

Business Items for NEA RA

Updated 6/29/21

Constitutional Amendments

1. To add “other public employees” to the preamble to reflect our current NEA membership
2. To codify current practice that the Association not deny membership to individuals on the basis of gender identify/expression.

Bylaw Amendments

1. To allow an individual re-joining the Association as an Active member after the commencement of the membership year to pay a pro-rated portion of dues for that year.
2. To set dues for Retired members who were previously Active ESP members at 60 percent of the dues for Retired members.

Legislative Amendments

1. Amend page 8, line 40 – add bullet: federal assistance to help schools procure appropriate emergency supplies as indicated in their emergency response system and plan.
2. Amend page 15, line 3 – add bullet: federal funding for programs to assist postsecondary institutions to procure appropriate emergency supplies as indicated in their emergency response plan.
3. Amend page 20, line 46 – amend: improvement in the federal employment compensation law for public education and other public employees that ensures a living wage.

New Business Items

Alpha

The National Education Association, in coordination with national partners, NEA state and local affiliates, racial justice advocates, allies, and community activists, shall build powerful education communities and continue our work together to eradicate institutional racism in our public school system by:

1. Establishing a task force that identifies the criteria for safe, just, and equitable schools, including exploring the role of law enforcement in education.

The task force will:

- Create a clear vision for the NEA on what must be included to create safe, just, and equitable schools for all students.
 - Craft an Association-wide plan in consultation with leaders of current police-free school movements, as well as successful police-free schools legislation across the country, to include developing common language, understanding historical and current student experiences, training and workshops, and opportunities to take collective action.
 - Provide recommendations to amend existing policy, including the NEA School Discipline and School-to-Prison Pipeline Policy Statement (2016), NEA Resolutions, the NEA Legislative Program, and any other related documents.
 - Compile current data that documents the criminalization of Native students and students of color, the disparities in appropriate staffing with mental health professionals and caring educators, and provides analysis comparing the impact of on- site or community-based programs and personnel with the use of law enforcement on campuses.
 - Inform the work identified in numbers two and three.
2. Supporting and leading campaigns that:
 - Advocate for just funding formulas that remedy pervasive resource disparities based upon race, income, and geographic wealth patterns, and advocate for no-cost higher education.

- Reallocate funding to provide students with school-based, non-privatized, non-outsourced services to meet their social-emotional and mental health needs by:
 - Achieving robust staffing levels, including appropriate class sizes, access to electives, art, librarians, and ESPs, and appropriate Higher Ed staffing levels.
 - Training specific school personnel to be full-time restorative practice coordinators and providing all school employees with professional development around cultural responsiveness, implicit bias, anti-racism, trauma-informed practices, restorative justice practices and other racial justice trainings.
 - Training educators to lead on equity and racial justice, leveraging the Leaders for Just Schools curriculum and model.
 - Hiring school-based mental health providers trained to provide culturally appropriate services, such as school counselors, nurses, social workers, drug and alcohol counselors and psychologists, and utilizing trauma-informed, restorative justice practices, meditation/peace centers, and other proven methods to address student health and wellbeing.
 - Eliminate the school-to-prison and school-to-deportation pipeline.
 - Win transformative investments for racially just schools that include addressing the academic, social, and emotional needs of every student through their entire educational journey, including non-biased access to pre-K and post high school opportunities.
 - Seek remedy to economic justice issues including, but not limited to, affordable housing, housing insecurity, food insecurity, and access to health care and childcare.
 - Achieve dramatic funding increases for proven programs such as services for low-income students under Title I and students with disabilities under the Individuals with Disabilities in Education Act (IDEA).
 - Result in greater numbers of Native educators and educators of color in the education profession(s) and the union; specifically in high-quality, full-time, professional or tenure track positions.
 - Result in increased investment to expand community schools leveraging the NEA Community Schools Model.
 - Result in increasing the implementation of culturally responsive education, Critical Race Theory, and Ethnic (Native People, Asian, Black, Latin(o/a/x), Middle Eastern, North African, and Pacific Islander) Studies curriculum in pre-K-12 and higher education.
 - Eradicate racist laws, policies, and practices, the over criminalization of communities, students, and families of Native People and people of color, as well as the criminalization of poverty.
3. Engaging and empowering students, families, community and other key stakeholders in the decision-making process in their schools, districts, higher education institutions, and communities.

