



**MICHIGAN EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
2026 HANDBOOK**

Table of Contents

Before You Arrive

What Every Delegate Should Know and Do	3
Delegate Resources Information	6

Section A

Schedule	8
Microphone Procedures.....	11
Caucus Room Assignments & Delegate Allocation.....	12
Kellogg Center Map	13
Assembly Hall Seating Chart.....	14
MEA Region Map & Board.....	15
Candidate Flyers.....	16

Section B

Minutes of the 2025 MEA Representative Assembly.....	22
Report Card on 2025 New Business Items.....	64

Section C

NEA Directors' Report.....	66
Annual Report.....	70

Section D

Proposed Budget.....	93
Errata Sheet	96

Section E

MEA Family Org Chart.....	110
---------------------------	-----

Section F

Rules and Regulations.....	113
----------------------------	-----



WHAT EVERY DELEGATE SHOULD KNOW AND DO

...whether you are a voting delegate or an ex-officio member of the MEA

Your Role

The MEA Representative Assembly (RA) is the legislative and policymaking body of the association. Here all the concepts, policies and beliefs of the various units of the MEA converge and, if the association is to be effective, must emerge as a coordinated program of action that will give direction and purpose. As a delegate, you represent your constituents. Although you may come instructed, you should listen to issues with an open mind, avoid provincialism, and vote for the good of both the association and the profession as a whole. You must share in the art of political compromise, developing policies on a statewide basis rather than a local basis. The success of the RA and the effectiveness of its actions rest with you...the delegate.

Doing your Homework

- Study your RA mailings.
- Read the minutes of the previous RA.
- Study the MEA Constitution and Bylaws to familiarize yourself with their provisions.
- Study the minutes of meetings of the MEA Board of Directors that reflect current issues.
- Review the Platform and Resolutions adopted by the previous RA.
- Discuss current issues with members of your MEA local.
- Attend all meetings of your region council and MEA local that are held prior to the RA.

Credentials

At the time of registration and upon showing proper photo ID, each delegate will receive a credentials card. An up-to-date list of delegates is included in the RA Handbook. Report any discrepancy in your credentials card to the Credentials Committee. If you are unable to attend the RA, notify your local president on the form provided so that a duly elected alternate may attend. The Notice to Seat Alternate form can be found under the Forms section of www.mea.org/governance.

Registration

Please note that you must RSVP by pre-registering for the MEA RA. Pre-registration is required to assist in planning for meals, printed materials, seating, etc. To pre-register, go to <http://www.mea.org/login> and log in (if you do not have a login, please create a new account). Choose *Upcoming Events* and then *2026 MEA Representative Assembly*. After pre-registering, you should immediately receive a confirmation email. If you do not receive a confirmation email, please send an email to mea_ra@mea.org. Delegates can register in the Kellogg Center's central lobby starting at 11:00 a.m. on Friday, April 17. Delegates must register at the section corresponding to the first letter of their last name. Identify yourself by name and local and present one piece of photo ID (e.g., driver's license). When you register you will receive your credentials card, ribbon and other materials pertinent to the business of the RA. **Do not forget to register and vote; your reimbursement depends on it!**

What to Bring with You to the RA

All delegate materials will be emailed to you in advance of the RA. Materials will also be posted on the Representative Assembly Delegate Resources page at <https://mea.org/representative-assembly-resources/>. **You will need your MEA Member login and password to access.**

The First Session

The RA begins with a business session at 2:00 p.m. on Friday, April 17. At business sessions, according to action by the Board of Directors, delegates will be seated by region. The RA has also adopted a policy permitting ex-officio delegates to be seated with their region delegations, although these persons may not be voting delegates. Any MEA member in good standing may attend the business sessions and shall be seated in the visitor section, located next to the delegate seats.

Business to Present?

At the business session, the RA votes to adopt the order of business as printed in the handbook. Amendments to the order of business may be made at this time by motion from the floor.

Do you Wish to Speak?

Around the assembly hall are floor microphone stands—each one bearing several numbered and colored cards. No one may speak to a motion until the presiding officer has recognized them. To get the presiding officer's attention, a delegate proceeds to the nearest microphone, takes the appropriate color card from the microphone stand and holds the card so it is visible to the chair. When the presiding officer recognizes them, the delegate gives their name and MEA region. Sessions are recorded, and identification of speakers is necessary for complete and accurate records. Ex-officio delegates may speak to any issue on the floor of the RA and may make or second a motion, however, the MEA Constitution provides that ex-officio members shall not have voting power. Microphone cards are color-coded as follows:

GREEN	Speaking in favor of the motion	YELLOW	Request for information, clarification, parliamentary inquiry
RED	Speaking against the motion	WHITE	Original motion to open discussion or to amend original motion or motion to close debate

Motions

Any issue properly placed before the RA may be debated. If there is no motion on the floor, a delegate must present one before any discussion is permissible. When a motion has been made and seconded and a delegate has been recognized, the delegate may:

- speak in favor
- speak in opposition
- move to amend (delete and/or substitute)
- move to table
- Move to refer to committee
- Ask for a point of information or a point of order
- Move the previous question (close debate)

Making Decisions

Usually, action is taken by the RA on a voice vote. If the result of a voice vote is uncertain, any delegate may call for a division of the house or a poll of the delegation, provided there are nine other delegates desiring a poll. On division of the house, the chair will first ask those delegates in favor of the motion to rise and then ask those in opposition to rise. When a request is made for a poll of the delegation, one delegate from each region, designated as region caucus chairperson, will poll delegates in their region and announce results to the chair. At the presiding officer's discretion, balloting on any matter may be by roll call of the delegates.

We Resolve...

The MEA Platform and Resolutions are the basis of the association's action program. These items are presented by the Resolutions Committee upon the direction of the local units and reflect the direction in which these units wish the association to move. Delegates wishing to introduce amendments to the resolutions or items of new business may present recommendations to the Resolutions Committee at its station on the floor of the assembly hall by 6:30 p.m. on Friday or one hour after the close of session, whichever is earlier.

Nominations

Nominations for each elective office shall be made from the floor microphones and shall be by name, local association and MEA region only. Candidates for Minority Person, 3-1(g), education support professional, higher education person on the MEA Board, NEA state director and alternate NEA state director who are nominated shall be given an opportunity to address the delegate body, such presentations are limited to three (3) minutes per candidate. In the event that the number of candidates is equal to the number of vacant positions, no speeches shall be given by the candidates. Nominations for election to commissions will be made by name, local association and region only.

Campaigning

Candidates or their sponsors may provide campaign materials to be distributed to delegates. The rules of the RA forbid the distribution of campaign materials in the assembly hall, at meal functions or at the registration desk. All campaigning shall cease at midnight of the day prior to the election. All campaign materials must be removed from the RA venue prior to the established time for the polls to open. No campaign materials may be distributed or worn after the polls are open on the day of elections. Polls will be open Saturday from 8–9:00 a.m. Elections Committee members will assist at this time. Delegates must present their credential cards and photo ID to receive ballots.

Meals

A dinner buffet will be served on Friday, and a continental breakfast and buffet lunch will be served on Saturday. Delegates are urged to attend these functions. If a meal is catered at the RA and you choose to have a meal elsewhere, you will not be reimbursed. Please see the expense policy for reference.

Reimbursement

Expense vouchers will be emailed to attendees and are also located at the information desk. Use these forms to record expenses as they are incurred during the RA. Your attention is directed to the reimbursement guidelines on the voucher. Itemized receipts are required.

- **NOTE: Administrative Policies will be adhered to regarding voting to be reimbursed** (*VIII. Delegates to the Representative Assembly, E. Expenses of delegates*).
- Return the completed voucher and receipts to mea_ra@mea.org or turn in your voucher at the close of the RA at the information desk. The deadline for submission of 2026 MEA RA vouchers is June 2, 2026. You may retain the bottom portion of the voucher for your records. Checks will be mailed to delegates within four weeks of the date the voucher is received (as long as all receipts have been provided).

See it Through

Business sessions may be prolonged, however, important decisions often come at the end of a session and a delegate's absence may create lack of a quorum. You owe it to yourself, to your MEA local and to the association to stay with the session until the adjournment gavel falls.

Representing is Reporting

It is difficult to describe the workings of the RA to those who did not attend, however, it is the obligation of each delegate to report to their constituents the basic decisions that the RA made and to try to show how different points of view appeared and how controversies were resolved. This is a large part of your responsibility as a delegate.

2026 MEA RA Elections

Candidates are to be elected to the following Board seats as indicated:

MEA President for a three-year term beginning July 15, 2026 and ending July 14, 2029

Declared Candidate(s): Chandra Madafferi, Region 7

MEA Vice President for a three-year term beginning July 15, 2026 and ending July 14, 2029

Declared Candidate(s): Robert Callender, Region 6

MEA Secretary/Treasurer for a three-year term beginning July 15, 2026 and ending July 14, 2029

Declared Candidate(s): Aaron Eling, Region 9

NEA State Director One for a 3-yr. term beginning September 1, 2026 and ending August 31, 2029

Declared Candidate(s): Heather Schulz, Region 6

Alternate NEA State Director for a partial term beginning immediately and ending August 31, 2027

Declared Candidate(s): Candice Ridley, Region 7 and Jerry Lombardo, Region 12

One (1) faculty EA member to the MEA Board of Directors representing a 4-year university for a three-year term beginning July 15, 2026 and ending July 14, 2029

Declared Candidate(s): Marcia Mackey, Region 12

One (1) faculty EA member to the MEA Board of Directors representing a 2-year community college for a three-year term beginning July 15, 2026 and ending July 14, 2029

Declared Candidate(s): Brian Littleton, Region 10

Candidates are to be elected to the following commissions as indicated:

Legislation Commission

One (1) position for a partial term beginning immediately and ending August 31, 2028

Two (2) positions for three-year terms beginning September 1, 2026 and ending August 31, 2029

Declared Candidate(s): Erica Davis-Hernandez, Region 7

Local Affiliates Commission

One (1) position for a partial term beginning immediately and ending August 31, 2026

Two (2) positions for three-year terms beginning September 1, 2026 and ending August 31, 2029

Declared Candidate(s): Melissa Cisnero, Region 15 and Melissa Dodge, Region 7

Need Help?

The following experienced individuals can provide help:

- Executive Office staff at MEA headquarters (800-292-1934)
- Your local president
- Your regional representative to the MEA Board of Directors

Resources: You may also access the MEA Representative Assembly Resources page at:

<https://mea.org/representative-assembly-resources/>



MEA

DELEGATE RESOURCES

MEA REPRESENTATIVE ASSEMBLY (MEA RA)

You must have MEA RA Delegate credentials to access.

