUTIONAL AMENDMENT 7
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 8
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 9

Title: To add the terms, ethnicity, national origin, and religion, and replace handicap with disability, to the list of individual characteristics to which the Association shall not deny membership.

Article II. Membership

Section 2.d Membership Eligibility

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

Impact Statement

Article II, Section 2.d of the NEA Constitution prohibits NEA or its affiliates from denying membership on the basis of certain prohibited characteristics. If adopted, this amendment would add “ethnicity” and “religion” to that list of bases on which member-

ship may not be denied and would replace “handicap” with “disability” as a basis on which membership may not be denied.

Because NEA and its affiliates are prohibited by the federal and state civil rights laws from discriminating on the basis of religion or national origin, the addition of “religion” and “ethnicity” to this provision of the NEA Constitution largely does not change NEA’s obligations. The civil rights law prohibition against discrimination on the basis of “national origin” is understood to encompass most discrimination against individuals based on their actual or perceived “ethnicity” and discrimination based on religion is already clearly prohibited. The amendment would add to existing external law prohibitions an internal NEA constitutional prohibition against such discrimination.

The NEA Constitution currently prohibits denying membership to any individual based on their “creed,” which NEA has understood to encompass religious views. The addition of “religion” to the list of bases on which membership may not be denied does not substantively change the scope of this provision in the NEA Constitution.

The NEA Constitution also currently prohibits denying membership to any individual based on their “handicap,” which NEA has understood to encompass disabilities. Replacing the term “handicap” with “disability” would align the NEA Constitution with current terminology, which uses the term “disability” rather than “handicap” to reflect respect, dignity, and modern understanding of the lived experiences of people with disabilities. If adopted, this amendment would update and align the Association’s language with current federal statutes and contemporary disability rights standards.

Submitted By: 50 Delegates
Contact: Alyson Brauning, California

CONSTITUTIONAL AMENDMENT 10
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 11

Title: To add new sections to the Constitution that would require the Association to take reasonable steps: (i) to provide members with an equal opportunity to run for delegate positions; (ii) to provide fair election processes; (iii) to appoint diverse Committees; and (iv) to ensure meeting environments are free from harassment, intimidation, exclusion, or discriminatory targeting.

Article III. Representative Assembly

Section 2. Allocation of Delegates.

e. The Association shall make good-faith efforts to ensure that all members have the ability to run for delegate positions including by eliminating any barriers that prevent members from running based on their self-identification with any protected category under federal or state civil rights law.

Section 3. Election of Delegates.

e. All elections of delegates shall be conducted in a manner that upholds the NEA’s commitment to civil rights as described in the Preamble of the Constitution. Affiliates shall take reasonable steps to ensure that election processes are inclusive and accessible to all members.

Section 6. Committees

All committees except the Advisory Committee of Aspiring Educators shall be comprised of at least one (1) classroom teacher and one (1) education support professional. There shall be a minimum of twenty (20) percent ethnic minority representation on each committee. The Association shall make good faith efforts to ensure all committees reflect the diversity of the United States population in terms of those categories protected under federal or state civil rights laws.

Section 10. Delegate Rights and Protections from Harassment and Intimidation

Members elected as delegates to the Representative Assembly shall have the right to participate in all Association programs and meetings in an environment free from harassment, intimidation, exclusion, or discriminatory targeting.

Submitted By: 50 Delegates
Contact: Alyson Brauning, California

AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES		NOTES
CONSTITUTIONAL AMENDMENT 12 CONSOLIDATED		
CONSTITUTIONAL AMENDMENT 13 CONSOLIDATED		
CONSTITUTIONAL AMENDMENT 14 CONSOLIDATED		
CONSTITUTIONAL AMENDMENT 15 WITHDRAWN		
CONSTITUTIONAL AMENDMENT 16 WITHDRAWN		
CONSTITUTIONAL AMENDMENT 17 WITHDRAWN		
CONSTITUTIONAL AMENDMENT 18 WITHDRAWN		
CONSTITUTIONAL AMENDMENT 19 WITHDRAWN		
CONSTITUTIONAL AMENDMENT 20 WITHDRAWN		
CONSTITUTIONAL AMENDMENT 21 WITHDRAWN		
	CONSTITUTIONAL AMENDMENT 22 Title: To provide that affiliates found to have violated the prohibition against discrimination in the Constitution be subject to censure, suspension, or disaffiliation. Article VIII. Affiliates and Special Interest Groups Section 5. Standards and Procedures for Affiliation Affiliates which fail to comply with <u>Any affiliate found to have violated the prohibition on discrimination set forth in the Constitution and the</u> standards and procedures set forth in the Bylaws, shall be subject to censure, suspension, or disaffiliation as prescribed in this Constitution. Rationale NEA's standards and procedures for local and state affiliation are set forth in NEA Bylaw 8-7 and Bylaw 8-11, respectively, and are expressly titled “Standards for Local Affiliates” and “Standards for State Affiliates.” These standards address a range of minimum affiliation requirements such as adherence to the one-person—one-vote principle as defined in NEA Standing Rule 13.C; open nominations and secret ballot as defined in NEA Standing Rules 13.A and 13.B; unified membership as set forth for certain NEA membership categories in NEA Bylaw 2-1; and guaranteed member due process. If adopted, the proposed amendment would additionally require local and state affiliate compliance not just with the requirements in the NEA Bylaws but also with principles of nondiscrimination, equity, and inclusion. The proposed amendment does not define these terms nor does it reference other NEA policy for the purpose of setting forth these principles for local and state compliance. Therefore, NEA would need to define these principles to aid in making decisions about whether or not state and local affiliate actions comply with those principles. The amendment would allow for proceedings against affiliates that fail to comply with those principles and for censure, suspension, or disaffiliation of affiliates that are found to have violated these principles. Any action to enforce these new principles would need to proceed before the NEA Review Board through a full due process procedure. Submitted By: Contact: Alyson Brauning, California	

BYLAW AMENDMENT 1

TITLE: To create a new partial membership fee category for members employed between fifty-one (51) percent to seventy-five (75) percent, or three-fourths (¾), of the Active dues.

Bylaw 2-7. Membership: Membership Dues

The membership fee for persons eligible for Active membership who are regularly employed for fifty-one (51) to seventy-five (75) percent of the normal schedule for a full-time employee, who are not employed as substitutes, and who are not eligible for membership as a full-time employee through another local association (as verified by the local association) shall be three fourths (3/4) of the Active dues as appropriate. The membership fee for persons eligible for Active membership who are regularly employed for fifty (50) percent or less, but greater than twenty-five (25) percent, of the normal schedule for a fulltime employee, who are not employed as substitutes, and who are not eligible for membership as a full-time employee through another local association (as verified by the local association) shall be one half (1/2) of the Active dues, as appropriate. The membership fee for persons eligible for Active membership who are regularly employed for twenty-five (25) percent or less of the normal schedule for a full-time employee, who are not employed as substitutes and who are not eligible for membership as a full-time or part-time employee through another local association (as verified by the local association) shall be one-quarter (1/4) of the Active dues, as appropriate.

Impact Statement

This amendment creates a new level of dues for a part-time professional or education support professional employee who is regularly employed for fifty-one (51) to seventy-five (75) percent of the normal schedule for a full-time employee. The dues level for such employees is set by the amendment at three fourths (3/4) of the dues of Active Professional and Active Education Support Professional members who are employed full-time.

In the proposed *2026-2028 Strategic Plan and Budget*, dues for full-time Active Professional employees are set at \$224. The dues for full-time Active Education Support Professional employees are set at \$136.50. Existing NEA policy set forth in Bylaw 2-1.d establishes dues for half-time and quarter-time employees. If adopted, the dues for part-time professional or education support professionals employed at three fourths (3/4) of the normal schedule for full-time employees would be \$173.50 for Active Professionals and \$108.25 for Active Education Support Professionals.

To implement the amendment, NEA membership systems would need to be reviewed, reconfigured, and integrated to accommodate the two new membership types. Such work would require staff expertise across eight units within NEA’s Center for Innovation and Technology for approximately 420 hours of staff time at a cost of \$52,250.

Lastly, if the amendment were adopted, this change would follow a two-year implementation cycle in which the availability of and enrollment by eligible members in either of the two new membership types would begin with the 2027-2028 membership year. In order to have full implementation of the new dues assessments, interested state associations would have to implement corresponding amendments to their governing documents to permit three-fourths (3/4) Active dues at both the state and national level.

Submitted By: 100 Active members from at least two states

Contact: Rebecca Marks, Iowa

BYLAW AMENDMENT 2

TITLE: To add a dues increase of ten dollars starting in 2026-2027 membership year.

Bylaw 2-7(o) Membership: Membership Dues

o. Beginning with the 2007-08 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, shall be increased by ten dollars (\$10.00), with an additional increase of ten dollars (\$10.00) beginning in the 2011-2012 membership year, and an additional ten dollars (\$10.00) beginning in the 2026-2027 membership year for all Active members except that the additional increase, beginning in the 2026-27 membership-year, shall be seven dollars (\$7.00) for those Active members who are employed in education support professional positions. This dues increase shall be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund. The annual membership dues of Aspiring

Educator members of the Association, as established pursuant to Bylaw 2-7.g, shall include one dollar (\$1.00) to be allocated to the Ballot Measure/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 state affiliates in dealing with ballot measures and legislative crises, and forty percent (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.

Impact Statement

Currently NEA Bylaw 2-7.o provides that, as of the 2007-2008 and 2011-1012 membership years, the annual dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, was increased with additional special dues assessments of ten dollars (\$10.00) going forward from each of those membership years, all allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund.

The Ballot Measure/Legislative Crisis and Media Fund is a dedicated financial resource managed by NEA’s Campaigns and Elections Department that provides grant funding to state affiliates facing significant ballot measures or legislative threats affecting public education and NEA members. As set forth in NEA Bylaws, 60 percent of the budget goes to Ballot Measure/Legislative Crisis (BMLC) Fund and 40 percent goes to the Media Fund. The purpose of BMLC grants is to protect and strengthen public education, as well as promote and protect the interests of students, educators, and unions in passing state legislation and ballot measures and defeating harmful bills and measures. Media grants are intended to advance the cause of public education and publicize the role of NEA and its affiliates with key audiences and the public. Grant requests are reviewed and approved by the NEA Board of Directors. Since the Fund was established more than 25 years ago, resources have been distributed to every state affiliate via the BMLC Fund or Media Grant Fund or both.

This amendment would establish an additional increase of ten dollars (\$10.00) for Active members beginning in the 2026-2027 membership year. The resulting combined dues payment for Active members allocated to the Ballot Measure/Legislative Crisis and Media Campaign Fund would be thirty dollars (\$30.00).

Submitted By: Two state delegations

Contact: Max Page, Massachusetts

BYLAW AMENDMENT 3

WITHDRAWN

BYLAW AMENDMENT 4

WITHDRAWN

AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

STANDING RULE AMENDMENT 1
ADOPTED

Title: To change the requirement that the Resolutions Committee election results be reported by, from the close of the fifth business meeting, to the close of the *NEA Representative Assembly*.