To this end, NEA will:

- Expand the development of trauma-informed schools and the implementation of trauma-informed practices in education communities to support learning, social and emotional wellbeing, and inclusive educational environments.
- Leverage Bargaining for the Common Good to engage broad stakeholder groups to win on transforming education communities.
- Provide technical assistance to expand state and local affiliate education community partnerships to deliver professional development and training curriculum targeted to education employees charged with creating affirming accountability practices and supportive climates by:
 - Expanding the implementation of training in age-appropriate responses and interventions, cultural responsiveness and culturally relevant pedagogy, implicit bias, anti-racism, trauma-informed practices, restorative justice practices and other racial justice training.

Numerical

1. NEA shall use its public-facing websites, including educationvotes.nea.org, to publicly promote and affirm its commitment to access voting and that state legislatures should not implement policies that overturn the will of the voters.
Additionally, NEA will partner with external organization in a public-facing national campaign to educate the public about voting that includes state-based lobbying language to condemn all efforts to limit the rights of voters to have full access to the ballot box.
2. NEA will research the organizations attacking educators doing anti-racist work and/or use the research already done and put together a list of resources and recommendations for school districts, locals, and individual educators to utilize when they are attacked. The research, resources and recommendations will all be shared with members through NEA's social media, an article in NEA Today, and a recorded virtual presentation/webinar.
3. NEA will provide support to state affiliates in establishing and implementing a process to collect and distribute funds earmarked for paying educators who do volunteer anti racist work (including, but not limited to, work such as participating in book studies, workshops or presentations, supporting BIPOC (Black, Indigenous and People of Color) students in schools, or any other union work requiring a racial lens that comes from their lived experience and expertise.) This NEA support would include creating a simple application template that statewide unions could adapt for educators to fill out to be paid for their labor. NEA would make sure this template is simple, so they don't create significantly more work for people who are applying for funds. State affiliates will make comprehensive efforts to reach a goal that at least 50% of applications submitted are from BIPOC educators but may still continue with implementation even if that goal is not met. State affiliates will collect and make available this racially aggregated data. They could also encourage members to make a donation of \$25 or more or make monthly contributions in order to offset the cost of credit card fees.
4. NEA will go beyond Land Acknowledgement to explore the concept of "Land Back". NEA will recruit a committee of 10-12 Indigenous members that will reach out to federally recognized tribes for their recommendations about reparations. NEA will report the findings and recommendations to all delegates electronically one month before the 2022 deadline for delegate submissions for the NEA Legislative Program, Resolutions, and Policy Statements, Constitution, Bylaws, and Rules, and give a brief oral report at the beginning of the 2022 RA right after the Land Acknowledgement is read.
5. The NEA will use existing materials to educate its state and local affiliates and members about the dangers of Anti-Transgender Legislation targeting transgender youth in sports and/or restricting their access to gender affirming healthcare. Resources should describe the current legal landscape at the federal and state level, include model language from partner organizations on ways to support modifications to existing laws that prevent such discriminatory applications, provide talking points for advocacy, and link to existing resources for members and state affiliates to use in efforts to prevent the use of such laws as a license to discriminate.
6. NEA will arrange a meeting between leaders who work in the field of Pk-21 Special Education and who are actively involved in Special Education Committee Work or work with the Council for Exceptional Children, and the Education Secretary (Miguel Cardona) and/or the Department of Education to talk about the meaning of Least Restrictive Environment as it pertains to the field of Special Education and appropriate models of inclusion. Furthermore, NEA will advocate and promote the acceptance of the idea that the Least Restrictive Environment is the environment that supports students with Individualized Education Programs to make progress on their IEP goals and should be determined based on the students individual strengths, needs, preferences, and interests, and is often not the environment provided in a full inclusion model.
7. NEA will communicate with all of its members in an email and give them an easy option to request to have physical mail from NEA converted into paperless formats of communication. In addition to this