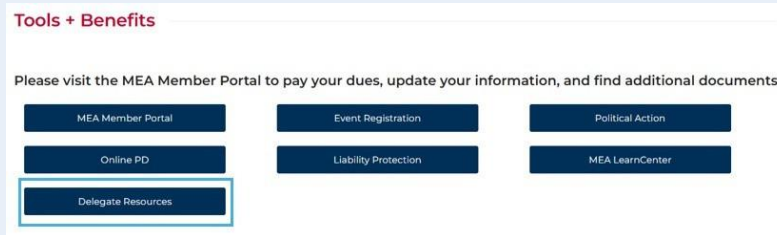
1

Go to mea.org | select **MEMBERS ONLY**



2

LOGIN/HOME to login | select **Delegate Resources**



— OR —
Scan the QR



MEA RA
Delegate Resources

RA AGENDA

- > Tentative Schedule
- > Annual Report

BUSINESS PROCESS OVERVIEW

- > What Every Delegate Should Know
- > Rules and Regulations for the RA

DELEGATE HANDBOOK

- > 2026 Delegate Handbook

CANDIDATES FOR OFFICE

- > Elections Notice
- > Commissions Elections Letter
- > Nominating Petition

ESP Caucus

- > ESP Nominations

DOCUMENTS FOR DELEGATES

- > PAC Letter

ACTION ITEMS

- > Errata Sheet for MEA Platform, Goals & Objectives & Resolutions
- New Business Items**

GOVERNANCE DOCUMENTS

- > MEA Governance

BUDGET

- > 2026-27 Proposed Budget & Budget Summary

INFORMATION ITEMS

- > Report Card on Implementation of 2025 Actions (NBIs and Committee Recommendations)
- > Region Map, Including Board Members

DELEGATION FORMS

- > Notice to Seat Alternate
- > Amendment to Budget
- > Amendment to Goals & Objectives
- > Amendment to New Business Item
- > Amendment to Resolution/Platform
- > Amendment/Substitution for Rules and Regulations
- > New Business Item
- > New Resolution

30, 60 and 90-Day DELEGATE PACKETS (sent by email)

LOGISTICS FOR DELEGATES

- > Hotel Info
- > Directions to Kellogg Center
- > Choose Lansing (Restaurant Options)
- > Mileage Chart
- > Expense Policy & Expense Voucher for Delegates
- > Expense Voucher

RA SUPPORT

We're here to help you! Please email mea_ra@mea.org with any questions you may have.

MEA RA PARKING LINK

GUESTS WILL NEED TO PRE-REGISTER USING THE LINK OR REGISTER IMMEDIATELY UPON ARRIVAL TO CAMPUS.

Valid in LOT 66/RAMP 4

<https://www.offstreet.io/events/LD30BWPG>



Section A

Agenda

Microphone Procedures

Caucus Room Assignments & Delegate Allocation

Kellogg Center Map

MEA Region Map & Board

Candidate Flyer

MEA 2026 MEA Representative Assembly Agenda

FRIDAY, APRIL 17, 2026 – FIRST SESSION

- I. Registration – 11:00 a.m. – 5:30 p.m. (South Lobby)**
- II. Exhibits – 11:00 a.m. – 5:00 p.m. (Red Cedar AB)**
- III. Interest Group Caucus Meetings – 12:00 p.m. – 1:30 p.m.**
 - A. Executive Committee, Region Caucus Chairs, Parliamentarian – Willy (lunch)
 - B. Local Option Coalition – Room 105AB (lunch)
 - C. ESP Caucus – Lincoln (lunch)
 - D. MAHE – Room 106 (lunch)
- IV. Meeting of the Representative Assembly – 2:00 p.m. (Big Ten ABC)**
 - A. President's Welcome
 - B. Pledge of Allegiance and National Anthem
 - C. Land Acknowledgment
 - D. Introduction of Platform Guests:
 - 1. President, Vice President, Secretary-Treasurer, Senior Executive Director
 - 2. Parliamentarian
 - 3. Executive Office Administrative Specialists
 - E. Introduction of MEA Board of Directors and Assembly Committees:
 - 1. MEA Board of Directors
 - 2. NEA Directors
 - 3. Credentials Committee
 - 4. Elections Committee
 - 5. Resolutions Committee
 - F. Credentials Report
 - G. Adoption of MEA Event Standards of Conduct
 - H. Adoption of Rules and Regulations of the MEA Representative Assembly
 - I. Adoption of Order of Business
 - J. Approval of Minutes of 2025 Representative Assembly

- K. Nominations for Candidates
 - 1. MEA Officers
 - a. President
 - b. Vice President
 - c. Secretary-Treasurer
 - 2. NEA Director
 - a. One Director for a Three-Year term
 - b. One Alternate Director
 - 3. MEA Board of Directors At-Large
 - a. One Faculty EA Member – 4-year university
 - b. One Faculty EA Member – 2-year community college
 - 4. Commissions
 - a. Legislation Commission
 - 1. One Partial Term Position - Beginning Immediately
 - 2. Two Full Term Positions – Three-Year
 - b. Local Affiliates
 - 1. One Partial Term Position - Beginning Immediately
 - 2. Two Full Term Positions – Three-Year
- L. Senior Executive Director Remarks
- M. PAC Information
- N. Announcements and Adjournment

V. Region Caucus Meetings – 4:45 p.m. - 5:30 p.m. (or immediately following adjournment)

New Business is due by 6:00 p.m. to Resolutions

VI. Evening Activities

- A. MSU UTSF Celebration Dinner – 6:30 p.m.-8:00 p.m. (Big Ten ABC)
- B. Brett Smith for NEA Campaign – 8:00 p.m. - 9:00 p.m. (Lincoln)
- C. Afterglow – 9:00 p.m. - 11:00 p.m. (Big Ten ABC)
- D. Euchre – 9:00 p.m. - 11:00 p.m. (Lincoln)
- E. Game Room – 9:00 p.m. - 11:00 p.m. (Room 110)



SATURDAY, APRIL 18, 2026 – SECOND SESSION

I. Registration – 7:30 a.m. – 2:00 p.m. (South Lobby)

II. Exhibits – 8:00 a.m. – 3:00 p.m. (Red Cedar AB)

III. Continental Breakfast – 8:00 a.m. - 9:00 a.m. (Big Ten ABC)

IV. Elections - 8:00 a.m. - 9:00 a.m. (South Lobby)

V. Region Caucus Meetings – 9:00 a.m. - 10:15 a.m.

VI. Meeting of the Representative Assembly – 10:30 a.m. (Big Ten ABC)

- A. Call to Order
- B. Credentials Report
- C. PAC Announcement
- D. State of the Union Presentation
- E. Business of the Association
 1. Items of Old Business
 2. Platform, Resolutions and Goals & Objectives
 3. Elections Report (Announcement of run-off election if necessary)
 4. Items of New Business
 5. Approval of the Budget
- F. Awards
 1. The Paul Blewett Friend of Education Award
 2. The Gretchen Whitmer Champion of Education Award
- G. Final PAC Update
- H. Acknowledgment of MEA Board of Directors
- I. Adjournment
- J. Points of Personal Privilege

NOTES:

- If a third session is called to order after lunch based on the time/length of business, a new credentials report will be given by the committee.
- PAC Drawing ends at noon on April 18, 2026.
- Boxed lunches will be served for lunch.
- Items on this agenda are tentative.



Microphone Procedure

The procedure outlined below will be followed at the Representative Assembly.

An attempt will be made to alternate speeches on all motions that come before the Assembly – one speech in favor and one speech against.

1. Four cards will be available at each microphone on the floor of the Assembly Hall:
 - a. The **green** card will signify a speech in favor of the motion before the body.
 - b. The **red** card will signify a speech against the motion before the body.
 - c. The **yellow** card will signify a request for information, clarification, parliamentary inquiry, etc.
 - d. The **white** card will signify:
 - (1) an original motion to open discussion
 - (2) a motion to amend the original motion, or
 - (3) a motion to close debate
2. Any delegate wishing to speak on an issue will go to the microphone, select the appropriate card and raise the card to receive recognition.
3. A record of the order of recognition will be kept at the platform and the President will be so advised.

The intent of this procedure is not to limit debate or to prevent any delegate from speaking, but to expedite the business of the Representative Assembly.