Rule 7. Resolutions Committee and Procedure

B. Resolutions Committee.

5. Election Procedure

Elections shall be by secret ballot. Voting shall be by those delegates present and shall take place at a time and place that does not conflict with the summer meeting of the Resolutions Committee and not later than the business meeting of the state delegations held on the last day of the RA and by the Retired and Aspiring Educator delegates at the time and place designated in the annual program by the president of the Association except as may otherwise be approved in advance by the *Committee on Constitution, Bylaws, and Rules*. If the number of candidates for Resolutions Committee positions is equal to or less than the number of positions to be filled, elections may be waived, and the candidates declared

elected to the positions in question. The report of election results shall be submitted on the proper form to the *Committee on Constitution, Bylaws, and Rules* before the close of the fifth business meeting of the Representative Assembly.

undertaken to accomplish its implementation, including a report that gives a breakdown of the cost estimate from the new business items that were passed, comparing the projected dollar amount to the actual cost of completing the implementation of the new business item.

STANDING RULE AMENDMENT 2
DEFEATED

STANDING RULE AMENDMENT 4
WITHDRAWN

STANDING RULE AMENDMENT 3
ADOPTED

STANDING RULE AMENDMENT 5
WITHDRAWN

Rule 6. New Business Items (NBI)

K. Implementation

During the program year of implementation, the mover of a new business item adopted by the NEA Representative Assembly shall be advised about the steps being

HELPFUL DELEGATE INFORMATION

Proposed amendments to the Constitution, Bylaws, and Standing Rules are published in full in this issue of *RA Today*.

Please keep this copy for assistance in following the discussion about these proposals on the RA floor. If this discussion results in changes to the text of these amendments, *RA Today* will publish the revised text.

Proposed insertions of language are underscored; proposed deletions are shown in ~~strike through~~. *RA Today* will feature the full text of NBIs submitted by delegates for this RA. When first printed,

each NBI will include its strategic objective as well as the preliminary estimate of the cost of each item and whether the item is covered in the proposed Strategic Plan and Budget.

Delegates should also note that, per Standing Rule 6, adopting an NBI does not include approval of any appropriations. Once an NBI has been considered, *RA Today* will record the action taken and, if approved, will reprint the NBI text, incorporating any amendment(s).

The final edition of *RA Today* will include the full text of all enacted NBIs.

- ◆ NEW BUSINESS ITEMS?
- ◆ LEGISLATIVE?
- ◆ POLICY STATEMENTS?
- ◆ RESOLUTIONS?
- ◆ CONSTITUTIONS?
- ◆ BYLAWS?
- ◆ STANDING RULES?



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RESOLUTION AMENDMENT 1

Summary Booklet
G-6. Accreditation of Teacher Preparation Institution
page 73, lines 28-35

The National Education Association believes that teacher preparation programs must be approved at two levels: at the state level through an agency such as a professional standards board and at the national level through the Council for the Accreditation of Educator Preparation (CAEP) or the Association for Advancing Quality in Educator Preparation (AAQEP).

The Association also believes that ~~CAEP and its~~ the governing boards of CAEP and AAQEP must include representatives of all levels of the teaching profession as well as aspiring educators.

Rationale
Recognizing AAQEP updates the resolution to reflect the national educator-preparation accreditation landscape, acknowledges an additional established accrediting pathway, and preserves NEA commitment to rigorous standards and meaningful representation of practicing educators and aspiring educators on accrediting boards.

Contact: Enrique Manlapid, New Jersey

RESOLUTION AMENDMENT 2

Final Report
New I. Ethical Veganism
Requires majority vote to be heard and 2/3 vote to pass

The National Education Association supports recognizing ethical veganism as a protected philosophical belief. UK Law adopted this through *Equality Act 2010*. Employers and service providers are legally prohibited from discriminating, harassing, or treating ethical vegans unfairly. Ethical veganism is avoiding animal products in all areas of life, while dietary vegans is limited to nutrition. Only ethical veganism meets the criteria to be legally protected as a philosophical belief.

Rationale
For too long ethical vegans have suffered with little to no options. They have been mocked, shamed, and falsely accused for avoiding animal cruelty, while carnism is welcomed. Ethical vegans see animals as sentient beings, and avoid partaking in speciesism.

Contact: Monique Lukens, California

RESOLUTION AMENDMENT 3

Final Report
New I. Immigrant and Migrant Farm Workers Recognition
Requires majority vote to be heard and 2/3 vote to pass

The National Education Association believes that immigrants and migrant farm workers have historically been at the heart of the agricultural labor movement. The Association supports a holiday focusing on the importance of labor organizing and equitable human relations. The Association encourages the observance to promote reflection and action for social justice.

Rationale
This resolution replaces César E. Chávez Day with acknowledgment of immigrant and migrant farm workers. Instead of associating with a person, a figure the community denounces, this recognition honors and gives voice to the historical movement whose legacy lives onward.

Contact: Valerie Schiller, Oregon

RESOLUTION AMENDMENT 4

Summary Booklet
B-1. Early Childhood Education
page 24, line 86

To provide the quality of early education and care necessary to prepare children for success in school, the Association recommends that—

e. School districts implement implicit bias, diversity, equity, cultural ~~competence~~ and linguistic responsiveness, and other racial justice training for all educators (including administrators) and regularly evaluate progress and outcomes in applying racial equity tools to decision-making and practices.

Rationale
Being culturally competent means understanding and valuing the diverse experiences of students and their families. Being linguistically responsive means creating inclusive, positive learning environments that foster meaningful connections, build strong relationships, and support every student's academic, social, and emotional success.

Contact: Luanelly Iglesias, Connecticut

RESOLUTION AMENDMENT 5

Final Report
B-20. Black American Education
page 9, line 24

The Association further believes in racial equity principles at all levels of policymaking and efforts that provide for—

d. Recognition and promotion of National Black Teacher Educator Appreciation Day

Rationale
Be inclusive of all the Black educators the NEA says it supports.

Contact: Melanie Houston, Illinois

RESOLUTION AMENDMENT 6

Summary Booklet
B-32. Education of Gifted, Talented, and Creative Students
page 31, line 9

The Association believes that culturally and linguistically responsive professional development programs in gifted and talented education must be provided for all appropriate education employees.

Rationale
The inclusion of a linguistic component is essential because language is the foundation of learning, communication, and academic achievement. A strong linguistic component also promotes equity by providing students with the tools they need to access the curriculum successfully.

Contact: Luanelly Iglesias, Connecticut

RESOLUTION AMENDMENT 7

Summary Booklet
B-58. Science Education
page 36, lines 65-69

The Association also believes that content and curriculum must be based on the National Science Education Standards of the National Research Council (NRC) and/or the Benchmarks for Science Literacy of the American Association for the Advancement of Science (AAAS). All science education should use evidence-based standards and frameworks.

Rationale
Reflects contemporary research and practice, and maintains NEA commitment to rigorous, research-based science content and curriculum.
Contact: Enrique Manlapid, New Jersey

RESOLUTION AMENDMENT 8

Final Report
B-17. Artificial Intelligence
page 24, line 86

Add new sub-letter:
k. Educators and students should be protected from the use of their name, image, or likeness by generative AI without their written consent.

Rationale
Unrestricted generative AI leaves educators and students vulnerable to reputation-destroying deepfakes. Because legal gaps exist, this resolution amendment proactively establishes vital consent requirements and supports the protection of victims from institutional disciplinary actions when their identity is weaponized against them.
Contact: Callie Day, Arkansas

RESOLUTION AMENDMENT 9

Summary Booklet
B-80. Standardized Testing for Students
page 40, line 67

The Association also believes that paper-and-pencil assessment/testing options should be provided for all students.

Rationale
Developmentally appropriate assessments should include paper-and-pencil assessment/testing options for all students, ensuring assessments measure student learning rather than familiarity with or dependence on digital testing platforms.
Contact: Dora Leland, New York

RESOLUTION AMENDMENT 10

Summary Booklet
B-85. Media
page 41, lines 113-116

The Association believes that media, including digital media and online platforms, should be accessible to all. Visual media should include closed captioning for the deaf/hard of hearing and read-along captions on children’s commercial and educational programs. The Association also believes that digital media and online platforms should be designed in accordance with recognized accessibility standards.

Rationale
Digital media and online platforms are now central to public information and learning. This amendment extends the resolution’s accessibility commitment to digital content, names a widely recognized framework, and helps ensure that people with disabilities can access media equitably.
Contact: Enrique Manlapid, New Jersey

RESOLUTION AMENDMENT 11

Final Report
New C. Check for Cardiac Issues
Requires majority vote to be heard and 2/3 vote to pass
The National Education Association believes that educators and students should be checked for cardiac issues prior to partaking in any physical activities. This includes checking for blood clots.
Rationale
A number of athletes have suffered cardiac arrest since covid. Clots have formed due to misfolded amyloid proteins, in some of the vaccinated, as noted by embalmer surveys by Retired USAF Major Thomas Havland and Cardiologist Peter McCullough, Congressional testifier.
Contact: Monique Lukens, California

RESOLUTION AMENDMENT 12

Final Report
New C. Ban Glyphosate on Food and Beverages in Schools
Requires majority vote to be heard and 2/3 vote to pass
The National Education Association believes that glyphosate has no place on student food and beverages.
Rationale
Glyphosate is linked to cancer, specifically Non-Hodgkin Lymphoma. Chronic exposure is associated with kidney and liver disease (fatty liver), endocrine disruption, and neurotoxicity. President Trump invoked the Defense Production Act to promote domestic production of glyphosate-based herbicides.
Contact: Monique Lukens, California

RESOLUTION AMENDMENT 13

Final Report
New E. Schools Commit to Purchasing Cruelty Free Teaching Materials
Requires majority vote to be heard and 2/3 vote to pass
Schools commit to purchasing cruelty-free teaching materials, and vegan when possible. In addition, teaching content, such as word problems, are based on non-exploitation.
Rationale
Students learn no sentient being ought to be exploited or harmed. This carries over to humanity.
Contact: Monique Lukens, California

LEGISLATIVE AMENDMENT 1

I.I.a.—I. High Quality Public Education A. Student Learning, Growth, and Development a. Assessments

Add New Item: NEA supports

federal legislation authorizing assessment systems to include disaggregated reporting by race, income, English learner status, and disability status.

Rationale

High-stakes standardized testing has narrowed curriculum and harmed students of color, students with disabilities, and English learners. Federal authorization of authentic assessment systems gives states a validated, equity-centered alternative while preserving transparency and accountability for all student subgroups.

Submitted By: 50 Delegates

Contact: William Page, California

LEGISLATIVE AMENDMENT 2

I.I.a.—I. High Quality Public Education, I. School Modernization, a. Education Technology and Materials

Add New Item: NEA supports

a bell-to-bell prohibition on student use of personal cell phones and personal electronic communication devices during the school day in public schools, subject only to exceptions required for health, safety, disability accommodations, or documented emergencies.

Rationale

Student cell phone use during the school day has become a major source of distraction, classroom disruption, cyberbullying, and student disengagement. Educators across the country report that consistent bell-to-bell restrictions improve learning environments, increase student focus, and reduce disciplinary issues.

Submitted By: 50 Delegates

Contact: John Wojcik, New Jersey

LEGISLATIVE AMENDMENT 3

IV.A.d.—IV. Good Public Policy, A. Public Health and Well-Being, d. Environment

Add New Item: NEA supports

keeping data centers a safe distance from schools, preferably a minimum of 2.5 miles.

Rationale

Communities near data centers report sudden-onset vertigo, dizziness, migraines, sleep disruption, panic, extreme heat exhaustion and long-term chronic illnesses such as cardiovascular, respiratory, cancer, endocrine disruption, and cognitive delay in children. In addition, they may be used as nuclear reactors.