- NEA will respect members' choices to not receive any physical mail from NEA and stop sending it to the greatest extent possible as allowed by NEA bylaws and policies. The paperless option would also include the option to request to stop NEA sponsored offers we get through the mail to the greatest extent possible according to our bylaws and policies. The communication about options may include tiered options for members such as: 1. request not to receive paper sponsored mail, 2. request all informational mail that does not require member action/response to be sent in digital-formats only, 3. request all physical mail to be converted to digital formats to the greatest extent allowed by NEA bylaws and regulations.
8. NEA will use its resources to contact state association leadership and committee members and ask for their help in order to create an easily accessible document for our members that lists the various state committees and committee members. The document will list the names of state committee members by committee subject and include their contact information (email) with their consent.
 9. NEA will conduct research and publish an article about alternative pathways to graduation for students who experience moderate to severe impacts as a result of their exceptionalities and who are in self contained programs or special education classes for 25% or more of their school day. NEA will post this article on online platforms, publish in the NEA Today and send it to all state affiliates to disseminate to its members. In addition to this NEA will advocate for the creation of pathways to graduation for students who experience moderate to severe impacts from their exceptionalities by helping to set up meetings about this between its member leaders in the field of Special Education and the Education Secretary and/or the Department of Education and will support this effort in practical ways.
 10. NEA will endorse the Educational Equity Now non profit organization by publicly promoting their work on online platforms and/or publishing an article about the work of this organization and/or making an official statement of support for the work being done by this non-profit.
 11. NEA will use online platforms to raise awareness about the impact of period poverty (the lack of access to menstrual supplies) on our students.
 12. NEA will publish a one-page advertisement in up to two issues of the print issue of NEA Today and/or to the appropriate online/mobile platform inviting members to join as Pre-Retired subscribers and providing the benefits of Active members joining as Pre-Retired subscribers. NEA will also similarly publish a one-page advertisement in up to two issues of the print issue of NEA Today and/or to the appropriate online/mobile platform inviting members to join as NEA-Retired members and providing the benefits of NEA-Retired membership.
 13. NEA will form and lead a committee of 12-15 people that includes members from some of the other larger national unions in the country to discuss and address the issues of police unions. The committee will ensure that racial justice is always centered in its discussions and that efforts are made to distinguish between police unions and the rest of the labor movement. The committee will make recommendations to the labor movement on what role we should play in putting an end to police unions' ability to protect violent cops, harmful policing practices, and racist policies that too often lead to the terrorizing and deaths of our students and their family members. These recommendations will be shared via email to state affiliates and via posting on the appropriate NEA website one month before submissions are due for the 2022 NEA Representative Assembly.
 14. WITHDRAWN
 15. NEA shall, using existing channels, including social media platforms, the NEA website, NEA Today, video and other media, publicize awareness, advocacy, accommodations and support tools specifically for students and educators with invisible disabilities. This will be an ongoing effort, with NEA's social and print media platforms lifting up and celebrating individuals with Invisible Disabilities during Invisible Disabilities Week, October 17th-23rd, 2021.
 16. NEA shall use its existing media resources including NEA Today, NEAtoday.org, and NEA Express Today, in addition to its social media platforms to publish and digitally publicize one or more articles

that will explain the importance of students' names, and the need for correct pronunciation thereof. The articles will also delve into the cultural and historical importance of names and their ability to reflect cultural beliefs and familial transmittal of ancestral history.

The Association shall also include in these publications various techniques which will help educators to learn the correct pronunciation of students' names.