MEA RA REGION CAUCUS ROOM ASSIGNMENTS

2026 MEARA- Kellogg Center, East Lansing, MI

April 17-18, 2026

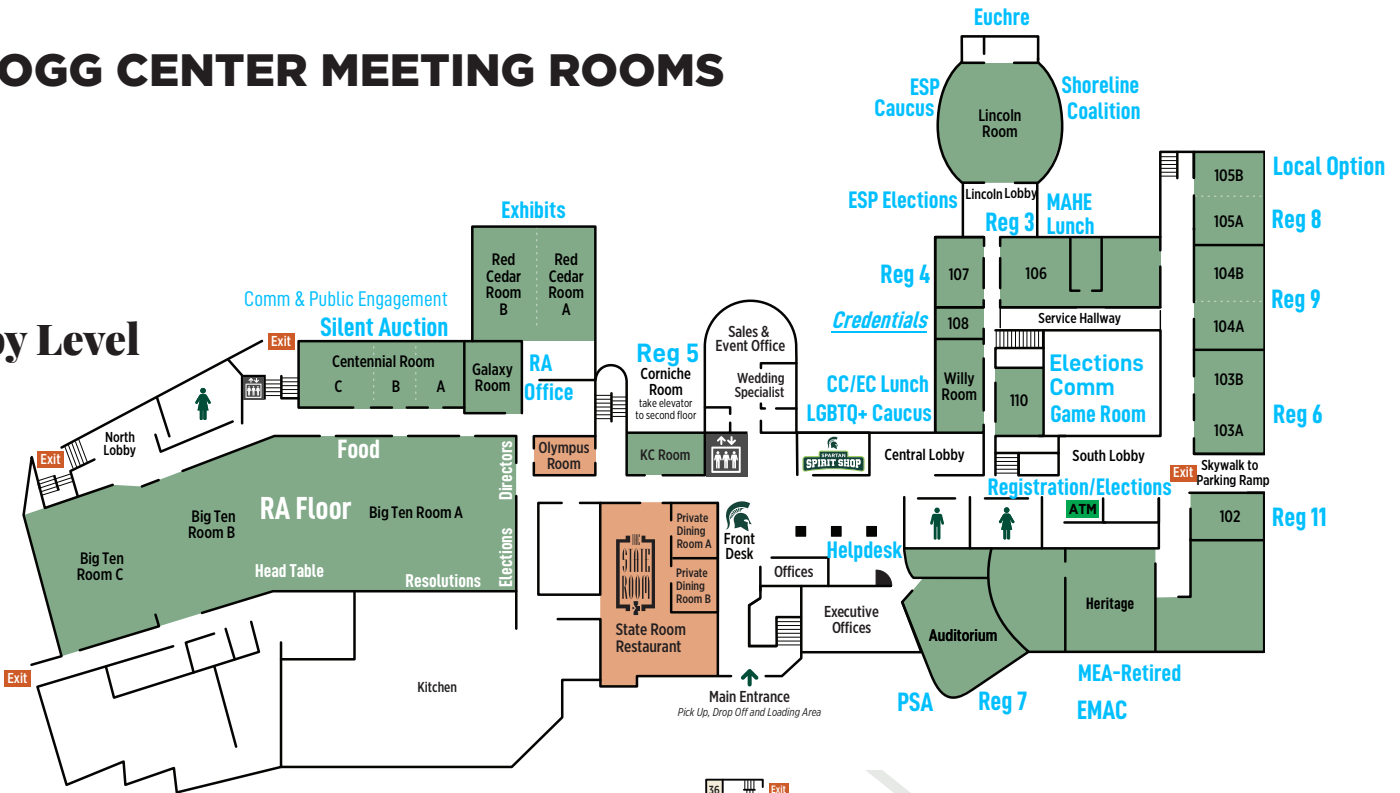
Region	Room Assignment	Delegate Seats
Region 2	Conf Room 62 - LL	49
Region 3	Room 106	36
Region 4	Room 107	10
Region 5	Corniche - 2nd Level	35
Region 6	Room 103 AB	58
Region 7	Auditorium	78
Region 8	Room 105 AB	55
Region 9	Room 104 AB	49
Region 10	Conf Room 61- LL	22
Region 11	Room 102	19
Region 12	Michigamme	20
Regions 13-18 Shoreline Coalition Caucus	Lincoln	56
MEA-Retired	Heritage	41
	Total MEA RA Delegates:	527

Higher Education (HE) and Education Support Professionals (ESP) delegates will caucus within their respective regions.

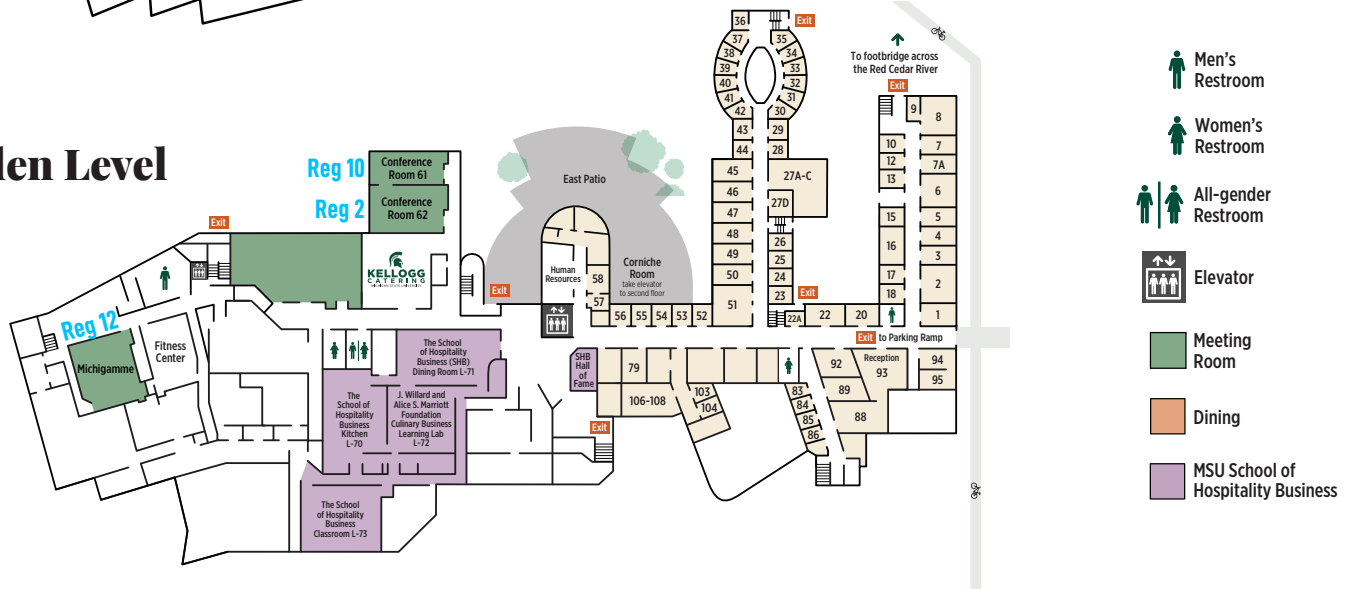
Registration	Lobby
Exhibits & Candidates	Red Cedar AB
PAC Silent Auction & Exhibits	Centennial ABC
General Sessions	Big Ten ABC
Meals	Big Ten ABC
MEA Office	Galaxy




KELLOGG CENTER MEETING ROOMS

Lobby Level



Garden Level

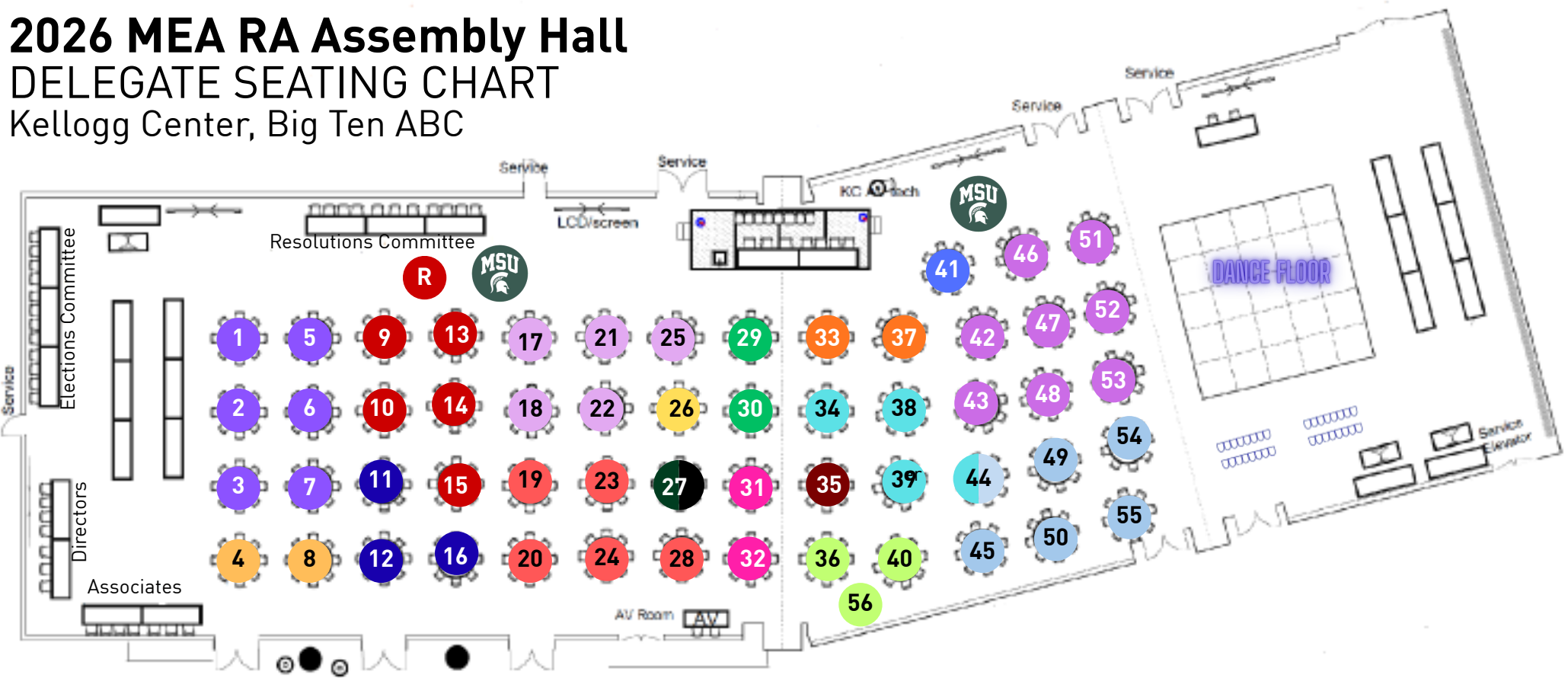


-  Men's Restroom
-  Women's Restroom
-  All-gender Restroom
-  Elevator
-  Meeting Room
-  Dining
-  MSU School of Hospitality Business