Submitted By: 50 Delegates

Contact: Monique Lukens, California

LEGISLATIVE AMENDMENT 4

I.E.—I. High Quality Public Education, E. Safe Schools

Add New Item: NEA supports

policies and mental health principles that support teachers’ access to mental health services and better support for their own mental health needs.

Rationale

Wellness is about systemic and ongoing efforts to support mental health in multiple ways. Addressing mental health requires a multifaceted approach, often involving a combination of individual strategies, school-level programs or interventions, and policy changes.

Submitted By: 50 Delegates

Contact: Raul Gonzalez, California

LEGISLATIVE AMENDMENT 5

I.I.a.—I. High Quality Public Education, I. School Modernization, a. Education Technology and Materials

Add New Item: NEA supports

federal legislation and policies that promote developmentally appropriate technology use and school districts in establishing evidence-based guidelines regarding student personal electronic device use during the instructional day to foster distraction-free learning environments, student well-being, and educator authority.

Rationale

Excessive and unregulated personal device use can undermine student well-being, educator authority, and academic engagement. Schools need evidence-based guidance that supports developmentally appropriate technology use while fostering safe, focused, and distraction-free learning environments.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.

Contact: Donna Christy, Maryland

LEGISLATIVE AMENDMENT 6

IV.B.b.—IV. Good Public Policy, B. Human and Civil Rights, b. For the General Public--Equal Rights, Non-discrimination and Protection from Violence

Add New Item: NEA supports

federal legislation for a minimum marriage age of 18 years old, unless there is a court order. Special cases may recognize the “Romeo and Juliet Law,” an exception for two young people, who do not have a large age gap.

Rationale

Curbs the trafficking of minors from adult sexual exploitation, including, but not limited to, arranged child marriages, where usually girls are wed to adult men with a much larger age gap.

Submitted By: 50 Delegates

Contact: Monique Lukens, California

LEGISLATIVE AMENDMENT 7

IV.C.b.—IV. Good Public Policy, C. Fiscal Policy, b. Education and National Security

Add New Item: NEA opposes

federal legislation or policies that merge United States military operations, intelligence, and/or defense technology with those of any foreign military.

Rationale

Military integration between the United States and foreign governments elevates security risks for all Americans. It will entangle the United States in foreign conflicts and lead to new cybersecurity and surveillance vulnerabilities.

Submitted By: 50 Delegates

Contact: Alice Carcilli, New Jersey

LEGISLATIVE AMENDMENTS

LEGISLATIVE AMENDMENT 8

IV.B.d.08— IV. Good Public Policy, B. Human and Civil Rights, d. Privacy, Freedom of Information, and Government Intervention

Amend Existing Item: NEA supports

legislation to protect students’ personally identifiable information and ensure students’ data privacy, including in the use of school security technology systems, especially in those using artificial intelligence

Rationale

The increased use of school security technology that includes AI can pose a risk to sensitive student information, along with exposing students to potential harms of bias, which can disproportionately affect students of color.

Submitted By: 50 Delegates

Contact: Tamika Walker Kelly, North Carolina

LEGISLATIVE AMENDMENT 9

IV.B.i.01—IV. Good Public Policy, B. Human and Civil Rights, i. Immigration and Naturalization

Amend Existing Item: NEA supports

comprehensive immigration reform that: recognizes the political, economic, and labor issues underlying immigration; promotes a humane, equitable, and orderly system of legal immigration that advances and protects human rights, civil liberties, due process, and the public interest; recognizes the importance of family unity and rejects laws and delays that undermine keeping families intact; and deals justly with undocumented immigrants who have worked and lived in the United States and includes a path, such as a rolling registry, that leads to permanent residency, citizenship, or asylum once background checks have been completed

Rationale

Long-term residents of the United States regardless of immigration status have been living in fear for years because our immigration laws have not been updated. Programs such as DACA and TPS are under attack and need to be protected.

Submitted By: 50 Delegates

Contact: Maria Miranda, California

LEGISLATIVE AMENDMENT 10

IV.C.b.—IV. Good Public Policy, C. Fiscal Policy, b. Education and National Security

Add New Item: NEA supports

federal legislation or policies that ensure any cooperation with foreign governments remains subject to accountability and congressional oversight.

Rationale

Oversight safeguards democratic accountability, prevents unchecked executive action in foreign engagements, protects national interests and civil liberties, and ensures decisions affecting educators, students, and public institutions remain transparent and subject to checks and balances.

Submitted By: 50 Delegates

Contact: Melissa Tomlinson, New Jersey

LEGISLATIVE AMENDMENT 11

I.A.a.—I. High Quality Public Education A. Student Learning, Growth, and Development a. Assessments

Add New Item: NEA supports

the inclusion of classroom educators, civil rights advocates, disability rights advocates, and parent representatives on any federal body responsible for establishing guidance on assessment design, validation, and equity review

Rationale

Federal assessment guidance shaped without educator or community voice has repeatedly produced harmful policy. Requiring classroom educators, civil rights advocates, disability rights advocates, and parents on federal advisory bodies ensures that assessment design reflects the realities of the student/community.

Submitted By: 50 Delegates

Contact: William Page, California

LEGISLATIVE AMENDMENT 12

I.A.a.—I. High Quality Public Education A. Student Learning, Growth, and Development a. Assessments

Add New Item: NEA supports

federal funding to support states and local districts in developing, piloting, and implementing authentic assessment systems as alternatives to high-stakes standardized testing.

Rationale

States and districts lack the resources to design and validate alternatives to standardized testing on their own. Dedicated federal funding removes that barrier and ensures authentic assessment development is accessible to under-resourced communities that need alternatives most.

Submitted By: 50 Delegates

Contact: William Page, California

LEGISLATIVE AMENDMENT 13

IV.C.b.—IV. Good Fiscal Policy, C. Fiscal Policy, b. Education and National Security

Add New Item: NEA supports

Legislation that bans the use of AI in the decision making process for the use of nuclear weapons.

Rationale

It is imperative that AI is not cause for the use of nuclear weapons.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.

Contact: Leonard Paolillo, Massachusetts

LEGISLATIVE AMENDMENT 14

IV.A.e.—IV. Good Public Policy, A. Public Health and Well-Being, e. Health Care

Add New Item: NEA supports

student exposure to holistic health care practices, in addition to conventional allopathic, including, but not limited to, osteopathic, naturopathic, ayurvedic, functional, and Chinese medicine.

Rationale

Students deserve knowledge and choice with their health. It also gives career choices. Knowledge is power.

Submitted By: 50 Delegates

Contact: Monique Lukens, California

LEGISLATIVE AMENDMENT 15

II.A.—II. Supporting Student Success, A. Children’s Health

Add New Item: NEA supports

Legislation to end all animal agriculture, and grow regenerative veganically, meaning combining plant-based (veganic) farming with soil-restoring (regenerative) practices.

Rationale

Cruelty-free, disease free, clean. Healthy and compassionate for children and adults.

Submitted By: 50 Delegates

Contact: Monique Lukens, California

LEGISLATIVE AMENDMENT 16

IV.A.e.—IV. Good Public Policy, A. Public Health and Well-Being, e. Health Care

Add New Item: NEA supports

ensuring drug developers are not mandated to use traditional animal testing where federal law does not require it.

Rationale

The failure rate for the translation of drugs from animal testing to human treatments remains at over 92%: <https://pubmed.ncbi.nlm.nih.gov/36883244>, while lab animals live tortuous lives, locked in cages. Some go insane like the rescued beagles at Wisconsin’s Ridglan farm.

Submitted By: 50 Delegates

Contact: Monique Lukens, California

LEGISLATIVE AMENDMENT 17

IV.A.d.—IV. Good Public Policy, A. Public Health & Well-Being, d. Environment

Add New Item: NEA supports

investigating fires for evidence of microwave energy attacks, on sovereign land, otherwise known as “direct energy weapons,” leaving vehicles melted, and pulverized, with fully foliated trees still standing, displacing entire communities, including children and schools.

Rationale

Children deserve to reside in safe, stable environments, void of any environmental attacks. Fires in Lahaina Maui, Palisades, Malibu, Altadena, Northern California, Southern Georgia, Florida, & Nebraska display evidence of DEWs possibly playing a part in these devastating fires.

Submitted By: 50 Delegates

Contact: Monique Lukens, California

POLICY STATEMENTS

POLICY STATEMENT AMENDMENT 1

Use of Artificial Intelligence in Education

page 35, line 18 add:

The NEA will create a toolkit for member advocacy to prevent the construction and use of warehouses as “data centers” in our communities. NEA will work with each state affiliate to ensure continuity and consistent language in this endeavor.

Rationale

Data Centers deplete local fresh water supplies to cool their servers, increase noise pollution, and destroy local plant and animal life, under the guise of generating jobs, a claim falsely perpetuated by the tech millionaires who own them.

Submitted By: 50 Delegates

Contact: Tara Temprano, New Jersey

POLICY STATEMENT AMENDMENT 2

Use of Artificial Intelligence in Education

page 36, line 5 add:

Using all existing resources and strategies, NEA will advocate against the use of Artificial Intelligence, resisting the narrative that AI is “inevitable,” assist students with “cognitive surrender,” which abdicates critical evaluation and allows for continual relinquishment of thought.

Rationale

Instruction is the process of creating a learning environment for the development of human beings. Not allowing students to utilize the technology while educators are supported and encouraged to is hypocrisy and contributes to the cognitive surrender of humanity’s intelligence.

Submitted By: 50 Delegates

Contact: Tara Temprano, New Jersey

POLICY STATEMENT AMENDMENT 3

Use of Artificial Intelligence in Education

page 35, line 5 add text

Using existing methodologies and strategies, NEA will advocate against AI deepfakes targeting children. NEA will collaborate with organizations like UNICEF, which already work internationally on the issues of the escalating threat to our children.

Rationale

Artificial Intelligence deepfakes are realistic generated digital images, audio or video impersonating humans. Specifically, these deepfakes target children by producing sexualized content through AI tools to strip clothing in photos to create sexualized images.

Submitted By: 50 Delegates

Contact: Tara Temprano, New Jersey

POLICY STATEMENT AMENDMENT 4

Use of Artificial Intelligence in Education

page 35, line 18 add:

NEA opposes any expansion of current AI data centers or additional AI data centers that consume or pollute water resources or contribute to noise pollution in the vicinity, out of respect for the animals and people who live there.

Rationale

The expansion of resource-consumptive AI data centers places unsustainable and distinctly undesirable burdens on the communities where animals live and students and educators study, work, and live.

Submitted By: 50 Delegates

Contact: Laura Leonard, Tennessee

POLICY STATEMENT AMENDMENT 5

Digital Learning

page 18, lines 20-23, 29, 30 delete/add text:

~~Optimal learning environments should neither be totally technology free, nor should they~~ not be totally online and devoid of educator and peer interaction. The Association believes that an environment that maximizes student learning will use a “blended” and/or “hybrid” model situated somewhere along a continuum between these two extremes. NEA believes there is no one perfect integration of technology and traditional forms of delivering education for all students...

Line 29

~~...students, but it must be appropriate to their developmental and skill level, as determined by professional educators. This includes, no one-to-one screen/device use for students (including online assessments) in prekindergarten through second grade except to support students with documented needs such as translation or special education services.~~

Rationale

Research and educator experience raise concerns about excessive screen exposure among young learners. Limiting one-to-one screen/device use in prekindergarten through second grade supports developmentally appropriate learning, hands-on instruction, and healthy social, cognitive, and physical development.