17. The NEA President shall write a letter to the University of North Carolina at Chapel-Hill, in support of the author of "The 1619 Project", Nikole Hannah-Jones earning tenure and expressing disappointment and displeasure that the University bent to the pressures of white supremacy in denying her tenure.
18. NEA shall identify, compile and share on NEA EdCommunities, existing "decolonizing the curriculum" resources to educators seeking to be anti-racist in their classrooms and use existing communications and social media to promote it through their affiliates so that rank and file educators can utilize the resources in the classrooms.
19. NEA will advocate for Congress to fulfill its promise of 40% funding of IDEA by using existing communication channels to encourage members to contact their members of Congress, and by hosting panels at the Hispanic, Black, Indigenous and AAPI Congressional Conferences in the fall of 2021. NEA will also highlight the findings of the UCLA Civil Rights Project report, National Analysis Details Troubling Levels of Pre-existing Education Inequities for Students with Disabilities, in appropriate NEA communication vehicles.
20. NEA shall, through a meeting of the Board of Directors, revisit the NEA Standards of Conduct at NEA Events and Meetings and Member Anti-Harassment/Non-Discrimination Policy and Procedures to add
 - A definition for intimidation
 - An example of intimidation to the Unaccepted Category of behaviors.
21. NEA will write a Letter to Secretary Cardona/ U.S. Department of Education requesting that a grant be created within the United States Department of Education budget to provide a livable stipend to all current student teachers to assist with college tuition, housing, transportation, and other necessities, beginning Fall 2022.
22. NEA shall advocate through existing publications, and communications to members, encouraging them to contact Congress for the need of equal access to health care services for all in order to minimize health disparities of students and families in rural and/or multicultural areas.
23. NEA shall advocate for continued support through existing publications, and communications with members, encouraging them to contact Congress for concerted efforts to resolve human trafficking of our students and address negative impacts on our students and school community, such as chronic safety issues, health issues, absenteeism, drop outs, and suicides.
24. NEA will compile and make available (through existing channels) best practices for the retention of Early Career Educators in all education professions by examining most effective practices identified by the Early Career Learning Labs and other effective strategies across all affiliates.
25. WITHDRAWN
26. The NEA will create a toolkit for its members to conduct walk-throughs at their workplaces to record and report unhealthy and unsafe conditions, including but not limited to potential risks in indoor spaces (restrooms, libraries, locker rooms, classrooms, etc.) of poor ventilation, inadequate or ineffective air filtration systems and/or devices, shortages of PPE and safe cleaning supplies, presence of legacy toxins (i.e. PCBs in lighting ballasts, sealants and caulking, mercury in the classroom and gym floors, lead in drinking water and paint, asbestos and glass fibers particulates in HVAC system and acoustical ceiling tiles), rodents, insects, and other pests, excessive noise and air pollution, and other harmful and potentially harmful working conditions.
27. NEA shall, through existing channels, publish an article about the potential benefits of a state-owned banking system, including how a public banking system can help increase investment in school infrastructures.
28. WITHDRAWN