2026 MEA RA Assembly Hall

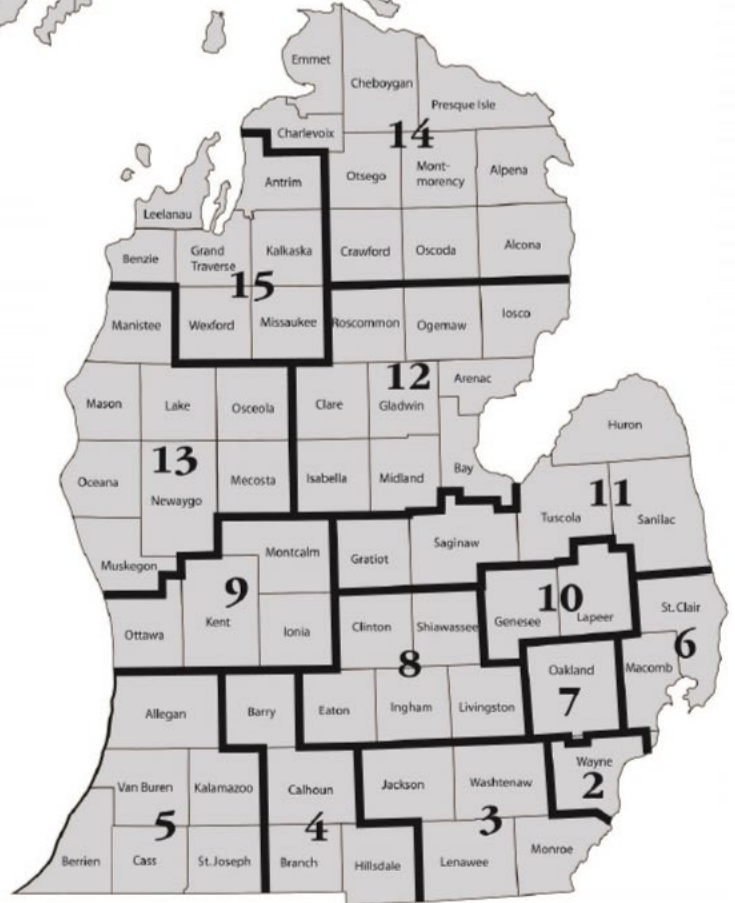
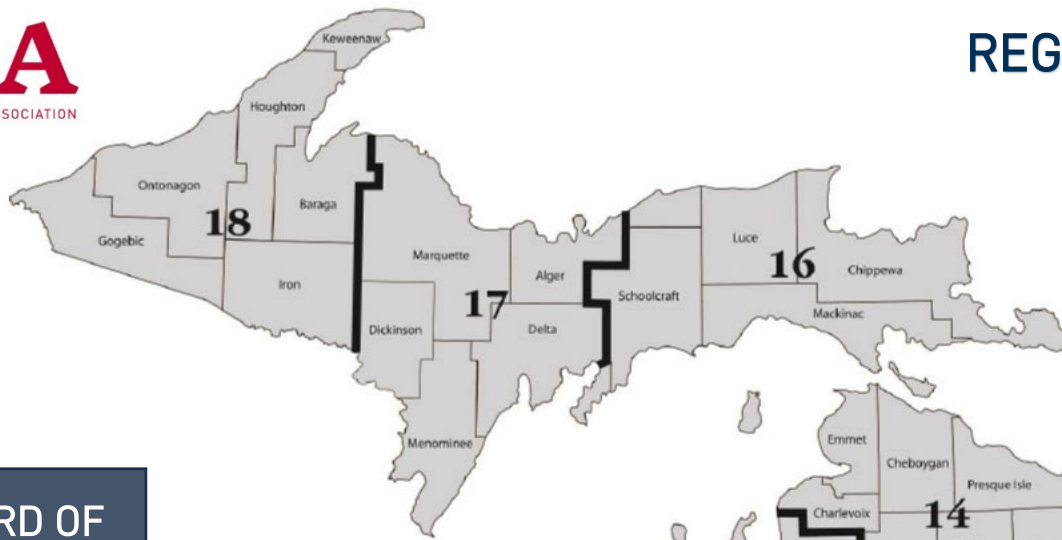
DELEGATE SEATING CHART

Kellogg Center, Big Ten ABC



- | | | |
|--|-----------|--------------------------------|
| | Region 2 | 44, 45, 49, 50, 54, 55 |
| | Region 3 | 34, 38, 39, 44 |
| | Region 4 | 41 |
| | Region 5 | 11, 12, 16 |
| | Region 6 | 1, 2, 3, 5, 6, 7 |
| | Region 7 | 42, 43, 46, 47, 48, 51, 52, 53 |
| | Region 8 | 17, 18, 21, 22, 25 |
| | Region 9 | 19, 20, 23, 24, 28 |
| | Region 10 | 33, 37 |
| | Region 11 | 4, 8 |
| | Region 12 | 36, 40, 56 |
| | Region 13 | 29, 30 |
| | Region 14 | 31, 32 |
| | Region 15 | 35 |
| | Region 16 | 27 |
| | Region 17 | 26 |
| | Region 18 | 27 |
| | Retired | 9, 10, 13, 14, 15, R |

Visitor Seating



MEA BOARD OF DIRECTORS

PRESIDENT
Chandra Madafferi

VICE PRESIDENT
Brett Smith

SECRETARY-TREASURER
Aaron Eling

SENIOR EXECUTIVE DIRECTOR
Erik Edoff

REGION 7
Andi Catalina
Jason Cichowicz
Chris DeYonke
Robert Gaines, III
Matt Gonzales
Kecia Jones
Fred McFadden, Jr.

REGION 8
Kristi Craig
Christina Frenzel
Zondra Sickles Blake
Jeffry Wilson

REGION 2
Steve Conn
Heather Fitchpatrick
J.J. Lockwood
Heidi Posh

REGION 3
Jim Brousseau
Percy Brown
Matt Deloria
Santino Gaitan

REGION 4
Anthony Pennock

REGION 5
Jeff Bopp
Roy Freeman
Kim Largen

REGION 6
Bob Callender
Eric Kehres
Cathy Murray

REGION 9
Eric Bye
Matt Marlow
Erin Monk
Jeff Pietrowski
Melissa VanGessel
Wendy Winston

REGION 10
Karen Christian

REGION 11
Marci LaValley
Roger Rothe
Jennifer Shelito

REGION 12
Marcia Mackey
Jennifer VanDuinen

REGION 13
Deeann Skov
Melissa Treppa

REGION 14
Greta Brock

REGION 15
Allyson McBride-Culver
Genevieve Minor

REGION 16
Andrew Long

REGION 17
Paulette Pepin

REGION 18
Eric Ghiggia

RETIRED
Connie Boylan
Barb Schram



NEA Board of Directors

Allyson McBride-Culver
(Region 15)

Roger Rothe
(Region 11)

Heather Schulz
(Region 6)

Wendy Winston
(Region 9)

Candice Ridley



PEA PRESIDENT · TEACHER & DEPARTMENT HEAD, PONTIAC MIDDLE SCHOOL

CANDIDATE FOR

NEA Alternate Director

Bringing a strong member voice to the national stage

Educators deserve a representative who has stood on the front lines — negotiating contracts, mobilizing members, and refusing to accept less than we're worth. I'm ready to carry that commitment to the NEA.

QUALIFICATIONS & EXPERIENCE

LEADERSHIP Elected PEA President, 2023 — leading contract campaigns, member advocacy & community organizing	EDUCATION BFA Theatre, Wayne State University MA Educational Technology, U of M–Dearborn
TEACHING Teacher & Department Head, Pontiac Middle School — serving students since 2011	COLLABORATION Partnership with PPIA/PESP leadership; MEA labor relations engagement at district & state level

MY PRIORITIES AS ALTERNATE DIRECTOR

- **Fair Compensation:** Fight for educator pay that reflects the value of our work — not budget-cycle politics
- **Member Power:** Ensure local voices drive national strategy — every educator counts, every district matters
- **Transparency & Accountability:** Advocate for ethical, fiscally responsible leadership at every level
- **Arts & Equity:** Champion fully-resourced, equitable schools where every student thrives

for MEA Secretary-Treasurer

VOTE



AARON ELING



SHARED VISION FOR MEA :

- ✓ Financial Integrity That Builds Trust
- ✓ Modern Systems That Work for Members
- ✓ Empowered Locals, Stronger Contracts
- ✓ Sustainable Planning for a Strong Future

Join me at the Michigan Education Association Representative Assembly
April 17-18, 2026 | Kellogg Center, Lansing, MI

REELECT



**Heather
Schulz**
for NEA Board of Directors



**Scan the QR Code to learn
more about my
commitment to a strong
MEA-NEA partnership**

Chandra
MADAFFERI
RE-ELECT
MEA PRESIDENT

Bob
CALLENDER
ELECT
MEA VICE PRESIDENT

PROVEN LEADERSHIP

Nine years of statewide leadership as MEA President and Vice President - Leading through challenge and change with integrity and focus. Built statewide partnerships improving collaboration and bringing educator voice to education policy.

Local president for 10 years and VP for 6 years in MEA's 5th largest local with 880 Warren EA members and 99% membership in good standing. Over 17 years of bargaining and a career full of union advocacy.

RESULTS THAT MATTER

Expanded the Presidents' Academy to build full capacity locals. Recovered 3% owed to educators and supported district leaders in reducing healthcare obligations - delivering real wins for members.

Chief negotiator with one of the highest average teacher compensations. Leading successful PAC drives, board elections, bonds and local/county millage campaigns.

TRUSTED VOICES

Serving on prominent education and labor boards, ensuring MEA is respected in key decisions on policy, funding, and public education.

Serving on the MEA Board, MESSA Board, Staff Retirement Board, 6A Council Chair, screening and recommendations, and several local committees.

TOGETHER: A VISION TO MOVE MEA FORWARD

- Committed to equity, professionalism, and strong local leadership.
- Ready to lead MEA into the future with unity and strength.

LEARN MORE AT **MC4MEA.com**

CHANDRA MADAFFERI 4 MEA PRESIDENT

“AS AN EXPERIENCED LEADER, PROBLEM SOLVER, CONSENSUS BUILDER, AND LIFELONG LEARNER MY GREATEST PRIORITY IS DELIVERING STRONG SERVICE TO OUR MEMBERS AND ENSURING THE LONG-TERM STRENGTH OF OUR UNION AND PROFESSION. I WILL CONTINUE TO BRING A VISION, CREATIVITY AND STRONG COMMITMENT TO DATA-INFORMED DECISION-MAKING. I REMAIN MOTIVATED, PREPARED, AND READY TO LEAD WITH PURPOSE.” - CHANDRA

- Honored as a State of Michigan Diversity Champion in 2008 for my work supporting individuals with disabilities. Inclusion and advocacy has been a lifelong commitment.
- Reimagined and expanded the President’s Academy and strengthen leadership development.
- Developed practical leadership tools including an Elected Leaders Handbook, Local Best Practices, Election Guidelines, and Substitute Teacher Support booklet.
- Built strategic professional development partnerships with the Michigan Assessment Consortium, University of Michigan School of Social Work, and the Covey Institute.
- Developed the framework for the Center for Leadership and Learning.