Submitted By: Governance body of affiliate

Contact: Dora Leland, New York

POLICY STATEMENT AMENDMENT 6

Use of Artificial Intelligence in Education

Page 34, Line 43 add:

levels. This includes no student-facing AI for pre-kindergarten through second grade students; no non-educationally based AI for students in grades three through eight; requir-

ing that the use of AI in any grade be supervised, educator-led, and designed to promote critical thinking, digital literacy, and civic readiness, rather than replace human instruction, creativity, or judgment; and no so-called “social companion” chatbots — computer programs that simulate human relationships — for children under 16.

Page 35, Line 44-45 delete:

~~...the computer science curriculum. Curricular changes should be made to incorporate AI literacy across all subject areas and educational levels so that all students understand the benefits, risks, and effective uses of these tools...~~

Rationale

Artificial intelligence should be used in developmentally appropriate ways. Limiting student-facing AI for young learners and requiring educationally based, educator-led and supervised AI supports critical thinking, digital literacy, civic readiness, and meaningful student-educator relationships.

Submitted By: Governance body of affiliate

Contact: Dora Leland, New York

One Job Should Be Enough



Education Support Professionals deserve:

- ✓ A thriving wage
- ✓ Safe and healthy working conditions
- ✓ Good benefits
- ✓ Respect

...and so much more!

**Join the movement. Pledge your support
for the ESP Bill of Rights today!**



**ESP Bill
of
Rights**
One job should be enough.





What can we do in this moment?

**Support our communities. Be loud.
Keep our members and students safe!
Help raise more money to fuel the movement
— and change our country's direction
in 2026 — *and beyond!***

FUEL THE MOVEMENT

**Join us in the fight for democracy
— *and the freedom to vote!***

The NEA PAC RA goal for 2026 remains at \$200 per delegate.
Contributions to the NEA PAC from July 16, 2025 through July 15, 2026
count toward your \$200 goal.

Scan the QR code to
pledge a monthly
contribution of \$10!



THE
NATIONAL
EDUCATION
ASSOCIATION

FOR MORE INFORMATION, VISIT [NEA.ORG/DONATE](https://nea.org/donate)

The NEA Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributions to the NEA Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates. Contributions to the NEA Fund are not deductible charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

2026 RA ELECTION CANDIDATES



NEA RA - 2026 Election



274-26-03

NEA President (Three Year Term) (Vote for 1)

- ☐ Princess Moss
- ☐ Kate Dias

NEA Vice-President (Three Year Term) (Vote for 1)

- ☐ Marisol Garcia
- ☐ Mark Airgood

NEA Secretary-Treasurer (Three Year Term) (Vote for 1)

- ☐ Robert Rodriguez
- ☐ Brett Smith

Executive Committee (3 Year Term) (Vote for up to 2)

- ☐ Stephanie Gutierrez
- ☐ Andrea Beeman

Mark Your Ballot like this ■

- ☐ Tania Kappner
- ☐ Sean Spiller

- ☐ Noel Candelaria

- ☐ Adarene Hoag

- ☐ Shannon McCann
- ☐ Cecily Myart-Cruz

CONSTITUTIONAL AMENDMENT 1

To replace the word handicap with the term “disability” when referring to criteria in which the Association shall not deny membership.

- ☐ Yes/Accept
- ☐ No/Reject

CONSTITUTIONAL AMENDMENT 2

To allow NEA to decide to convene the RA every two years rather than annually.

- ☐ Yes/Accept
- ☐ No/Reject

CONSTITUTIONAL AMENDMENT 6 (6,7,8,10)

To add to the overall objectives and goals of NEA, opposition to discrimination and a commitment to take legally permissible steps to eliminate barriers to equal opportunity within NEA.

- ☐ Yes/Accept
- ☐ No/Reject

CONSTITUTIONAL AMENDMENT 9

To add the terms, ethnicity, national origin, and religion, and replace handicap with disability, to the list of individual characteristics on which the Association shall not deny membership.

- ☐ Yes/Accept
- ☐ No/Reject

CONSTITUTIONAL AMENDMENT 11 (11,12,13,14)

To require the Association to take reasonable steps: (i) to provide members with an equal opportunity to run for delegate positions; (ii) to provide fair election processes; (iii) to appoint diverse Committees; and (iv) to ensure meeting environments are free from harassment, intimidation, exclusion, or discriminatory targeting.

- ☐ Yes/Accept
- ☐ No/Reject

CONSTITUTIONAL AMENDMENT 22

To provide that affiliates found to have violated the prohibition against discrimination in the Constitution be subject to censure, suspension, or disaffiliation.

- ☐ Yes/Accept
- ☐ No/Reject

BYLAW AMENDMENT 1

To create a new partial membership fee category for members employed between fifty-one (51) percent to seventy-five (75) percent, or three-fourths (¾), of the Active dues.

- ☐ Yes/Accept
- ☐ No/Reject

BYLAW AMENDMENT 2

To add a BMLC dues increase of ten dollars starting in 2026-2027 membership year, for all active members, however, it shall be seven dollars for members employed in ESP positions.

- ☐ Yes/Accept
- ☐ No/Reject

Mark Your Ballot like this ■

2026 NEA REPRESENTATIVE ASSEMBLY | VOTING SCHEDULE - JULY 5-6, 2026

Alabama..... 11:15 AM
Alaska..... 11:00 AM
Arizona.....11:30 AM
Arkansas..... 11:00 AM
California.....9:00 AM
Colorado.....11:45 AM
Connecticut..... 11:00 AM
Delaware.....10:00 AM
District of Columbia.....11:30 AM
*Ex Officio.....9:00 AM
Federal EA..... 10:45 AM
Florida.....9:45 AM
Georgia.....10:00 AM
Hawaii.....11:45 AM
Idaho.....11:30 AM
Illinois.....10:00 AM
Indiana.....11:45 AM
Iowa.....10:45 AM
Kansas.....11:15 AM

Kentucky..... 10:45 AM
Louisiana.....10:00 AM
Maine.....10:45 AM
Maryland.....9:15 AM
Massachusetts.....11:15 AM
Michigan.....11:00 AM
Minnesota.....10:15 AM
Mississippi.....10:45 AM
Missouri.....10:00 AM
Montana.....11:30 AM
Nebraska.....10:45 AM
Nevada.....11:45 AM
New Hampshire.....10:00 AM
New Jersey.....10:30 AM
New Mexico.....10:00 AM
New York.....10:00 AM
North Carolina.....9:30 AM
North Dakota.....11:30 AM
Ohio.....11:30 AM

Oklahoma.....11:00 AM
Oregon.....11:15 AM
Pennsylvania.....11:15 AM
Rhode Island.....10:30 AM
South Carolina.....9:15 AM
South Dakota.....11:45 AM
Tennessee.....11:15 AM
Texas.....11:45 AM
Utah.....10:45 AM
Vermont.....10:30 AM
Virginia.....10:45 AM
Washington.....11:00 AM
West Virginia.....11:00 AM
Wisconsin.....10:30 AM
Wyoming.....11:45 AM

*Ex Officio delegates with limited voting rights may only vote for amendments to the NEA Constitution and Bylaws.

New Business Items

NEA Representative Assembly debate structure for 2026 utilizes six “thematic categories” into which NBIs are grouped. Input from NEA delegates and leaders shaped this approach that is designed for more focused, informed, and productive discussion. NBI categories will be considered in order of alignment with NEA’s Vision, Mission, and Values, with the largest and most mission-centric topics addressed first:

- Elevate the Professions
- Establish Educational Environments
- Enhance Equity
- Engage Diverse Leadership
- Energize Affiliates
- Ensure a Lasting Democracy
- NEA Operations

NBI Thematic Categories	NBIs
Elevate the Professions	12, 21, 25, 36, 48, 80, 84, 88
Establish Educational Environments	2, 3, 4, 11, 15, 16, 19, 31, 37, 39, 43, 49, 58, 59, 60, 65, 66
Enhance Equity	1, 6, 9, 17, 20, 22, 26, 27, 28, 33, 41, 42, 46, 50, 53, 57, 63, 72, 74, 76, 77, 78, 82, 83, 85, 87
Engage Diverse Leadership	61
Energize Affiliates	7, 13, 18, 35, 40, 62, 64, 67, 69, 81
Ensure a Lasting Democracy	8, 10, 24, 29, 34, 38, 44, 47, 52, 54, 55, 68, 79, 86
NEA Operations	5, 14, 23, 30, 32, 45, 51, 56, 70, 71, 73, 75

Elevate the Professions

NEW BUSINESS ITEM 12
ADOPTED

Due to the success of the 2025 & 2026 wE SPark programming at the *NEA ESP Conference*, the NEA will have at least one wE SPark presenter/presentation at other NEA events, including, but not limited to: *YRO, Leadership Summit, Higher Ed, Retired, & CRSJ*. Past pre-senters can be asked to present at these events.

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$44,118.

NEW BUSINESS ITEM 21
DEFEATED

NEW BUSINESS ITEM 25
DEFEATED

NEW BUSINESS ITEM 36
DEFEATED

NEW BUSINESS ITEM 48
DEFEATED

NEW BUSINESS ITEM 80
DEFEATED

NEW BUSINESS ITEM 84
DEFEATED

NEW BUSINESS ITEM 88
ADOPTED

The NEA will support state and local affiliates as they advocate for targeted support programs for new Career and Technical Education (CTE) educators. This support may include mentorship opportunities, collaborative planning sessions, ongoing professional development tailored to the unique needs of CTE educators, and access to content specialists in their specific areas of study. Utilizing existing resources, NEA will work collaboratively with educational institutions, policymakers, school administrations, and industry partners to identify and share promising practices that strengthen the recruitment, support, and retention of new CTE educators.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$90,000.

Establish Educational Environments

NEW BUSINESS ITEM 2
Utilizing existing digital resources, the NEA shall enumerate the differences between a million, a billion and a trillion and how these numbers apply to populations, budgets and income/wealth inequality in order to more meaningfully assess the effectiveness of governmental programs at the local, state and national level. Additionally, the NEA shall encourage our members to educate our students on these differences and how they apply to populations, budgets and income/wealth inequality.

Rationale
In these times of misinformation and disinformation, it is imperative that our members and students can decipher these differences and be more knowledgeable about government programs at the local, state and national levels.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.

Contact: Leonard Paolillo, Massachusetts

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$7,000.

NEW BUSINESS ITEM 3
NEA will research and provide informational materials to state and local affiliates that would enable them to advocate at those levels for the provision of “one full time” Instructional Assistant (IA) to each 2nd-5th grade level. First-grade and Kindergarten should have one IA per classroom, for supporting learning.

Rationale
Elementary classrooms need strong academic and behavioral support. K–1 rely on IAs, while grades 2–5 face demands without adequate staffing. Providing one IA per 2nd-5th grade level improves student learning, reduces educator burn-out, and ensures adequate support for elementary schools.

Submitted By: 50 Delegates
Contact: Rosalind Hayes, North Carolina

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$10,000.

NEW BUSINESS ITEM 4
The NEA will prioritize our efforts to combat attempts to mandate and censor curriculum and will use existing NEA media platforms to publicize our campaign and defend teachers who are harassed or threatened with discipline for teaching the truth.

Rationale
High quality, free public education is a pillar of American democracy. It has been won through the fierce struggles of previous mass movements and must be defended by the same means - by

any means necessary. We must defend democracy.