29. The NEA will publicize its support for the Palestinian struggle for justice and call on the United States government to stop arming and supporting Israel and Saudi Arabia. The NEA will further publicize its support for refugee status for the millions of people across the region who are forced to move and seek refuge for themselves and their families because of the ongoing conflict and repression.
30. The NEA shall establish a grant program for state affiliates to create a Health and Safety Committee to:
- inform members of their rights to a safe workplace (contract language, state and local laws, etc.)
 - assist members in whistleblower complaints to rectify risk in their working environments
 - develop a reporting system to gather status of health and safety of worksites
 - keep records on health and safety concerns and violations to OSHA and state laws
 - assist with organizing efforts to lobby and secure safe and healthy working conditions in members' workplaces
 - provide guidance on effective and reliable safety products and companies considered to install, upgrade, and build workplace facilities
 - provide training for members to conduct walk-throughs to identify and assess harms or potential harms in their buildings
 - publicize unsafe conditions in the schools to their communities and decision-makers
 - collaborate with other unions to organize, build power, and advocate for safe and healthy working conditions and/or other endeavors to create and maintain safe working conditions for students and education employees.
31. The NEA will encourage school districts, using existing publications, to refocus their budgets to prioritize community policing. The emphasis should include using mental health professionals, addiction counselors and social workers. There should also be a priority on additional training for SRO's towards the de-escalation of situations involving all students.
32. NEA shall create a training program within the UniServ department to train UniServ staff and association representatives on how to support and effectively represent transgender and transitioning members.
33. The NEA will use appropriate social media to call for mandatory Covid-19 vaccination and testing for all students and staff before returning to face-to face instruction in the Fall and will widely publicize this position. We will further demand and publicize via appropriate social media that safety measures such as social distancing, masking, and proper ventilation be mandatory for all.
34. The NEA will provide research services to state affiliates and/or union locals, upon request, to inform union locals and members as to the health and safety laws and regulations in members' workplaces. The research will also include simple, step-by-step instructions as to how to file a report, including required forms, specific contact information as to where to send the information, and/or whistleblower protections, if any.
35. NEA shall update the Harassment and Discrimination Toolkit (published 2014) to include a gender identity and sexual orientation category.
36. The NEA President shall create a task force of no less than 10 members and no more than 15 to address the concerns about the loss of programs, trainings, conferences that were directly put in place to enhance, promote and encourage minority participation at all levels of the union. The task force after researching the causes of the evaporation of such important items shall report their findings to the NEA Board, along with recommendations that are not limited to the following: restoring programs, trainings, and conferences, impact on budgeting, policy/document updates, and reviewing the current video presentation of the ATA-NEA merger. This task force shall have the necessary resources to complete their task successfully, which shall include bringing in the personnel of their choosing they deem important to extract the data needed to complete their task. The task force should have the diversity of inclusion of members impacted by the perceived concerns.
37. NEA shall use existing digital and print media to promote teaching about the Armenian Genocide by writing an article about the history of the Armenian Genocide, including American's assistance of

- genocide victims and orphans through the Near East Relief. This article shall contain teaching resources from the ANCA-WR Education Committee (www.ancawr-ed.org).
38. The NEA will publicize via appropriate social media a call to end Title 42, the Trump-Era racist policy of turning away immigrants at the southern border and forcing family separations. NEA will further publicize via appropriate social media a call for the shut-down of all child detention centers and support granting refugee status, as well as an increased numbers of work and family visas, to immigrant children and their families.
 39. NEA will publicly (through existing media) convey its support for the accurate and honest teaching of social studies topics, including truthful and age-appropriate accountings of unpleasant aspects of American History, such as slavery, and the oppression and discrimination of Indigenous, Black, Brown and other Peoples of Color, as well as the continued impact this history has on our current society. The Association will further convey that, in teaching these topics, it is reasonable and appropriate for curriculum to be informed by academic frameworks for understanding and interpreting the impact of the past on current society, including Critical Race Theory.
 40. NEA will collect an inventory on land grant institutions and develop a report on the disparities in funding and the current funding model amongst the HBCU's and PWI's. Additionally, NEA will use the data uncovered in this research to develop a public awareness and organizing campaign to pressure states to match the federal dollars HBCU's receive as a part of the Morrill Act.
 41. NEA will work with its partners and affiliates to raise money for and create an awareness campaign which addresses the recent wave of state legislation that prohibits educators and courses from including certain concepts and facts because according to the lawmakers sponsoring this legislation, they have the potential to make some people uncomfortable. As a part of this awareness campaign NEA will work with coalition partners to raise funds in order to create a variety of public messages and will reach out to its members and well recognized actors, musicians, and sports figures in order to solicit their input and help. This campaign will focus on the importance of teaching our students to be able to evaluate the influence of the intersections of identity, including but not limited to, gender, age, race, ethnicity, religion, and class based on the experiences of peoples, groups, and events.
 42. NEA will use existing means to urge state and local affiliates to encourage their states to require Holocaust and Genocide education in all k-12 and higher education public institutions.
 43. Using existing staff and resources, the NEA will highlight affiliates that have used NEA's Opportunity Audit Toolkit and what indicators, other than test scores, they have secured to measure equity.
 44. NEA will encourage state and local affiliates to support efforts to unionize Amazon workers and use existing means and communication tools to publicly communicate that support. NEA will provide an article that indicates why unions are important, especially today.
 45. NEA shall explore development of continuing professional development programs concerning genocide, femicide, and ethnic cleansing. NEA shall use existing resources where possible, but will also reach out to US-based nongovernmental organizations for expertise and possible partnerships as appropriate. NEA will strive to offer the first programs no later than May 2022.
 46. NEA shall call upon all governors and state legislative leaders to fully staff all state boards, panels, committees, councils, and other legally mandated bodies. NEA shall encourage the appointment of educators to vacancies on these bodies when educators meet the eligibility requirements. NEA will also call for these bodies to be allowed to function both freely and fully.
 47. The NEA President will write a letter to US Secretary of Education Cardona encouraging national implementation of Restorative Justice practices in schools.
NEA will investigate a partnership with the administrators' association (the American Association of School Administrators- AASA) for Restorative Justice training and implementation.
NEA will urge state affiliate presidents to train their state officers and boards in restorative practices.
 48. NEA will, in accordance with Resolution C-25 (Family Stability for Children), pursue strategies to publicize the importance of fathers in the positive social-emotional development and greater academic