BOB CALLENDER 4 MEA VICE PRESIDENT

“AS AN EXPERIENCED LEADER, STRONG TEAM BUILDER, AND STRATEGIST, I AM RUNNING TO SERVE AS YOUR NEXT MEA VICE PRESIDENT. I BELIEVE DEEPLY IN OUR GREAT UNION AND IN ALL OUR MEMBERS - INCLUDING SUPPORT PERSONNEL, TEACHERS, ITINERANT STAFF, AND HIGHER EDUCATION PROFESSIONALS. WHETHER YOU ARE A NEW, VETERAN, OR RETIRED MEMBER YOUR VOICE MATTERS. I AM EXCITED FOR THE OPPORTUNITY TO PROVIDE LEADERSHIP, DIRECTION, AND COLLABORATION FOR THE NEXT CHAPTER OF THE MEA!” - BOB

- Led the successful “Macomb for Kids” 10 - year Enhancement Millage campaign which generates over \$53 million annually for all Macomb County Schools.
- Led the effort to get HB6058 of 2024 drafted, introduced, and passed. This legislation would, if enacted, reduce healthcare costs for MEA members statewide.
- Led numerous campaigns for local school board, bonds, and local/county millages with experience recruiting candidates, fundraising, electing allies, and defeating anti-teacher candidates.
- Serving proudly on the MEA: Executive Committee, Board of Directors, MESSA Board, Staff Retirement Board, and previously on Local Affiliates and Dues Restructuring Committee.

LEARN MORE AT MC4MEA.com

Section B

Minutes of the 2025 MEA Representative Assembly

Report Card on 2025 New Business Items

**MICHIGAN EDUCATION ASSOCIATION
MINUTES OF THE 2025 REPRESENTATIVE ASSEMBLY**

Lansing Center, Lansing, MI

May 9-10, 2025

FIRST GENERAL SESSION

Friday, May 9

2:00-4:30 p.m.

President Madafferri called the 2025 MEA Representative Assembly (RA) to order at 2:07 p.m.

The MEA RA convened on Friday, May 9, with President Chandra Madafferri presiding. Eva Menefee, Lansing Community College E, Region 8, gave a Land Acknowledgement. Secretary-Treasurer Aaron Eling led the Pledge of Allegiance. The National Anthem was performed by Eric Henzi, Wayne-Westland EA, Region 2.

Introduction of Platform Guests

MEA Vice President Brett Smith introduced Parliamentarian Troy Hayes; Secretary-Treasurer Aaron Eling; Administrative Specialist to the President and Secretary to the MEA Board of Directors Julie Dlugos; President Chandra Madafferri; Senior Executive Director Erik Edoff; and Administrative Specialist to the Senior Executive Director Taylor Mayville.

Introduction of MEA Board of Directors

Vice President Smith introduced members of the MEA Board of Directors. Region 2: Heather Fitchpatrick, Steve Conn, Dawn Pierz, and Heidi Posh; Region 3: Brian Boze, Jim Brousseau, Percy Brown, and Lee Haselschwerdt; Region 4: Anthony Pennock; Region 5: Jeffrey Bopp, Roy Freeman, and Kim Largen; Region 6: Bob Callender, Eric Kehres, Cathy Murray, and Heather Schulz; Region 7: Andi Catalina, Jason Cichowicz, Robert Gaines, III, Matt Gonzales, Kecia Jones, and Fred McFadden, Jr.; Region 8: Kristi Craig, Lance Little, Eva Menefee, and Jeffry Wilson; Region 9: Erik Bye, Erin Monk, Jeff Pietrowski, and Rich Vander Klok; Region 10: Karen Christian and Stacey Daniels; Region 11: Marci LaValley and Jennifer Shelito; Region 12: Marcia Mackey and Rick Meeth; Region 13: Tyler Frank and Melissa Treppa; Region 14: Greta Brock; Region 15: Genevieve Minor; Region 16: Andrew Long; Region 17: Marius Grazulis, Region 18: Eric Ghiggia; and Board Liaisons: Kay Walker Telma from MEA-Retired and Anna Theune from Aspiring Educators of Michigan.

Introduction of NEA State Directors

Vice President Smith introduced Michigan's NEA state directors: Heather Schulz, Region 6; Wendy Winston, Region 9; Roger Rothe, Region 11; Allyson McBride-Culver, Region 15; Connie Boylan, NEA-Retired At-Large; and our alternate NEA directors: Lance Little, Region 8; and Stacey Daniels, Region 10.

Introduction of Assembly Committees

Secretary-Treasurer Aaron Eling introduced members of the RA committees:

Credentials Committee

Jim Brousseau, Region 3, & Chair; Shaun Bangert, Region 12; Jeffrey Bopp, Region 5; Andi Catalina, Region 7; Jason Cichowicz, Region 7; Matt Gonzales, Region 7; Marius Grazulis, Region 17; Barb Schram, MEA-Retired; and Angela Lanczynski and Melissa Kale, Staff Assistant.

Elections Committee

Greta Brock, Region 14 & Chair; Eric Ghiggia, Region 18; Lee Haselschwerdt, Region 3; Cara Konicek, Region 6; Marci LaValley, Region 11; Joanne Osborne, Region 2; Amy Stringham, Region 9; Kevyn Welter, Region 10; Doug Pratt and Saun Strobel, Staff Liaisons; and Rebecca Ernst, Staff Assistant.

Resolutions Committee

Jennifer Shelito, Region 11 & Chair; Shaun Bangert, Region 12; Jason Cichowicz, Region 7; Steve Conn, Region 2; Kristi Craig, Region 8; Sue Federico, Region 13; Penny Letts, MEA-Retired Liaison; Marcia Mackey, Region 12; Genevieve Minor, Region 15; Deb Rickert, Region 12; Andrea Wells, Region 8; Kevin Marvin, Staff Liaison; and Courtney Pierce, Staff Assistant.

Credentials Committee Report

Jim Brousseau, Region 3, chairperson of the Credentials Committee, reported that as of 1:55 p.m., there were 284 registered delegates. A simple majority would require 143 votes. For two-thirds, 190 affirmative votes would be required. For those issues on which MEA-Retired delegates are not eligible to vote, the number of registered delegates would be 254. A majority would require 128 affirmative votes. For two-thirds, 170 affirmative votes would be needed.

It was moved by Jim Brousseau, Region 3, on behalf of the Credentials Committee, to adopt the Credentials Report. **Motion adopted.**

It was moved by Jim Brousseau, Region 3, on behalf of the Credentials Committee, to appoint Brett Smith as the Region 16 3-1(g) delegate. **Motion adopted.**

Adoption of the Rules and Regulations

It was moved by Nicole Viers, Region 3, supported by Alan Demski, Region 6, to adopt the Rules and Regulations as presented. **Motion adopted.**

Adoption of the Order of Business

It was moved by Liz Schroeck, Region 7, supported by Andrea McCune, Region 7, to adopt the order of business as presented. **Motion adopted.**

Suspension of the Rules and Regulations

It was moved by Lance Little, on behalf of the Executive Committee, to suspend the Rules and Regulations of the RA, to allow New Business Items or Amendments be submitted by 6:30 p.m. or two hours after the end of the session, whichever is earliest. **Motion adopted.**

Adoption of the 2024 RA Minutes

It was moved by Tiernan O'Rourke, Region 8, supported by Stacie Bowden, Region 12, to adopt the minutes of the 2024 RA as presented. **Motion adopted.**

NOMINATIONS

Nominations for NEA State Director

Brett Smith, MEA Vice President, opened nominations for an NEA State Director for a three-year term beginning September 1, 2025, and ending August 31, 2028. The nominees were: Wendy Winston, Region 9, nominated by Heather Schulz, Region 6
Kandy Slack, Region 8, nominated by Tracie Guilmet, Region 7

Attorney General Dana Nessel

Attorney General Dana Nessel addressed the Delegation.

Brett Smith, MEA Vice President, opened nominations for MEA commissions.

Legislation Commission

There is one position for a partial term beginning immediately and ending August 31, 2027. The nominees were:

Curlada Eure-Harris, Region 8, nominated by Eva Menefee, Region 8
Nancy Fields, Region 3, nominated by Noa Knoerl-Morrill, Region 3
Vishaun Ezell, Region 10, nominated by Felisha Naimark, Region 10

Legislation Commission

There are two positions for a three-year term beginning September 1, 2025, and ending August 31, 2028. The nominees were:

Dave Daly, Region 2, nominated by Steve Conn, Region 2
Melissa VanGessel, Region 9, nominated by Rich Vander Klok, Region 9

It was moved by Rich Vander Klok, Region 9, supported by Heather Schulz, Region 6, to elect the candidates by acclamation. **Motion adopted.**

Local Affiliates Commission

There is one position for a partial term beginning immediately and ending August 31, 2025. The nominees were:

Erica Davis-Hernandez, Region 7, nominated by Heather Poirier, Region 7

It was moved by Heather Poirier, Region 7, seconded by Felisha Naimark, Region 10, to elect the candidates by acclamation. **Motion adopted.**

Local Affiliates Commission

There is one position for a partial term beginning immediately and ending August 31, 2026. The nominees were:

Richard Tabor, Region 7, nominated himself

It was moved by Rich Vander Klok, Region 9, supported by Geoffrey Johnson, Region 7.

Local Affiliates Commission

There is one position for a partial term beginning immediately and ending August 31, 2027. The nominees were:

Marty Leftwich, Region 8, nominated by Eva Menefee, Region 8

Kelly Eddy, Region 2, nominated by Heidi Posh, Region 2 WITHDRAWN

Local Affiliates Commission

There are two positions for a partial term beginning September 1, 2025, and ending August 31, 2028. The nominees were:

Jerry Lomardo, Region 12, nominated by Rick Meeth, Region 12

Kelly Eddy, Region 2, nominated by Cathy Murray, Region 6

It was moved by Cathy Murray, Region 6, supported by Rick Meeth, Region 12, to elect the candidates by acclamation. **Motion adopted.**

Local Affiliates Partial Term

It was moved by Rich Vander Klok, Region 9, supported by Heather Schulz, Region 6, to elect Marty Leftwich by acclamation. **Motion adopted.**

Senior Executive Director

Erik Edoff shared his “why” for coming to MEA. His journey to MEA began at a young age, with his parents in education, and continued through his career at L’Anse Creuse as a teacher and then administrator. Erik highlighted his efforts in relationship building and collective action.

Erik delivered a legislative update and priorities at the state and federal levels, as well as a legal update on HB 6058.

An update regarding MEA PAC membership and the Membership Transfer was provided.

Budget Update

Aaron Eling forecasted a motion on behalf of the MEA Board of Directors to approve the proposed 2025-26 budget and the Blank Dues Amendment.

PAC Update

MEA PAC Captain, Stacey Daniels, Region 10, reported on the silent auction.

RECESS

The first general session of the RA recessed at 4:25 p.m.

SECOND GENERAL SESSION Saturday, May 10 10:30 a.m.-12:30 p.m.

President Madafferri called the second general session to order at 10:55 a.m.