Submitted By: 50 Delegates
Contact: Mark Airgood, California

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$93,193.

NEW BUSINESS ITEM 11
The National Education Association (NEA) shall develop and make available a digital toolkit to assist state and local affiliates in advocating for the replacement of for-profit cafeteria management and food service contracts with publicly operated, district-managed school nutrition programs.

The toolkit may include research, case studies, model advocacy materials, labor organizing resources, and information regarding age appropriate nutritional standards for publicly operated school cafeterias.

This item shall be accomplished using existing staff, existing communications platforms, and existing resources. Materials shall be distributed electronically through the NEA’s website, resource libraries, publications, webinars, and other established communication channels.

Rationale
Public school nutrition programs prioritize student health, accountability, and fair labor over profit. A digital toolkit will support advocacy and expose how large food service corporations may oppose unionization, limiting workers’ ability to secure fair wages, benefits, and working conditions.

Submitted By: 50 Delegates
Contact: Stephen Hogan, Illinois

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$30,625.

NEW BUSINESS ITEM 15
WITHDRAWN

NEW BUSINESS ITEM 16

The NEA will identify and disseminate, using existing digital resources, evidence-based model policies that establish distraction-free learning environments.

Rationale

Education advocates need practical guidance to address classroom distractions that interfere with teaching and learning. Disseminating model policies will help local and state affiliates support effective, adaptable, distraction-free learning environments.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.

Contact: Donna Christy, Maryland

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$7,000.

NEW BUSINESS ITEM 19

NEA shall incorporate strategies for supporting LGBTQ+ youth with learning differences into the *Supporting Students with Differing Abilities* professional learning program.

Rationale

According to the Trevor Project, nearly 30% of queer students are diagnosed with a learning difference, twice the rate of their non-queer peers.

Submitted By: 50 Delegates

Contact: Jacquelin Dang, California

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$9,000.

NEW BUSINESS ITEM 31

The NEA shall promote and communicate to its state affiliates policies to require every school district have at least one full-time professional registered nurse in every school from preschool through 12th grade. The NEA will communicate this information via email correspondence as an “Important Alert” initially with three additional “Reminder” emails over the course of the rest of the school year.

Rationale

Every student deserves equitable access to safe, evidence-based healthcare during the school day. Full-time registered nurses improve health outcomes, support attendance and academic success, manage

NEW BUSINESS ITEMS

chronic conditions, respond to emergencies, reduce disparities, and ensure students are healthy, safe, and ready.

Submitted By: 50 Delegates

Contact: Sheila Caldwell, New Jersey

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEM 37

NEA shall review current research regarding the mental health and suicide prevention needs of students with disabilities and other vulnerable student populations and shall identify evidence-based practices, protective factors, and recommendations that can help schools support student mental health, strengthen protective factors, reduce isolation, and prevent suicide.

The review shall include attention to students with disabilities, LGBTQ+ students, students experiencing homelessness or foster care involvement, students experiencing bullying, harassment, or bias incidents, and students with intersecting identities.

NEA shall disseminate information and recommendations to state affiliates and members through appropriate communications platforms by the end of the 2026-2027 school year.

Rationale

Students with disabilities and other vulnerable populations face elevated mental health and suicide risks. Educators need current research and evidence-based recommendations to strengthen prevention, identify protective factors, respond effectively, and connect students with appropriate school and community supports.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.

Contact: Niels Pasternak, Oregon

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$210,000.

NEW BUSINESS ITEM 39

NEA will create model policies for use in protecting both educators and students from disciplinary action and retaliation in response to content created by someone else using their name, image, or likeness by any kind of generative AI without their written consent. Policies should be appropriate for use at the local, state, and national levels.

Rationale

Unrestricted generative AI leaves educators and students vulnerable to reputation-destroying deepfakes. Because legal protections lag, institutions must im-

mediately establish policies that protect victims from disciplinary action when their name, image, or likeness is weaponized against them.

Submitted By: 50 Delegates

Contact: Callie Day, Arkansas

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$31,000.

NEW BUSINESS ITEM 43
WITHDRAWN

NEW BUSINESS ITEM 49

The National Education Association will use its existing digital communications platforms during the National Immunization Awareness Month of August to promote the importance of routine, evidence-based vaccinations for children, adolescents, and adults and to encourage educators, families, and communities to consult trusted medical professionals regarding recommended immunizations.

Rationale

Promoting evidence-based immunization information before the start of the school year supports student attendance, educator health, and safer learning environments. Using existing NEA digital communications informs members and families without requiring additional expenditures.

Submitted By: 50 Delegates

Contact: Stephen Hogan, Illinois

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$8,500.

NEW BUSINESS ITEM 58

NEA will educate parents and advocate through contact with every school district for hardwiring internet cable in classrooms in replacement of wi-fi whenever possible; support wearing protective gear, such as blue block glasses and other EMF protective outerwear; types of shielding; and to educate on Electromagnetic Hypersensitivity (EHS), a recognized disability.

Rationale

Health, speed, and connectivity are far superior with cable internet than Wi-Fi, and can lessen EMF exposure for children, still in developmental stages. In addition, these initiatives have benefits for all employees, as well as gives flexibility to internet access.

Submitted By: 50 Delegates

NOTES

**Cost of NBIs adopted
to date by this RA:
\$134,118**

**Cost of NBIs
yet to be considered:
\$18,609,901**

NEW BUSINESS ITEMS

Contact: Monique Lukens, California

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$80,000.

NEW BUSINESS ITEM 59

The NEA shall develop and disseminate resources to assist interested public middle schools, high schools and colleges in establishing voluntary, student-led mental health support chapters. These chapters may be based on models such as NAMI On-Campus (NAMI On Campus | NAMI) from the National Alliance on Mental Illness and/or Active Minds (Chapter Network | Active Minds). These chapters should strive to reduce stigma surrounding mental health, encourage help-seeking, provide students with information about school and community mental health resources and/or promote peer connection, while operating under appropriate faculty supervision.

Rationale

Student-led organizations foster belonging, encourage early help-seeking, educate about local resources and create supportive school communities. By providing guidance and best practices, NEA can help students establish effective, evidence-informed programs that complement, but do not replace, professional mental

Submitted By: 50 Delegates

Contact: Paul Johansen, Massachusetts

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$77,000.

NEW BUSINESS ITEM 60

The National Education Association will support state affiliates in states where AP African American Studies is prohibited, restricted, or otherwise unavailable to students due to state policy or legislative action. Support may include legal, legislative, communications, organizing, and professional development resources designed to advance equitable access to academically rigorous African American Studies coursework.

Rationale

Comprehensive, accurate instruction in African American history is essential to a complete education. AP African American Studies offers college-level scholarship and critical inquiry, and NEA should support affiliates in ensuring all students have access to high-quality, inclusive curricula.

Submitted By: 50 Delegates

Contact: Chanell Harris, South Carolina

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$160,000.

NEW BUSINESS ITEM 65

The NEA will launch a public education campaign to address the harms caused by the overreliance on high-stakes standardized testing and to advance a viable federal and state policy alternative grounded in authentic assessment.

Specifically, NEA will:

1. **Commission an independent research report** documenting the harms of high-stakes standardized testing on student learning, educator retention, and school community well-being, if possible, with disaggregated data by race, income, language status, and disability;
2. **Develop and disseminate a public education toolkit** for use by state and local affiliates to educate members, parents, school boards, and legislators about the limits of standardized testing as the primary measure of student achievement.

Rationale

Decades of high-stakes standardized testing have narrowed curriculum, deprofessionalized educators, and disproportionately harmed students of color, students with disabilities, and English learners. NEA is positioned to lead the research, public education, and policy development needed to move states toward authentic,

Submitted By: 50 Delegates

Contact: William Page, California

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$1,037,750.

NEW BUSINESS ITEM 66

NEA will use existing websites and social media platforms to provide information to members on establishing local mental health peer support networks.

Rationale

With the current stress members are facing that include increasing criticism of the profession, escalating behavior issues, and personal life struggles, teachers need a network of educators who can help each other support strong emotional health and wellbeing.

Submitted By: 50 Delegates

Contact: Raul Gonzalez, California

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$148,000.

Enhance Equity

NEW BUSINESS ITEM 1

NEA will visibly post a QR code of a local, vested Indigenous cause during the Representative Assembly, allowing attendees to donate. This QR code shall be posted in the NEA information center, as well as during the land acknowledgment.

Rationale

As a union that prioritizes the acknowledgment of the indigenous tribes, that serve the land of the meeting site, this would allow the attendees who attend the RA to show support to a local, vested indigenous cause.

Submitted By: 50 Delegates

Contact: Leigh Jones, Oklahoma

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$2,500.

NEW BUSINESS ITEM 6

NEA shall develop and publish a resource outlining the harms of conversion therapy on queer individuals, particularly youth, highlighting how such practices infringe upon their rights and, according to leading medical and psychological organizations, contribute to increased risks of depression, anxiety, substance use, homelessness, and suicide. The resource shall be promoted on NEA's social media.

Rationale

Conversion therapy is condemned by leading medical organizations as dangerous and discredited. It disproportionately harms queer youth, contributing to depression, anxiety, homelessness, and suicide. NEA has a responsibility to inform members and protect vulnerable students.

Submitted By: 50 Delegates

Contact: Jacquelin Dang, California

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$6,000.

NEW BUSINESS ITEM 9

Using existing resources, the NEA will publish an article in the *NEA Today*

regarding the impact of the recent DEI budget cuts to federal funding on Black/African American educators, Black/African American educational support professionals, Black/African American students, and HBCUs.

Rationale

We know that when it rains on others it storms for Black/African Americans in educational institutions. Funding cuts and reduction in force (RIF), means more Black/African American educators will lose positions across the United States.

Submitted By: 50 Delegates

Contact: Penny Lee-Cox, Illinois

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$101,193.

NEW BUSINESS ITEM 17

NEA shall include the published article *Advocating for LGBTQ+ Students with Disabilities* in the LGBTQ+ Toolbox to ensure educators have access to resources that deepen their understanding of the intersection of queer identity and disability, and provide strategies to effectively support, protect, and advocate for these students.

Rationale

NEA has already sponsored the research featured in this article; however, it has not yet been incorporated into the toolkit, leaving an existing resource underutilized and inaccessible to the educators who need it most.

Submitted By: 50 Delegates

Contact: Jacquelin Dang, California

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEM 20

NEA shall adapt the existing Family Preparedness Plan resource to include guidance and considerations relevant to transgender individuals and families, including legal documentation, access to affirming healthcare, and state-specific safety planning.

Rationale

Transgender individuals face increasing discrimination, threats to legal protections, and barriers to affirming services across many states. Expanding existing preparedness resources ensures all members and the communities they serve have access to information supporting their safety, stability, and well-being.