success for students. Beginning in the fall of 2021, using existing communication resources, NEA will publicize the positive impact fathers have for students. The NEA will publicize the following issues that the presence of a father during a child's life increases the likelihood of positive social-emotional development and academic success of students.

1. Less poverty
 2. Higher graduation rates
 3. Lower rates of incarceration
 4. Fewer teen pregnancies
 5. Fewer suicides
 6. Lower rate of drug and alcohol abuse
49. The NEA will convene a task force to collect and analyze data and metrics about environmental pollution and its impact on America's students and educational communities. This report will be presented to the NEA Board of Directors and used to deliberate about the creation of a research-based NEA Policy Statement on Environmental Equity.
- Data collection will include but is not limited to the following:
1. Data outlining the impact of environmental pollution on students in impoverished communities and/or Indigenous communities of color.
 2. Data outlining the long-term health conditions suffered by communities impacted by environmental pollution (i.e., Flint, Michigan).
 3. Data outlining the dollars spent on special education programs and supports for students who have been impacted as a result of environmental pollution.
 4. A comparative analysis of impacted communities and neighboring non-impacted affluent communities in the same geographic region.
50. **NEA will provide information through existing communications about transformative Social-Emotional Learning (SEL) through the lens of equity, to encourage the development of identity, agency, belonging, curiosity, and collaborative problem solving in students.**
51. NEA will:
- 1) Use existing digital communication to develop and publish resources and provide professional learning opportunities at NEA conferences, meetings, convenings, and trainings to educate members and the general public about the history, culture and struggles of Palestinians including the negative impact on Palestinian Children in regards to access to a quality education, and the recognition and existence of the State of Palestine.
 - 2) Use existing digital communication to publish an article in the NEA Today recognizing the work done by our members fighting for the rights of Palestinian children and families.
 - 3) Publish resources on Edjustice for educators to advocate and educate on the Palestinian struggle within their schools and communities.
 - 4) Partner with the 'No Way to Treat a Child' campaign to advocate for the end of detention, occupation and abuse of Palestinian children.
 - 5) Publicly endorse statements defending the rights of Palestinian children and families made by United Nations or other national organizations.
 - 6) Highlight state and local affiliate obligations to protect members advocating for Palestinian rights.
52. **Submitted by Michigan's Karen Abella, Region 7**
NEA will provide ongoing and updated information through existing communication channels about the new WIDA standards (formerly known as World-Class Instructional Design and Assessment standards) so all education professionals will have access to updated information in participating states.
53. **submitted by Michigan's Ann Marie Borders, Region 3**
NEA will provide state and local associations the funds necessary to create and/or attend NEA, state, and local affiliate-created virtual professional development workshops, webinars and/or

blended learning classes. NEA will promote these sessions through existing communication channels. NEA will work with affiliate member groups to ensure that these opportunities are available to all members. NEA will encourage and collaborate with affiliates to compensate members who create and lead these trainings.