PAC Update

MEA PAC Captain, Stacey Daniels, Region 10, reported that they have raised \$12,000.

Credentials Committee Report

Jim Brousseau, Region 3, chairperson of the Credentials Committee, reported that as of 10:30 a.m., there were 369 registered delegates. A simple majority would require 185 votes. For two-thirds, 246 affirmative votes would be required. For those issues on which MEA-Retired delegates are not eligible to vote, the number of registered delegates would be 322. A majority would require 167 affirmative votes. For two-thirds, 222 affirmative votes would be needed.

It was moved by Jim Brousseau, Region 3, on behalf of the Credentials Committee, to adopt the Credentials Report. **Motion adopted.**

ELECTIONS

Elections Committee Report

Greta Brock, Region 14, Chair of the Elections Committee, reported the results of balloting:

<u>NEA Board of Directors</u>	
Wendy Winston	234
Kandy Slack	79
Spoiled	1
 <u>Legislation Commission</u>	
Vishaun Ezell	58
Nancy Fields	165
Curlada Eure-Harris	121
Spoiled	8

It was moved by Greta Brock, Region 14, on behalf of the Elections Committee to accept the election results. **Motion adopted.**

ESP Caucus

Jim Sparapani, MEA-Retired, Elections Chair, reported the results:

ESP At-Large ESP Board

Robert Gaines, III

Jeffrey Wilson

Director of Custodians

Dan McKenzie

Director of Transportation

Karla Wheeler

Director of Paraprofessional

Allyson McCann

Director of Higher Education

Deb Rickert

Director of 3-1(g) Concerns

Kecia Jones

AMENDMENTS TO THE PLATFORM, GOALS, AND OBJECTIVES AND RESOLUTIONS

President Madafferri referred to the Errata Sheet pertaining to the amendments to the MEA Platform, Goals and Objectives, and Resolutions, as proposed by the Resolutions Committee and recommended by the MEA Board of Directors.

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee, for the RA to accept the Errata Sheet.

It was moved by Rich Vander Klok, Region 9, supported by Anthony Pennok, Region 4, to make a friendly amendment to B. 12. School Libraries. **Motion adopted.**

Vote on the motion to approve as amended. **Motion adopted.**

President Madafferri gave the State of Our Union Address.

Recognition of Departing MEA Board Members

Dawn Pierz, Region 2; Rich Vander Klok, Region 9; Rick Meeth, Region 12; Tyler Frank, Region 13; and Marius Grazulis, Region 17.

The 2025 Paul Blewett Award was awarded to Roy Freeman, Region 5.

RECESS

The second general session of the RA recessed at 12:30 p.m.

President Madafferri called the third general session to order at 12:55 p.m.

Credentials Committee Report

No new delegates have registered, and the credentials report from this morning stands.

MEA-PAC Policies

It was moved by Heather Schulz, Region 6, on behalf of the PAC Council, to accept the MEA-PAC Policies as presented. **Motion adopted.**

AMENDMENTS TO THE PLATFORM, GOALS, AND OBJECTIVES AND RESOLUTIONS CONTINUED

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to adopt Resolutions #1.

It was moved by Anthony Pennock, Region 4, supported by Bridget Fox, MEA-Retired, to amend Resolutions #1. **Motion adopted.**

Vote on motion to adopt as amended. **Motion adopted.**

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to adopt Resolutions #2. **Motion adopted.**

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to adopt Resolutions #3. **Motion adopted.**

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to adopt Resolutions #4.

It was moved by Noa Knoerl-Morrill, Region 3, supported by Michelle Worsham, Region 3, to amend Resolutions #4. **Motion adopted.**

Vote on motion to adopt as amended. **Motion adopted.**

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to adopt Resolutions #5. **Motion adopted.**

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to adopt Resolutions #6.

It was moved by Kevin Marchi, Region 2, supported by Tim Sullivan, Region 2, to amend Resolutions #6. **Motion adopted.**

Vote on motion to adopt as amended. **Motion adopted.**

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to adopt Resolutions #7. **Motion adopted.**

Without objection, there was a discussion on Resolutions #8 with the intent to refer back to the Resolutions Committee.

It was moved by Rick Meeth, Region 12, supported by Ed Clements, Region 12, to end debate. **Motion adopted.**

It was moved by Jennifer Shelito, Region 11, on behalf of the Resolutions Committee to refer Resolutions #8 back to the committee for further review. **Motion adopted.**

NEW BUSINESS ITEMS

New Business Item #1.

It was moved by Erin Parker, Region 17, supported by Genevieve Minor, Region 15, to adopt New Business Item #1.

It was moved by Jim Brousseau, Region 3, supported by Brian Boze, Region 3, to amend New Business Item #1. **Motion adopted.**

President Madafferri indicated that New Business Item #1 would be implemented with friendly amendments. **Motion adopted.**

New Business Item #2.

It was moved by Judy Armstrong-Hall, MEA-Retired, supported by Colleen Ford, MEA-Retired, to adopt New Business Item #2.

It was moved by Rich Vander Klok, Region 9, supported by Heather Poirer, Region 7, to close debate. **Motion adopted.**

New Business Item #2 did not pass.

New Business Item #3.

It was moved by Genevieve Minor, Region 15, supported by Erin Parker, Region 17, to adopt New Business Item #3. **Motion adopted.**

New Business Item #4

It was moved by Tim Sullivan, Region 7, supported by Kevin Marchi, Region 2, to approve New Business Item #4 with a friendly amendment.

It was moved by Noa Knoerl-Morrill, Region 3, supported by Carl Graves, Region 3, to amend the amendment. **Motion failed.**

It was moved by Rich Vander Klok, Region 9, supported by Wendy Winston, Region 9, to vote on the original friendly amendment.

It was moved by Brian Byers, Region 8, supported by Connie Boylan, MEA-Retired, to refer the original amendment to the Communications Committee. **Motion did not pass.**

It was moved by Genevieve Minor, Region 15, supported by Anthony Pennock, Region 4, to amend the original friendly amendment. **Motion passed.**

Vote on motion to approve as amended. **New Business Item #4 passed.**

New Business Item #5

It was moved by William Boyer, Region 7, supported by Alison Mroz, Region 7, to approve New Business Item #5. **Motion failed.**

Approval of the 2025-26 Budget

It was moved by Aaron Eling, Region 9, on behalf of the MEA Board of Directors, to approve the proposed 2025-26 budget as presented. **Motion passed.**

AMENDMENTS TO MEA CONSTITUTION/BYLAWS

Amendment to MEA Constitution/Bylaws A- Blank Dues Amendment

It was moved by Aaron Eling, Region 9, on behalf of the MEA Board of Directors, that the proposed Blank Dues Amendment be approved as presented. **Motion passed.**

ADJOURNMENT

The 2025 Representative Assembly adjourned at 3:26 p.m.

Respectfully submitted,



Aaron Eling, Secretary-Treasurer

/tac

Appendix A: MEA Platform, Goals and Objectives and Resolutions – Errata Sheet

Appendix B: Resolution #1, Parental Involvement

Appendix C: Resolution #2, Independent Reading Skills

Appendix D: Resolution #3, Accessibility for Persons with Disabilities

Appendix E: Resolution #4, Artificial Intelligence

Appendix F: Resolution #5, Agriculture Education

Appendix G: Resolution #6, Social Studies Education

Appendix H: Resolution #7, Use of Union-Made Products and Services

Appendix I: Resolutions #8, Sex Education

Appendix J: New Business Item #1, Protecting Educators from Violence in the Workplace

Appendix K: New Business Item #2, Cursive Writing

Appendix L: New Business Item # 3, MEA RA Hotel Funding

Appendix M: New Business Item #4, Learning from the Past

Appendix N: New Business Item #5, Pledge of Allegiance Removal

Appendix O: Proposed 2025-26 Budget

Appendix P: Amendment to MEA Constitution/Bylaws A, Blank Dues

MEA Platform, Goals & Objectives and Resolutions
April 2025

Errata Sheet

MEA Platform

Change dates from 2023-2024 to **2024-2025**

Goals & Objectives

Change dates from 2023-2024 to **2024-2025**

Resolutions

Change dates from 2023-2024 to **2024-2025**

Table of Contents

A-15	Student Rights and Responsibilities
A-26	Home Schooling
A-29	Local School Boards
B-8	Teacher Education
B-12	School Libraries
C-3	Independent Reading Skills
C-10	Individual Learning, Growth and Development
C-15	Athletic Program
C-22	Educational Programs in Support of Lesbian, Gay, Bisexual, Transgender, Non-Binary, and Questioning Students
C-25	General Media
F-8	Professional Negotiation and Grievance Procedures
F-9	Benefits
F-11	Protection of Members
I-6	Strikes

A. Education in Michigan

15. Student Rights and Responsibilities

The Michigan Education Association believes that basic student rights include the right to safe and stable school environments; free inquiry and expression; freedom of the press; due process; gender equity; freedom of association; freedom of peaceful assembly and petition; participation in the governance of the school, college, and university; freedom from discrimination; freedom from commercial exploitation, including the payment of subminimum wages; and equal educational opportunity.

The Association believes that LGBTQ+ students have the right to privacy and confidentiality regarding their sexual orientation, gender identity, and gender expression. The Association also believes a safe and inclusive environment ensures that all transgender students have access to the bathroom or locker room of their choice and protects them from the breaches of confidentiality. The Association further believes that gender-neutral options should be available. **THE ASSOCIATION ALSO BELIEVES THAT LAWS OR POLICIES SHOULD NOT REQUIRE EDUCATORS TO VIOLATE A STUDENT’S RIGHT TO PRIVACY OR CONFIDENTIALITY.**

Further, educators and peers must respect these students and their choice of whether or not to reveal their orientation, identity, or expression.

The Association further believes that randomly searching students without reasonable suspicion is a violation of their constitutional freedoms and is detrimental to school safety, restorative justice, student morale, instructional time, and nurturing learning environments.

The Association also believes that each of these rights carries with it a comparable responsibility. Student responsibilities include regular school attendance, conscientious effort in classroom work and assessments, and conformance to school rules and regulations that do not abrogate these rights. Students share with the administration and faculty a responsibility to develop a climate within the school that is conducive to wholesome learning and living. No student has the right to interfere with the education of other students. It is the responsibility of each person involved in the educational process. (2023)

26. Home Schooling

The Michigan Education Association believes that home-school programs cannot provide the child with a comprehensive education experience.