Submitted By: 50 Delegates

Contact: Jacquelin Dang, California

NEW BUSINESS ITEMS			NOTES
Relevant Strategic Objective (SO) SO-3 Enhance Equity Cost Implications This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$96,000.	<u>NEW BUSINESS ITEM 28</u> WITHDRAWN		
	<u>NEW BUSINESS ITEM 33</u> WITHDRAWN		
	<u>NEW BUSINESS ITEM 41</u> WITHDRAWN		
<u>NEW BUSINESS ITEM 22</u> WITHDRAWN			
<u>NEW BUSINESS ITEM 26</u> Using existing resources, the NEA shall survey the impact of the recent immigration policies and Immigration Customs and Enforcement (ICE) increased presence has had on Latino and DACA educators maintaining and acquiring employment. NEA shall publish the results in existing digital media. Rationale Institutionalized racism is at the forefront of education. Defined it is the policies that are put into place within an organization targeting a specific race. This is happening and affecting us all. We need data to fight back. Submitted By: 50 Delegates Contact: Melisa Alexander, Illinois Relevant Strategic Objective (SO) SO-3 Enhance Equity Cost Implications This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$263,500.	<u>NEW BUSINESS ITEM 42</u> The NEA will develop and publish an updated Culturally Responsive Teaching Resource Library — including lesson frameworks, differentiation strategies, gender equity matters, and professional learning modules — and make it freely available to all members and locals through the NEA digital platform. Rationale Schools serve highly diverse students. Multilingual learners thrive when their home languages are embraced as assets. Implementing culturally responsive curriculum is both an essential civil right and a proven academic strategy that affirms identity and drives student success. Submitted By: 50 Delegates Contact: Jeb Binns, Washington Relevant Strategic Objective (SO) SO-3 Enhance Equity Cost Implications: This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$314,632.	<u>NEW BUSINESS ITEM 50</u> The NEA will compile and publish available research, data, and resources on existing digital platforms to address environmental equity and the impacts of environmental pollution and large-scale data center development on students, educators, schools, and communities. This work will give particular attention to black, brown, indigenous, rural, and low-income communities while supporting local and state affiliate organizing, advocacy, and community engagement. Rationale Environmental pollution and expanding data center development can affect student health, learning conditions, natural resources, and community well-being. Providing members with existing research and resources will support informed advocacy for environmental equity and healthy learning environments in public schools. Submitted By: 50 Delegates Contact: Maritza Avila, California Relevant Strategic Objective (SO) SO-2 Establish Educational Environments Cost Implications This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$72,500.	
	<u>NEW BUSINESS ITEM 46</u> The NEA shall, in the first issue of every school year, include an article in the <i>NEA Today</i>, in both print and digital form, to inform educators about the availability of, and use of, Red Cards to protect themselves, their co-workers, their students, and their students’ families from ICE. Furthermore, the article will include a page of Red Cards in various languages for educators to print out for distribution. They shall also encourage state affiliates to do the same to ensure the information is readily available. Rationale ICE has been targeting both documented and undocumented citizens at various times around the country. They have kept students and their parents afraid to go to public places, including schools. Children belong in school no matter their documentation status. Submitted By: 50 Delegates Contact: Lee Wygand, California Relevant Strategic Objective (SO) SO-3 Enhance Equity Cost Implications This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$218,729.	<u>NEW BUSINESS ITEM 53</u> The NEA shall work with our partners in Indigenous education (i.e. The National Indian Education Association [NIEA], The National Congress of American Indians [NCAI], The American Indian Higher Education Consortium [AIHEC], etc.) to convene a national workgroup to study contemporary efforts in the following areas: 1. How the Association can collaborate with, and advocate for equitable Federal funding for the Nation’s thirty-five accredited Tribal Colleges and Universities (TCUs), as well as other Minority-Serving Institutions (MSIs) that serve Indigenous populations; 2. How best to aid our Indigenous communities in their efforts towards Indigenous Language Revitalization; 3. How to break the cycles of historical and educational trauma that are still alive in America’s educational PreK-Higher Ed systems and structures; 4. How to support a national effort to bring more Indigenous educators into the work force; 5. How to aid Indigenous communities in development of, and implementation of model curricula to best serve the needs of their schools and students that moves beyond the deficit model to that of an assets based approach; and, 6. How to advocate for creation of model “Indigenous Education for All” curricula to be shared nationwide. The workgroup will present a report of its findings, and recommendations to the <i>2027 NEA Representative Assembly</i> in Indianapolis, IN. Rationale Truth is under attack, funding is disappearing, our identities, languages, cultures and the very existence and rights as Indigenous people are under assault.	

NEW BUSINESS ITEMS

This asks NEA to collaborate with our partners in Indigenous education to find a better way forward.

Submitted By: 50 Delegates

Contact: Shawn Brehm, Washington

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$283,280.

NEW BUSINESS ITEM 57

NEA will support local affiliates in advocating for the preservation and strengthening of educational programs and support services for Native American and Indigenous students in public schools, including by providing affiliates with model culturally responsive curriculum resources, professional development materials for educators, and guidance on best practices for student support services and community-based educational partnerships with minimal cost implementation strategies.

Rationale

Native American & Indigenous students thrive when schools honor their histories and cultures alongside strong academics and support. Sustaining these programs is difficult because of staffing, resources, & continuity. NEA can help affiliates build culturally responsive, stable programs that strengthen success for all students.

Submitted By: 50 Delegates

Contact: Ofelia Ryan, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$70,500.

NEW BUSINESS ITEM 63

NEA will establish an emergency assistance fund for DACA educators and other members impacted by immigration enforcement actions, including ICE raids, detention, deportation proceedings, citations, legal expenses, and family emergencies, to help sustain educators, students, and school communities during periods of crisis.

Rationale

Escalating immigration enforcement is harming educators, students, and school communities. When members face detention, deportation, and related crises, NEA must provide immediate support and solidarity. Students should not lose the educators they rely on for learning, guidance, safety, and stability.

Submitted By: 50 Delegates

Contact: Kelly Flores, California

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$192,000.

NEW BUSINESS ITEM 72 WITHDRAWN

NEW BUSINESS ITEM 74 WITHDRAWN

NEW BUSINESS ITEM 76

NEA will host a virtual town hall on state-level Health Care for All, Medicare for All, and Single Payer health care campaigns led by NEA member leaders in collaboration with other trade sectors.

Invitations for presenters will be extended to other trade sector labor organizations engaged in the fight for universal health care at the state level, as well as to AFT (American Federation of Teachers) state affiliates.

Materials may come from the Labor Campaign for Single Payer, of which NEA is an active member, organizations with credible Health Care as a Human Right positions, and AFL-CIO Councils.

Template resolutions will be made available virtually to attendees to encourage deeper organizing between educators, the broader labor movement, and other groups seeking universal health care."

Rationale

Our health care system is profit-driven and inhumane. Some states are making structural gains toward universal health care, and educators are vital to proving how it is done. This work begins with building our own awareness.

Submitted By: 50 Delegates

Contact: Shannon Rasmussen, Washington

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$162,000.

NEW BUSINESS ITEM 77

The NEA will create a team of members to research the number of students that have been impacted by the detention and deportation by ICE, then publish that research in the *NEA Today* and make a national call to end the deportations and detentions of our students and children.

Rationale

Educators have no way of knowing the impact of ICE in their community. It's important for educators to understand the impact on the families they serve.

Submitted By: 50 Delegates

Contact: Lisa Torres, Delaware

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$118,693.

NEW BUSINESS ITEM 78

NEA shall publish on the NEA website *Erin in the Morning: National Legal Risk Assessment* map for transgender adults, and youth and *Lambda Legals: Trans Youth in Sports Conversation Guide*. Additionally, NEA will write an article to be published online about the systemic erasure of access for transgender people across multiple states highlighting transgender youth who have been forced to leave their states or hide their identity.

Rationale

Transgender individuals are facing state sanctioned violence and erasure. With this article, NEA will help bring awareness of the dangers and experiences of our transgender members and youth while uplifting how transgender rights are a fight for everyone's rights.

Submitted By: 50 Delegates

Contact: Skye Tooley, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$12,500.

NEW BUSINESS ITEM 82

The NEA will publish a Digital Equity Policy Platform and develop an advocacy toolkit that member locals can use to advance universal student access to technology and broadband in their communities, including model board policy language and community engagement strategies.

Rationale

The digital divide is an equity divide. Students without reliable devices and internet access are consistently disadvantaged in academic achievement. Closing the gap requires sustained federal advocacy and targeted investment in underserved communities.

Submitted By: 50 Delegates

Contact: Franchesca Mejia, Texas

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$81,500.

NEW BUSINESS ITEM 83

The NEA will develop and promote a national social media campaign raising awareness of what modern antisemitism in schools looks and sounds like, how frequently it occurs, and how allies can help, using high impact messaging, in conjunction with a committee of the NEA Jewish Affairs Caucus. These social media resources shall be made freely available to all NEA members and state affiliates will be requested to amplify them.

Rationale

Antisemitism in American schools has surged to unprecedented levels, with Jewish students facing harassment, vandalism, and intimidation at alarming rates. NEA must equip educators with updated tools to recognize and respond to today's rapidly evolving forms of hate.

Submitted By: 50 Delegates

Contact: Daniel Solkowitz, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$150,750.

NEW BUSINESS ITEM 85

NEA will publish an article in *NEA Today* documenting recent experiences of teachers teaching contemporary lessons about war and genocide to affirm the right of all educators to include teaching about genocide in their curriculum, per NEA Resolution B-66 on Genocide.

Rationale

Rationale: NEA educators are being disciplined, doxxed and fired for opposing the genocide in Palestine. NEA reaffirms the right of educators to deplore any and all acts of genocide and to address the "inherent generational trauma within the affected communities."

Submitted By: 50 Delegates

Contact: Judy Greenspan, California

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$222,000.

NEW BUSINESS ITEM 87

NEA will add educational curricula and resources to its website from organizations who see the fight against antisemitism as part of the overall struggle for collective liberation. The NEA will specifically add educational curricula and resources from PARCEO, Rethinking Schools, Bend the Arch, Diaspora Alliance, Jews for Racial and Economic Justice, Jewish Voice for Peace and Zinn Education Project to its website.

Rationale

The NEA website presents a one-sided interpretation of antisemitism. The addi-

tion of curricula and resources from these organizations would provide a fully-rounded understanding of antisemitism.

Submitted By: 50 Delegates

Contact: Judy Greenspan, California

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$498,500.

Engage Diverse Leadership

NEW BUSINESS ITEM 61

Using existing resources, the NEA shall gather and share, in a centralized format, promising practices, success stories, available data, examples of successful outreach, recruitment, and member engagement efforts that support BIPOC educators, and a list of known affiliates that have established Educators of Color Networks and other affinity-based member engagement structures.

Rationale

As NEA affiliates expand efforts to recruit, engage, and retain diverse members, sharing information about successful Educators of Color Networks can strengthen belonging, leadership development, and participation. Promising practices and examples will support collaboration and advance a more inclusive Association.

Submitted By: 50 Delegates

Contact: Denaé Bush, Missouri

Relevant Strategic Objective (SO)
SO-4 Engage Diverse Leadership

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$48,500.

Energize Affiliates

NEW BUSINESS ITEM 7

In order to recruit, retain, and engage members, the NEA will develop a Three Frames of Unionism professional learning series — delivered in cohorts or available as a self-paced digital course — that guides members for organizing purposes in assessing their current union practice and building integrated strategy across professional, industrial, and social justice frames.

Rationale

Sustainable unions rely on distributed leadership, not single champions. Team-based training builds deep institutional knowledge and prevents gaps. For urban

NEW BUSINESS ITEMS

locals especially, developing a strong bench across worksites creates a culture of shared responsibility and lasting union power.

Submitted By: 50 Delegates

Contact: Jeb Binns, Washington

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$33,000.

NEW BUSINESS ITEM 13

The NEA will develop a scholarship fund of \$500 to be distributed to each state for the purpose of helping small locals or a group of smaller locals send a representative to the 2027 NEA RA in Indianapolis.