54. The National Education Association from this point forward will no longer hold its Representative Assemblies or any of its national conferences in any state that openly supports voter suppression, including states that revoke voting rights for people who are convicted of felonies who have completed their sentence.
55. NEA will promote the use of strength-based labels and titles rather than deficit labels in existing communication channels, by publicizing that school ascribed designations in reading and language can reinforce negative self-concepts and the perception that students cannot achieve.
56. The NEA will determine the cost of a Department of Health and Safety within the organization, including hiring a director/administrator with a strong background in public health and/or occupational health and both policy and environmental/industrial hygiene technical experts as staff. The duties of this department will include such tasks as:
 - establishing contacts with relevant federal agencies (especially OSHA, NIOSH, EPA, CDC);
 - maintaining relationships with key allies, such as 21st Century Foundation, APHA, and other environmental organizations;
 - coordinating within NEA to monitor, lobby, and advocate for federal legislative and regulatory policy;
 - crafting model legislative and regulatory policies for state affiliates;
 - organizing and supporting effective district-wide and school health and safety committees;
 - assisting state affiliates and union locals to evaluate and resolve health and safety problems;
 - assisting with or conducting education and training programs for state affiliates, union locals, and health and safety representatives, committees, officers, and staff;
 - participating in legal cases involving health and safety to assist state affiliates and union locals;
 - advocating for better health, safety, and environmental regulations, standards, and laws to protect our members, students, the public and our communities;
 - assisting as needed with negotiations to strengthen health and safety language in collective bargaining agreements;
 - assisting with health and safety issues associated with organizing new union locals.

This budget proposal will be presented to the NEA Strategic Planning and Budget Committee for consideration and a report will be made to the 2022 NEA Representative Assembly.
57. The NEA President will write a letter to U.S. Secretary of Education Cardona encouraging the U.S. Department of Education to adopt a national recommendation of a minimum 30 minute recess period at the elementary level.
58. The NEA will generate a Greenwood and Beyond initiative. The goal is to make sure all students learn what happened not just in Tulsa, but in several black townships during "The Red Summer" of 1921. Furthermore, NEA will work with historians and educators to create an online resource database that will store curriculum for "Greenwood and Beyond." This database will provide educators with information that can be used to educate students in the factual account of what happened during that period.
59. NEA shall use existing resources to advocate that charter schools need to adhere to the same stringent environmental requirements followed by traditional public schools prior to building any new campus, in order to avoid a charter school from being built on toxic grounds. This includes proper review of potential land and thorough clean-up involving a state environmental agency. No charter school should be allowed building plans without approval by said state agency. Lastly, no charter school shall be allowed for their building plans to fall under a waiver or ministerial project (exemption). All building projects involving charter schools must adhere to strict building codes overseen by a public agency that