The Association believes that, if parental preference home-school study occurs, students enrolled must meet all state requirements. Instruction should be by persons who are certified by the appropriate state education certification agency, and a curriculum approved by the State Department of Education should be used.

The Association further believes that such home-school programs should be limited to the children of the immediate family, with all expenses being borne by the parents.

29. Local School Boards

The Michigan Education Association believes that it is the responsibility of school boards to provide a quality education to each student within a school district. The Association also believes that school boards must provide resources and support so that each school in a district meets standards for educational excellence. The Association further believes that school boards

must promote public understanding of the importance of public education and the schools and programs within their school districts.

The Association believes that the composition of school boards must be representative of the population within the school district, including minority groups; that board members must be elected by the voters in the school district; and that board members must be elected from representative districts; **AND THAT BOARD MEMBERS MUST BE ELECTED ON A NONPARTISAN BASIS.** The Association opposes federal, state, and local takeovers of public schools, public school districts, and their governing boards. The Association also believes that the closing of schools by school boards to avoid legislative corrective action is not in the best interest of students, parents, or school employees. The Association further believes that provisions should be made for parents/guardians of students who are attending school in a district other than their home district as part of a court-ordered inter-district busing plan to have substantive influence on board actions and policies.

The Association believes that student participation in a school board's deliberative process should be encouraged, and that student input in the voting process should be advisory only. Wherever a school board includes student members, they should be excluded from participating in discussions, receiving information, and voting on issues dealing with education employees and items contained in negotiated agreements.

The Association further believes that school board meetings must be held at times and places that allow education employees, local affiliates, and the community to participate in educational decision making. (2019)

B. Professional Competence

8. Teacher Education

The Michigan Education Association believes that teachers and Aspiring Educators must be directly involved in evaluating and improving the standards for teacher preparation and certification. The Association insists that teacher involvement is necessary in planning and implementing quality teacher education programs.

The Association also believes that preprofessional practicum experience is an essential phase of teacher preparation. The responsibility for the practicum experience must be shared by the public schools, the institutions that prepare teachers and professional associations.

The Association believes that any practicum experience of a teacher education program should be utilized solely for the development of professional expertise.

The Association urges its affiliates to:

- a. Take immediate steps to evaluate and improve standards for entrance into the teaching profession; support inclusion in master contracts that acceptance of student teachers and other practicum experience students be on a voluntary basis.
- b. Critically assess current college and university programs of teacher education and make

specific recommendations for change.

- c. Support inclusion of training in the components of site-based decision-making, the dynamics of intergroup communication, cultural pluralism and human relations courses in requirements for certification and the provision for in-service workshops in these areas for experienced teachers and administrators.
- d. Support legislation providing legal status, ~~and~~ liability protection, **AND COMPENSATION** for student teachers and other practicum students.
- e. Collaboratively develop guidelines for qualifications and training of cooperating teachers and college coordinators of student teachers and/or practicum experience students (including training in supervision and guidelines on professional experiences in the school setting).
- f. Evaluations of teacher candidates should be conducted by professionals who are able to observe the candidate personally and provide direct feedback regarding the performance of the candidate.
- g. Support inclusion of instruction in school law and in the values, ethics, responsibilities and structure of professional teacher organizations.
- h. Support the teaching of methods courses by teachers currently employed in elementary and secondary schools.
- i. Formulate standards for schools receiving student teachers and other practicum experience students.
- j. Take steps to improve the selection of persons entering the profession through more effective screening of applicants for the preprofessional practicum.
- k. Offer guidance to teacher preparation institutions to prepare teachers in numbers consistent with projected need for teacher positions.
- l. Assure that teachers who are supervising or cooperating teachers in a student teaching program have reduced teaching loads and be given a minimum established compensation.
- m. Support efforts that call for the recruitment, training and employment of minority teachers and counselors.
- n. Assure that any student teaching or practicum experience program operates within the parameters agreed to by the school district and the local association and are included in the master contract.
- o. Encourage incoming teachers to engage in the work of the Association.

Assure arrangements with the school district and the teacher preparation institution to provide assistance to its graduates who are first year teachers and/or who are beginning other professional education roles as a part of or extension to their professional education program.
(2023)

12. School Libraries

The Michigan Education Association believes that a comprehensive school library media program, including **PROFESSIONALLY CURATED** printed and nonprinted resource materials as well as a certified licensed school library media specialist, **ALSO KNOWN AS A SCHOOL LIBRARIAN OR TEACHER-LIBRARIAN**, should be provided for each elementary and secondary school. **SCHOOL LIBRARY MATERIALS SHOULD REPRESENT A DIVERSITY OF IDEAS AND SHOULD ACCURATELY REFLECT BUT NOT BE LIMITED TO THE POPULATION SERVED.**

The Michigan Education Association believes that school library media programs are negatively impacted if a media specialist does not have a substitute during their absence.

C. Educational Programs Adapted to Individual and Social Needs

3. Independent Reading Skills

The Michigan Education Association believes that it is critical that students become ~~independent~~ **SKILLFUL AND PROFICIENT** readers to succeed in school and life. ~~Reading~~ **RESEARCH BASED LITERACY instruction AND INTERVENTIONS**, especially in the early ~~grades~~ **YEARS**, ~~is~~ **ARE** essential for learning in all content areas and for achieving high standards. **STUDENTS AT ALL LEVELS SHOULD HAVE ACCESS TO DIVERSE INDEPENDENT READING CHOICES THROUGH SCHOOL LIBRARIES IN THEIR BUILDINGS THAT ARE STAFFED BY CERTIFIED SCHOOL LIBRARY TEACHERS.** Teachers at all levels should be ~~provided adequate resources and~~ encouraged to use **CERTIFIED SCHOOL LIBRARY TEACHERS'** ~~their~~ expertise to address the diverse needs of students.

The Association also believes that teachers' efforts to value and promote reading should be supported by parents/guardians, other education employees, and communities.

10. Individual Learning, Growth and Development

The Michigan Education Association recognizes that there must be increased development and maintenance of alternative programs to meet the needs of all students. The Association recommends early and appropriate identification and provisions of programs for students. Teachers, administrators and education support staff should receive necessary training in diagnostic processes and alternative methods of teaching and learning. (2008)

Programs should emphasize a broad range of activities for responding to students' differing behavioral patterns, interests, needs and learning styles. Teachers in these programs must have a major role in designing the objectives and evaluations and in working with appropriate school and community personnel to execute these objectives and evaluations.

Program requirements should be in accordance with standards prescribed by the State Board of Education.

The Association believes the utilization of evidence-based instructional methods and adequate staffing of specialized professional support personnel (school counselors, social workers, mental health workers, nurses and/or psychologists) to provide services designed to develop and promote healthy social and emotional skills in all students for their lifelong learning process. (2015)

In higher education settings, faculty and education support professionals who are working with **AT-RISK** students with ~~special needs~~ **EXCEPTIONALITIES** should be provided with appropriate resources to accommodate these students' special requirements. (2019)

The Association should seek legislation that would require any person offering services to remediate, correct, or ameliorate reading, speech, language, behavioral, emotional, or learning disabilities, or related problems to be licensed under regulations of each state's department of public instruction or other appropriate agency. (2019)

The Association believes that at-risk students who are assigned to an alternative placement due to discipline issues should be required to exhibit regular attendance and adequate academic and behavioral progress, in accordance with an individual program, prior to their return to a regular educational setting. The Association also believes that the due process rights of students must be protected.

The Association urges its local affiliates to seek adequate planning time, materials and facilities for school personnel in these programs. (2003)

The Association recognizes that there must be increased development and maintenance of alternative programs to meet the needs of at-risk and/or students with special needs, pre-k through adult. The Association recommends early access to intervening services and appropriate identification and placement of these students. Teachers, related service providers, and administrators should receive necessary training in diagnostic processes and alternative methods of teaching and learning, including culturally responsive teaching practices. Appropriate training should also be provided to education support professionals. In addition, parents/guardians, school security personnel, and other school community members should be encouraged to acquire the training to effectively meet the needs of these students. (2019)

Programs should include appropriate monitoring of student progress and emphasize a broad range of approaches for addressing students' differing behavioral patterns, interests, needs, cultural backgrounds, and learning styles. These programs must be evaluated on stated objectives and standards. Teachers in these programs must have a major role in designing the objectives and evaluations and working with appropriate school and community personnel to execute these objectives and evaluations. (2019)

The Association believes that at-risk students who are assigned to an alternative placement due to disciplinary issues should be required to exhibit regular attendance and adequate

academic and behavioral progress, in accordance with planned interventions for the students' individual needs, prior to their return to a regular educational setting. (2019)

~~The Association also believes that the rights of students who are protected under the provisions of the Individuals with Disabilities Education Act and Americans with Disabilities Act must be preserved. (2019)~~

THE ASSOCIATION ALSO BELIEVES THAT THESE RIGHTS INCLUDE THE RIGHTS OF STUDENTS TO RECEIVE ALL SERVICES AND ACCOMMODATIONS LISTED ON THEIR IEPs AND 504 PLANS. ADDITIONALLY, SPECIALLY DESIGNED INSTRUCTION AND RELATED SERVICES MUST BE PROVIDED IN THE IDENTIFIED GOAL AREAS REGARDLESS OF PLACEMENT TO THOSE WHO ARE PROTECTED UNDER THE PROVISIONS OF THE INDIVIDUALS WITH DISABILITIES EDUCATION ACT AND AMERICANS WITH DISABILITIES ACT MUST BE PRESERVED.

The Association urges its affiliates to seek adequate compensation, planning time, materials, and facilities for all education professionals involved in these programs. (2019)

The Association supports affiliate efforts that advocate for teachers seeking additional certification and the recruitment of teachers with certifications supporting at-risk youth. (2019)

15. Athletic Program

The Michigan Education Association believes that at all educational levels, ~~female and male~~ students must have equal opportunity to participate in athletic programs.