An application will be developed for use by small locals or a group of small locals that will outline the need for the scholarship and why the funds should be awarded to them. Each state’s leadership will have final say in which applicant is awarded the scholarship. Any state not using the scholarship fund will return the money in full to the NEA.

Rationale

Representation is important for everyone, not just larger locals. By giving a smaller local in each state that may not have the funds to send a representative to the RA, equity in representation is achieved.

Submitted By: 50 Delegates

Contact: Ronald Porter Jr, Wisconsin

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$40,500.

NEW BUSINESS ITEM 18

To effectively mobilize our membership, NEA shall modernize the NEA360 database by creating a formalized and transparent process for receiving requests from locals to expand the “Subject” and “Position” classifications. For example, Dual Language Educators and Mental Health Counselors are not currently represented in subject or position classifications. Requests for additional subjects and position classifications by locals will be reviewed quarterly and updates will be communicated to NEA360 users, who shall be informed and trained in the new process.

Rationale

Modernizing NEA360 classifications is essential for precise, rapid member mobilization. By incorporating specialized job roles and establishing a streamlined process for updating terminology, the Association ensures our data reflects the professional reality of our members, fostering inclusivity and impactful organizing.

Submitted By: Governance body of affiliate

Contact: Regen Lorden, Washington

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$12,000.

NEW BUSINESS ITEM 35

The NEA will establish a dedicated task force of rank-and-file NEA Members and RA Delegates dedicated to organizing, coordinating, and supporting NEA affiliate-driven actions in concert with the May Day 2028 General Strike. The task force will be chaired and facilitated by a rank-and-file NEA member selected from the attendees of the first convening of the task force. Any NEA member organizing their local or statewide affiliate may join this task force. The task force will meet at least once a month between August 1, 2026 – June 1, 2027. The task force will make action recommendations to the *2027 Representative Assembly*, suggest demands to be communicated at the federal level (ex: fully funding IDEA or lifting the cap on Social Security), and report on their continuing work through May 2028.

Rationale

The largest labor union in the country needs to be fully represented in the May Day movement. Adopting clear priorities and strategies for May Day 2028 will allow us to grow national support for our priorities, and build organizing capacity.

Submitted By: 50 Delegates

Contact: Kyle Gekopi, Massachusetts

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$17,000.

NEW BUSINESS ITEM 40

The NEA will review and investigate current member-led, transparent bargaining and campaign programming and provide support and training to strengthen practices that grow rank-and-file participation, build local power, and assist members in both collective bargaining and non-collective bargaining states.

To advance this work, NEA will assess existing tools, trainings, and model practices related to open bargaining and member-led campaigns and identify opportunities to expand, improve, and share them more broadly. In collective bargaining states, this includes, but is not limited to, resources on member observation and participation, regular bargaining updates, member surveys, bargaining committees, contract action teams, and structures that put members at the center of demands, strategy, and escalation.

In states without collective bargaining rights, NEA will review existing support

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and training for open, member-driven campaigns where workers collectively identify demands, organize coworkers, engage the public, and take lawful collective action to win real improvements. This includes, but is not limited to, campaigns using petitions, public testimony, workplace meetings, community pressure, coordinated visibility actions, and other organizing tactics.

NEA will provide support and training to help members lead this work, including, but not limited to, organizing conversations, worksite mapping, building representative worksite structures, developing majority petitions, running transparent campaign meetings, communicating with members consistently, and escalating campaigns strategically when needed.

NEA will encourage affiliates in all states to prioritize transparency, member participation, and democratic decision-making by creating clear opportunities for members to give input, receive timely updates, take part in campaign activity, and help shape demands and strategy.

Within one year, NEA will report back to the Representative Assembly on implementation, including measurable information such as:

1. The current tools, trainings, resources, and programming reviewed related to open bargaining or member-led campaigns.
2. The number of affiliates that received support and training or other assistance related to open bargaining or member-led campaigns.
3. The number of trainings offered and the number of members trained.
4. The number of states, including both collective bargaining and non-collective bargaining states, where this support and training was provided.
5. Examples of bargaining campaigns, meet-and-confer efforts, issue campaigns, or other member-led organizing campaigns for which NEA provided support and training.
6. The tools, templates, resources, or training materials developed, revised, or shared with affiliates.
7. Any recommendations for expanding, improving, or sustaining this work in future years.

Rationale

Accurate, centralized membership data improves communication, reduces reporting errors, and ensures affiliates can effectively engage and mobilize members for advocacy, outreach, and collective action.

Submitted By: 50 Delegates

Contact: Danette Stokes, Tennessee

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$518,156.

NEW BUSINESS ITEM 62
WITHDRAWN

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 64

NEA will create a grant program for local affiliates in states with Public School Strong (PSS) campaign community anchor organizations. These grants will fund full or part time organizer positions to partner with PSS anchor organizations in building strong local PSS teams, with the goal of strengthening support for public schools and organizing against attacks on public education at the state and local levels. Applications will be developed collaboratively by a local association and their state’s PSS anchor organization; alternatively multiple locals in the same state may jointly apply for the grant in collaboration with their state’s PSS anchor organization. Grant funding will be capped at \$100,000 per grant, with grants being awarded in up to five states.

In one year, NEA will report back to the *Representative Assembly* on the implementation of the grant program and progress of the Public School Strong Campaign.

Rationale

The intersection of educators, school staff, and community members should be a focal point of local organizing in states that have seen repeated attacks on public education. Additional resources for stakeholder partnerships would foster the successes of the PSS campaign.

Submitted By: 50 Delegates

Contact: Dillon Moore, Tennessee

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$520,000.

NEW BUSINESS ITEM 67

The NEA shall provide support to state and local affiliates facing proposed or enacted state takeovers of public school districts by developing resources, sharing research, assisting with communications and organizing efforts, and identifying successful strategies used by affiliates in other states.

Rationale

State takeovers of public schools are affecting more communities, removing decision-making from elected school boards and reducing educator, parent, and community voice. Affiliates should not face this alone. By sharing resources and proven strategies, NEA can help affiliates respond effectively.

Submitted By: 50 Delegates

Contact: Wil Page, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$7,317.

NEW BUSINESS ITEM 69

The NEA will expand the HBCU Summit by offering both virtual and in-person participation and facilitating regional collaboration among participating affiliates and HBCU educator preparation programs. The Summit will provide opportunities for participants to establish ongoing networks and collaborative groups that continue beyond the Summit to share information, strengthen partnerships, and support educator recruitment efforts to address teacher shortages.

Rationale

Historically Black Colleges and Universities have served as essential educator preparation institutions, particularly for high need schools and diverse communities. Strengthening HBCU partnerships, funding, and recruitment pipelines advances NEA’s commitment to addressing teacher shortages and building an equitable, representative workforce.

Submitted By: 50 Delegates

Contact: Veronica Talton, California

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$69,000.

NEW BUSINESS ITEM 81

The NEA will update its prior report about the feasibility of all teachers’ unions including substitute teachers as union members. An article about this report will be published in *NEA Today*, in both the print and digital versions, and will provide a link to the entire updated report. Additionally, this update will include a list of NEA local affiliates who have already organized substitute teachers to be part of their union.

Rationale

Increasing union membership will strengthen NEA. Substitute teachers who are unionized cannot be used by school districts to cross picket lines during strikes.

Submitted By: 50 Delegates

Contact: Judy Greenspan, California

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$98,193.

Ensure a
Lasting Democracy

NEW BUSINESS ITEM 8

The NEA will fund and expand the NEA See Educators Run program, establishing

New Business Items

regional training academies for educator candidates at the school board, municipal, and state levels, and developing a comprehensive candidate support toolkit covering campaign planning, messaging, and fundraising.

Rationale

Educators are highly engaged but under-represented in office. When they run and win, education policy vastly improves. Intentional investment in a candidate pipeline can transform local and state power, placing trusted school voices directly where key decisions are made.

Submitted By: 50 Delegates

Contact: Shannon Rasmussen, Washington

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$997,968.

NEW BUSINESS ITEM 10

The National Education Association (NEA) will call for the impeachment, conviction, and removal of Donald Trump from the US Presidency. We the NEA will call for a National March on Washington D.C. to remove Trump before the November 2026 midterm elections and call on unions and other progressive organizations to join us in taking action to protect democracy and defend public education.

Rationale

Trump’s party is expected to lose these midterms badly and attempt to call out his MAGA mob for another coup attempt like January 6th to overturn these results and prevent paralysis of his authoritarian agenda by Congress and certain states.

Submitted By: 50 Delegates

Contact: Mark Airgood, California

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,236,193.

NEW BUSINESS ITEM 24

The NEA President will write a letter to the United States Congressional Black Caucus introducing NEA Resolutions I-62, Educational Reparations, and discuss the enormous impact it would have on Black/African Americans.

Rationale

If Educational Reparations were passed it would immediately reduce student loan debt, create equitable funding for HBCU’s and support African American/Black students in special education programs. In addition, it would eliminate property-tax-based education funding models.

Submitted By: 50 Delegates

Contact: Penny Lee-Cox, Illinois

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$2,000.

NEW BUSINESS ITEM 29

In conjunction with NEA-Retired, NEA will develop a lobbying plan to advance passage of the Social Security Expansion Act (HR 177/S 770). This plan would include electronic communication with all members.

Rationale

These bills remove the cap on earnings. This would allow the Social Security tax to be levied on all income. This would not only be fair but would help with the insolvency of Social Security.

Submitted By: Governance body of affiliate

Contact: Mary Gruber, Virginia

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$56,500.

NEW BUSINESS ITEM 34 WITHDRAWN

NEW BUSINESS ITEM 38

NEA will solicit and gather submissions, using existing resources, to publish an article in *NEA Today* that highlights members’ efforts in partnership with local districts and governments across the country to write policy and create systems that protect immigrant students and families from the fascist overreach by the federal government.

Rationale

1. To inspire other locals to take similar actions in their own districts.
2. To shine a light on the work of our members.
3. To create a call to action for policy-makers and readers of NEA Today

Submitted By: 50 Delegates

Contact: Malinda Morales, California

Relevant Strategic Objective (SO)
SO-5 Energize Affiliates

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$83,193.

NEW BUSINESS ITEM 44

NEA will publish an article in *NEA Today*, to be authored by NEA members, focusing on socially responsible investment campaigns for state pensions. The article will outline the statewide rank-and-file efforts of affiliate members to advocate for their state public pensions to reconsider investment strategies when analyzing investments with companies linked to international and domestic human rights abuses, including but not limited to the environment, detention centers, and the military-industrial complex.

Rationale

Publishing this article would help inform members about the ongoing organizing efforts led by rank-and-file educators across the country to invest their pension funds in a way that reflects their values.

Submitted By: 50 Delegates

Contact: Lisa Torres, Delaware

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$113,193.

NEW BUSINESS ITEM 47

The NEA declares a vote of no confidence in the current United States Secretary of Education and the current United States Secretary of Health and Human Services due to actions and policies that have demonstrated gross negligence, incompetence, and a failure to adequately protect, support, and advance the educational, physical, and mental well-being of students, educators, and families.

The NEA will:

1. Publicly announce this vote of no confidence through appropriate association communications and media channels.
2. Communicate this position to the President of the United States, members of Congress, state affiliates, and relevant federal agencies.
3. Advocate for federal leadership that is committed to evidence-based policymaking, public education, student health, educator safety, and equitable access to educational and health services.
4. Publish a summary of the actions, decisions, and policies that form the basis for this vote of no confidence.