- will look out for the best interests of students, staff, and community members. This is for the purpose of preventing charter schools from being built on toxic sites.
60. NEA Will:
1. Create a diverse committee integrated by ESPs, retired educators, k-12 educators, higher education professionals, and other members from different backgrounds, races, ethnicities, religions, genders, classes, sexualities, gender identities, immigrant status, age, language, ability, and culture.
 2. Support the committee to gather information and evaluate how schools are organized, equipped, and structured to promote social justice, inclusion, equity, and equality to meet the current emotional and social needs of students.
 3. Help the committee write a report with recommendations for building, reorganizing, and equipping schools to provide improvements such as creation of Dream Centers and Multicultural Centers, Restorative practices policies, and other programs in school.
 4. Use existing NEA communication channels such as website, email, NEA Today, publications, and NEA conferences to disseminate the recommendations.
61. NEA will fund training materials and space for two half-day safeTALK (suicide alertness) classes for up to 30 delegates per class at an RA event in 2022.
62. NEA will:
- Coalition-build partnerships with organizations to demand contractual protections for working mothers and parents.
 - Draft model contract language to build access to worksite childcare for infant, toddler, and pre-kindergarten children and flexibility for workplaces that enables working care-givers to meet their family's needs that adequately meet the financial and developmental needs of our community's youngest members.
 - Demand employer-sponsored childcare and subsidized discount agreements with local non-profit and home-based providers.
 - Coalition build with the child care provider industry like the Child Care Providers Union to support a fair and living wage for child care providers.
 - Develop a comprehensive plan to provide a pathway to continue with existing programs into Early Education Centers and Transitional Kindergarten programs.
 - Publish articles through its appropriate media properties about how NEA is elevating the demand to improve work conditions that support working families by providing convenient, reliable, and high-quality worksite childcare.
 - Publish articles detailing the cost savings as to how it relates to onsite childcare and how it can be used to capacity build the educator pipeline to recruit and retain talent for the education field that may want to start a family or plan one in the future, lower absenteeism, help mothers return to work after maternity leave, reduce turnover, create good morale, and offer emotional security for parents.
 - Push out culturally relevant message as outreach with the above-mentioned topics out to community-run news outlets, ethnic media outlets in most common languages spoken at homes: Spanish, Mandarin, Cantonese, Tagalog, Vietnamese, Arabic, French, Korean, Russian, German, Haitian Creole, Hindi and Portuguese when possible in sound and print. When possible use contracted services of women-owned small businesses and minority-owned businesses for in-language communications, interpretation, and translation services.
 - Have an email and/or develop a hashtag to collect the progress stories and data points across the nation to continue the momentum to make worksite childcare a reality.
63. NEA shall research (and report back before the next RA) the impact of the “reasonable assurance” standard on state laws (in particular, in Washington and more recently in New Jersey), as well as how recent incremental shifts in interpretation of the standard by the U.S. Department of Labor (2016, 2020) have affected implementation of the “reasonable assurance” standard at the state level.

64. The NEA will educate its members, using existing electronic media, about the positive effects that having a tax-supported, single-payer health care plan for all residents of the United States, its territories, and the Commonwealth of Puerto Rico would have on reducing the US healthcare gap.
65. WITHDRAWN

Policy Statement Amendments

- B-1 Privatization and Subcontracting Programs
Amend page 7, line 27-28; 33-35:
The term “public private partnership” means an arrangement between private investors and a public entity regarding the financing and/or operation of public projects;
The term “social impact bond” means an arrangement between private investors and a public entity in which the private investors pay the up-front cost of providing the service and the government repays the costs – with interest – only if goals are met;
- G-1 Charter Schools
Amend page 26, line 10-11:
~~Fully virtual or online charter schools~~ Fully virtual, online, or non-classroom based charter schools cannot, by their nature,
- B-2 – Privatization and Subcontracting Programs
Amend page 8, line 15-16:
Has the purpose or effect of causing or maintaining racial segregation, including institutional or systemic racism, in the public schools.
- B-3 Privatization and Subcontracting Programs
Amend page 9, line 32-34:
On this latter basis, NEA opposes the use of private-sector transportation companies if it results in the displacement of publicly-employed school bus drivers, the use of private-sector food service companies if it results in the displacement of publicly employed school cafeteria workers, and any other program that simply replaces public education employees with private-sector employees. NEA opposes the use of private sector companies that are hostile to labor unions or that interfere with employees in the exercise of their right to organize and bargain collectively. NEA opposes no-bid contracts with private sector companies. NEA opposes Request for Proposals (RFP) that do not affirmatively provide opportunities for female and minority owned businesses to compete.
- B-4 Privatization and Subcontracting Programs
Amend page 10, line 3-11:
Social Impact Bond
NEA opposes Social Impact Bonds – agreements in which the private sector funds a service and the government repays it with interest if outcome targets are met. First, SIBs always cost more. Payment includes the actual underlying service plus layers of private actors and data collectors, each of whom requires its own profit. Second, the SIB by definition focuses on metrics, numerical indicators of outcomes. Thus, choosing the metric is the key to success, not success itself so the program design “teaches to the test.” Even worse, SIB’s can distract from efforts to solve the actual problem. The existence and availability of SIB funding changes the question from “what’s the best solution?” to “what can be funded by a SIB deal?” Options that aren’t interesting to investors or less amenable to simple measures are excluded from consideration. Yet complex problems cannot be reduced to simple metrics.