Rationale

NEA members have experienced repeated failures in federal leadership affecting public education, student services, educator support, and student well-being. Effective leadership requires competence, accountability, and evidence-based decision-making. The actions of these officials have failed to meet those standards.

Submitted By: 50 Delegates

Contact: Stephen Hogan, Illinois

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$77,500.

NEW BUSINESS ITEM 52

The NEA will publish at least one article quarterly in the NEA Today digital Magazine highlighting an academic freedom fight in one of the 50 states, including examples of how educators and their local affiliates are responding to censorship, while providing relevant resources and strategies for members to support and defend academic freedom.

Rationale

Submitted By: 50 Delegates

Contact: Jessica Rodarte, California

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$37,750.

NEW BUSINESS ITEM 54

The NEA will publish an article, through digital channels, about the impact of the military draft on our students that include the rights of conscientious objectors and information about other war resisters. The article will include:

1. information about the upcoming amendments to the Military Service Act and its potential impact on our students and their families;
2. an explanation of the school-to-military pipeline as the systematic institutional pathway pushing middle and high school students directly to careers in the US Armed Forces, often disproportionately targeting low-income youth and normalizing militarization in public education;
3. an example outlining a locally-developed career exploration toolkit designed as an alternative to military recruitment that includes examples of, but not limited to, hands-on career-mapping tools, trade apprenticeship directories, national service options, and higher education financial planning guides to give young adults clear, debt-free paths to the workforce; and
4. Ideas and other alternative resources to counter military recruitment in schools, such as peace clubs and other resources suggested by organizations like the National Network Opposing the Militarization of Youth (NNO-MY.org)

Rationale

Providing youth with peaceful and viable alternatives to achieve success in life is an important sign of a civilized and democratic society.

Submitted By: 50 Delegates

Contact: Marco Martinez, New Jersey

NEW BUSINESS ITEMS

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$38,000.

NEW BUSINESS ITEM 55

The NEA will organize an national press conference in Washington, D.C. with its labor partners to speak-out against the trillion and a half plus dollars promised for the war and ICE budgets, at a time when schools are being closed and educators are being laid-off for lack of funding.

Rationale
NEA has taken bold positions opposing attacks on voting rights, DEI, LGBTQ+. Funding endless U.S. wars both at home and abroad is bankrupting and destroying the lives of working people in this country and destroying our public school system.

Submitted By: 50 Delegates
Contact: Ramsey Kurdi, Massachusetts

Relevant Strategic Objective (SO)
SO-6 Ensure a Lasting Democracy

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$31,500.

NEW BUSINESS ITEM 68

The NEA will establish a digital portal for educators who have been disciplined or are being currently investigated for exercising their right to academic freedom. Educators will submit (anonymously, or with name) their account of these actions and events. These accounts shall be collected and made accessible to NEA members. When this portal goes live, the NEA will write a letter to the US Department of Education reaffirming an educator’s right to academic freedom in the classroom. At the end of the 2026/27 school year, NEA will publish a summary of these accounts through digital media.

Rationale
Nationwide educators have been and are currently being censored and investigated for speaking out and teaching about human and civil rights at home and abroad. NEA should reaffirm its commitment to supporting educators in our schools.

Submitted By: 50 Delegates
Contact: Merrie Najimy, Massachusetts

Relevant Strategic Objective (SO)
SO-1 Elevate the Professions

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$18,900.

NEW BUSINESS ITEM 79
The NEA will create a new coalition-based campaign that raises public awareness and mobilizes members and other interest holders to engender legislative and regulatory action that will allow locals and states the flexibility to utilize locally-sourced and/or locally designed authentic assessment systems in place of the current high-stakes standardized assessments.

Rationale
The overreliance on standardized testing is a root cause of a multitude of problems in our current educational system. We must build upon the work that has already been done to make meaningful change and return to developmentally appropriate practice.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.
Contact: Benjamin Rugg, Pennsylvania

Relevant Strategic Objective (SO)
SO-2 Establish Educational Environments

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$752,500.

NEW BUSINESS ITEM 86

NEA will create a rubric for ethical investment based upon the values outlined in the NEA resolutions that can be used as an analysis of state educator pension funds. This rubric should be published in the “Retirement Security” section of the Educator Pay and Benefits landing page of the *nea.org*.

Rationale
Publishing this rubric equips members to analyze their pension investments critically and hold their states accountable for investing in ways that reflect shared values.

Submitted By: 50 Delegates
Contact: Melissa Tomlinson, New Jersey

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$60,500.

NEA Operations

NEW BUSINESS ITEM 5

The National Education Association shall ensure the availability of on-site medical support at all the NEA-sponsored national events, including but not limited to the *NEA Representative Assembly* (RA), *NEA ESP National Conference*, and *National Leadership Summit*.

The NEA will coordinate with local Boards of Nursing and accredited nursing programs in the host city to identify

nursing students who require clinical or service hours. These students, under the supervision of licensed nurse faculty or clinical instructors, will provide basic first aid, initial assessment, and supportive care to attendees who require medical attention.

Nursing students participating in this model are typically certified in CPR, First Aid, and AED use as part of their nursing program requirements and will operate under the supervision of licensed professionals.

On-site medical support will coordinate with facility EMTs and local emergency medical services (EMS) to ensure timely transfer of care when needed. Health service locations shall be clearly marked, ADA-accessible, and communicated to attendees through event materials and signage.

The NEA shall provide a report to the next RA on implementation, feasibility, and outcomes of this initiative.

This funding will support the NEA staff’s coordination efforts to establish partnerships with local Boards of Nursing and accredited nursing programs in host cities. Responsibilities include outreach, scheduling, and logistical planning to ensure adequate onsite medical coverage.

This model leverages supervised nursing students completing required clinical or service hours, significantly reducing personnel costs while maintaining safe and effective care delivery. Additional costs are expected to be minimal and may include basic first-aid supplies and coordination with the venue or local emergency services.

Rationale
Medical emergencies have occurred at multiple NEA national events, often requiring attendees with healthcare backgrounds to respond before EMS arrives. Providing on-site medical support improves emergency preparedness, member safety, accessibility, and timely care while creating clinical learning opportunities for students.

Submitted By: 50 Delegates
Contact: Paulette Luckett, Missouri

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$137,000.

NEW BUSINESS ITEM 14

Using existing staff and resources, NEA shall explore other calendar dates in July to hold future unscheduled Representative Assemblies other than over the July 4th holiday.

Rationale
Holding the Representative Assembly over the July 4th holiday adds additional costs for both NEA and delegates. Many educators who might otherwise want to participate in the NEA RA are unable to do so.

Submitted By: 50 Delegates
Contact: John Marques, New Jersey

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$27,500.

NEW BUSINESS ITEM 23
WITHDRAWN

NEW BUSINESS ITEM 30

NEA will review and update the Caucus Guidelines so that dues paying active NEA members whose primary job is one that is in public education, but who are employed on a part time basis by the NEA, state or local association, are not banned from caucus activities.

Rationale
The current NEA Caucus Guideline language is being used to disenfranchise and bar active dues-paying members from fully participating in caucus activities.

Submitted By: 50 Delegates
Contact: Christopher Cannella, New Jersey

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications:
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEM 32
WITHDRAWN

NEW BUSINESS ITEM 45
WITHDRAWN

NEW BUSINESS ITEM 51

The NEA shall create and make available membership-recognition categories that identify years of cumulative NEA membership for use throughout the Association at national events, conferences, trainings, leadership programs, and the *Representative Assembly*. Display of membership categories are optional and shall be placed but not limited to being placed on name tags. The membership-recognition categories shall be:

- Emerging Advocate: 0–4 Years
- Advocate: 5–9 Years
- Mentor: 10–19 Years
- Leader: 20–29 Years
- Champion: 30–39 Years
- Pillar: 40–49 Years
- Legacy: 50+ Years

Membership-recognitions may be placed on event credentials and shall be dis-

NEW BUSINESS ITEMS

tributed based on NEA membership records.

Rationale
Recognizing years of NEA membership honors members’ commitment to the Association, public education, and the labor movement. Establishing membership-recognition categories throughout the Association would celebrate member loyalty, encourage continued engagement, foster connections among members, and acknowledge the experience.

Submitted By: 50 Delegates
Contact: Stephanie Johnson, South Carolina

Relevant Strategic Objective (SO)
SO-4 Engage Diverse Leadership

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$6,000.

NEW BUSINESS ITEM 56

The NEA shall provide that for each NEA national conference, including the *NEA Representative Assembly*, each participant shall be eligible for reimbursement of up to \$90 per day for dependent care services.

Rationale
Dependent care costs have increased significantly in recent years, creating financial barriers for members with caregiving responsibilities who wish to participate in NEA governance and leadership activities. Increasing the reimbursement amount will help support broader member participation.

Submitted By: 50 Delegates
Contact: Nishat Taylor, California

Relevant Strategic Objective (SO)
SO-4 Engage Diverse Leadership

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$3,907,000.

NEW BUSINESS ITEM 70

NEA will review the cost of meals provided through the NEA Children’s Camp and identify options to reduce out-of-pocket meal expenses including increasing the number of meals available at reduced cost for participating families.

Rationale
Affordable childcare supports member participation in NEA governance and leadership activities. Reducing meal costs at the NEA Children’s Camp would help make attendance more accessible for members with dependent care responsibilities.

Submitted By: 50 Delegates
Contact: Nishat Taylor, California

Relevant Strategic Objective (SO)
SO-3 Enhance Equity

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$1,000.

NEW BUSINESS ITEM 71

For the purpose of allowing state affiliates to identify sub-groups of membership specific to Specialized Instructional Service Provider (SISP) roles, for organizing and advocacy purposes, NEA shall either

- provide an avenue for state affiliates to edit the position options available for records in IMS; or
- include the following SISP positions as options for use on records in IMS:
 1. Audiologist
 2. Speech and Language Pathologist
 3. Educational Diagnostician
 4. School Psychometrist
 5. Teacher for the Deaf
 6. Teacher for the Blind
 7. Orientation and Mobility Specialist
 8. Adaptive PE Teacher
 9. SLP Assistant
 10. Behavior Analyst
 11. PT Assistant
 12. OT Assistant
 13. Braillist
 14. ASL Interpreter

Rationale
Currently, state affiliates cannot edit the list of positions available, which makes tracking/identifying some sub groups difficult for organizing/advocacy purposes at the state level. Allowing state affiliates to add their own unique positions allows organizing strategies rooted in data.

Submitted By: Majority vote at regularly called meeting of the state delegation in connection with the annual meeting.

Contact: Mary Dooher, Alaska

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$9,000.

NEW BUSINESS ITEM 73

NEA shall create a rubric to be utilized for an ESG (Environmental, Social, and Governance) screening and portfolio audit of its investments. The results of this audit shall be made available in the Budget presentation at the NEA Representative Assembly.

Rationale
Our organization has a responsibility to ensure that membership dues are invested ethically, in accordance with our shared values, and with complete

transparency to the membership.

Submitted By: 50 Delegates

Contact: Melissa Tomlinson, New Jersey

Relevant Strategic Objective (SO)
NO-1 Effective Operations

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$51,000.

NEW BUSINESS ITEM 75
WITHDRAWN

NOTES

We won't always agree.

We'll always be...

one union.

This week we take up some of the most important and challenging issues in our profession. We speak, we listen, and we learn. And even if we disagree, we walk out of this hall the way we walked in — *together*.

Let's show up with conviction for students and with respect for each other.