ATHLETIC PROGRAMS SHOULD BE INCLUSIVE OF ALL GENDER IDENTITIES AND VOID OF DISCRIMINATION TOWARDS TRANSGENDER AND GENDER EXPANSIVE STUDENTS

The Association urges that athletic funds for facilities, equipment and remuneration of staff ~~must be equally allocated between female and male programs~~ **FOLLOW THE REQUIREMENTS OF TITLE IX.** The Association urges that there be equity in season scheduling and length of season of sports activities for males and females. **THE ASSOCIATION ALSO BELIEVES THAT ALL GENDER IDENTITIES SHOULD BE ABLE TO PARTICIPATE IN A SAFE AND INCLUSIVE ENVIRONMENT.**

22. Educational Programs in Support of Lesbian, Gay, Bisexual, Transgender, Non-Binary, and Questioning Students

The Michigan Education Association supports **DEVELOPMENTALLY** appropriate and inclusive educational programs that address the unique needs and concerns of lesbian, gay, bisexual, transgender, non-binary, and questioning (LGBTQ+) students. The Association also supports efforts and contributions by educators, parents/guardians, community leaders, organizations, and partners in the development of these programs. Specific programs should provide

- a. Acknowledgement of the significant contributions of diverse LGBTQ+ persons in American **AND WORLD** history and culture
- b. Involvement of educators knowledgeable in LGBTQ+ issues in the development of educational materials that integrate factual information about the history, social movements, and current events of LGBTQ+ people
- c. Developmentally appropriate local, state, and national resources. (2020-all)

25. General Media

The Michigan Education Association recognizes the fact that the media has an effect on the education of the public. Therefore, the Association believes that the media has an obligation to provide full, constructive and accurate presentations.

The Association recognizes that children are an especially vulnerable audience who must be protected from violence, stereotyping and exploitation. To help children become critical users of the media, the Association encourages advertisers, media professionals and parents to use materials of the highest caliber. These materials should be made available to children with consideration given to the child's age, time of day and type of materials. The Association encourages advertisers and media professionals to use standard grammar and spelling and refrain from the use of profane language.

THE ASSOCIATION FURTHER BELIEVES THAT THE CREATIVE AND INNOVATIVE USE OF MASS MEDIA CAN FURTHER THE GOALS OF PUBLIC EDUCATION. IT IS ESSENTIAL THAT EDUCATORS HAVE THE RIGHT TO RECORD OR ACCESS MASS MEDIA CONTENT AND USE IT TO ENHANCE EDUCATIONAL OUTCOMES.

THE ASSOCIATION ALSO BELIEVES THAT PUBLICLY FUNDED MASS MEDIA INSTITUTIONS SHOULD PROVIDE COMMUNICATION SERVICES FOR EDUCATION. THE ASSOCIATION FURTHER BELIEVES ITS AFFILIATES SHOULD BE INVOLVED IN THE CONTENT DEVELOPMENT OF EACH OF THESE RESOURCES.

F. Employment Practices and Standards

8. Professional Negotiation and Grievance Procedures

The Michigan Education Association believes that local affiliates and governing boards must negotiate written master contracts. Such contracts shall result from negotiation in good faith between associations and governing boards, through representatives of their choosing, to establish, maintain, protect and improve terms and conditions for professional service and other matters of concern, including a provision for agency shop.

The Association believes that the rights of educational employees under collective bargaining agreements must be maintained and protected. The Association further believes that no mandate, federal or state, or agreements outside the scope of the local collective bargaining agreement should not threaten and/or call for the dismissal of educational employees.

Grievance procedures shall be provided in the master contract with definite steps to appeal the application or interpretation of the contract. Binding arbitration shall be a part of the grievance procedure.

The Association also recommends legislation that seeks statutory penalties for governing boards that do not bargain in good faith or do not comply with negotiated contracts and permit the establishment of multi-unit bargaining.

The rights of shared authority in academic governance enjoyed by faculty members at Michigan's institutions of higher education should not be diminished because of faculty participation in the professional negotiations process. The MEA will support legal and legislative actions to protect these rights of institutional self-governance.

The Association shall work through professional negotiations to:

- a. Provide music, art, library, physical education and counseling services in grades pre-K-12;
- b. Achieve significant increases in time investment and financial support for staff development, which shall be incorporated in local school contractual arrangements and budgets;
- c. Ensure clauses in the master agreements which will include the hiring of fully qualified personnel as defined by the profession;
- d. Provide for, in agreements, the exchange of educators and students between school districts and/or countries through curricular and extracurricular projects which involve personal contact with other ethnic and cultural backgrounds;
- e. Assure that in class-size/caseload decisions the following factors be reflected: the nature of the instructional program, staffing arrangements, number of preparations, age, intellectual and emotional maturity, motivation of the student, and the physical facilities; (2022)
- f. Review and evaluate at the local level the performance and competence of all members of the profession with respect to certification provided for in the agreement;
- g. Provide local teachers and other school employees with a greater responsibility for determining educational policy, allow teachers to assume the proper responsibility of all professional educators and concomitant with that responsibility share authority to make decisions about the offerings available to students;
- h. Include provisions for the prompt resolution of grievances;
- i. Support tenure as a means of guaranteeing due process and just cause in the dismissal of teachers until such time as statewide legislation mandates teacher dismissal be subject to binding, impartial third-party arbitration;
- j. Recognize advanced credits and make placement on advanced salary schedules at the beginning of each semester;
- k. Include payroll deduction provisions for United Profession dues and other items agreed on by the negotiating parties involved;
- l. Demand adequate released time and realistic funding for all staff involved in student-teacher supervision, other practicum experience supervision, and professional development;
- m. Establish criteria to be utilized should reduction in force (RIF) occur. Criteria should include seniority, objectivity, nondiscrimination, uniformity of application and affirmative action. **THE RIF PROCESS MUST BE CONDUCTED PROFESSIONALLY AND WITH RESPECT FOR EMPLOYEE DIGNITY.** Contracts should establish recall procedures that provide priority job opportunities on a

seniority basis to teachers unemployed because of reductions in force. Neighboring districts are encouraged to establish jointly such procedures on a regional basis that would provide priority hiring of laid-off teachers;

- n. Support the concept of providing flexible employment opportunities to help meet the varying needs of school employees and require that all such flexible employment opportunities be covered by contract language;
- o. Include provisions for in-service and retraining for reassigned school employees;
- p. Recognize continuing education units (CEUs) as a means of advanced salary schedule placement.

9. Benefits

The Michigan Education Association believes that benefit structures and costs to employees should be subject to collective bargaining or, in non-bargaining jurisdictions, incorporated into legislation, employer policy, and/or other sources that establish the terms and conditions of employment. The Association also believes that all education employees should be eligible for benefits that include, but are not limited to:

- A. Comprehensive insurance programs
 - 1. Health
 - 2. Dental
 - 3. Vision
 - 4. Hearing
 - 5. Life
 - 6. Legal
 - 7. Workers' compensation
 - 8. Long-term physical and mental disability
 - 9. Prescription drug
- B. Paid leaves
 - 1. ~~Sick~~ **PHYSICAL/MENTAL** leave with unlimited accumulation
 - 2. Personal leave with unlimited accumulation
 - 3. Bereavement leave
 - 4. Parental leave, including adoption
 - 5. Family leave
 - 6. Dependent care leave
 - 7. Sabbatical leave
 - 8. Professional leave
 - 9. Association leave
 - 10. Religious leave
 - 11. Vacation time
- C. Additional remuneration
 - 1. Severance pay
 - 2. Tuition reimbursement
 - 3. Retirement compensation
 - 4. Unemployment compensation
 - 5. Benefit extension for laid-off employees
 - 6. **EARLY RETIREMENT INCENTIVES**
- D. Personal assistance
 - 1. Personal assault protection, and in the event of assault, counseling services and leave that is not subject to sick or personal leave
 - 2. Employee assistance program
 - 3. Reimbursement for damages to or loss of personal property at work site
 - 4. Child care and pre-school education

5. An opportunity to participate in a cafeteria-type plan or plan authorized by section 125 of the U.S. federal tax code.

The Association further believes that education employees and their spouses, domestic partners, and/or dependents should have equal access to all benefits applicable to them.

The Association believes that comprehensive insurance programs should be provided for education employees on official leave of absence or parental leave.

The Association also believes that provisions should be made for retirees, their spouses, domestic partners, and/or dependents at their option to continue in the comprehensive health, dental, prescription drug, and hearing and vision programs.

The Association further believes that, if school districts consolidate, regionalize, share services, or separate, education employees should not lose their tenure or have their salary, benefits, or seniority reduced. (2019)

11. Protection of Members

The Michigan Education Association and its affiliates shall work together to insist upon development and enforcement of laws that guarantee the safety of members from physical attacks on their persons or property. ~~and that provide reimbursement for loss.~~ **THE ASSOCIATION BELIEVES THAT SCHOOLS AND COMMUNITIES MUST JOINTLY DEVELOP POLICIES AND PRACTICES THAT PROMOTE SAFE WORKING ENVIRONMENTS. THESE POLICIES AND PRACTICES SHOULD INCLUDE PROCEDURES TO REPORT INCIDENTS OF STUDENT VIOLENCE, RESOLVE COMPLAINTS PROMPTLY, MAINTAIN RECORDS OF THESE COMPLAINTS, AND PROTECT THE RIGHTS OF ALL PARTIES.**

The Association urges that guidelines be developed for action leading to prevention of verbal abuse or harassment of members by any individuals. Members must take the responsibility to call attention to such cases so that appropriate action may be taken.

The Association urges its affiliates to cooperate with juvenile court systems to secure strict enforcement of juvenile law in cases involving disturbances in the public schools.

The Association also believes that education employees must have the right to review and provide documentation to, as well as the right to participate—with association representation—in the student discipline hearing.

THE ASSOCIATION BELIEVES THAT WHEN EDUCATION EMPLOYEES ARE THE VICTIMS OF PHYSICAL ATTACK, VERBAL ABUSE, THEFT, VANDALISM, OR HARASSMENT – INCLUDING INCIDENTS DUE TO GENDER, SEXUAL ORIENTATION AND GENDER IDENTITY, OR OTHER CAUSES – THEY SHOULD RECEIVE THE FULL SUPPORT OF THEIR EMPLOYER IN PURSUING LEGAL AND OTHER REMEDIES, AS WELL AS RECEIVING REIMBURSEMENT FOR THEIR PERSONAL AND PROPERTY LOSS. TIME LOST DUE TO INJURIES

FROM ATTACKS SHOULD NOT BE DEDUCTED FROM ACCUMULATED SICK LEAVE OR PERSONAL LEAVE.

THE ASSOCIATION BELIEVES THAT EDUCATION AND OTHER PUBLIC EMPLOYEES SHOULD BE PROTECTED FROM STUDENT VIOLENCE. VIOLATIONS OF THESE LAWS AND OTHER ASSAULTS OR VIOLENCE AGAINST EDUCATION EMPLOYEES SHOULD BE DOCUMENTED THROUGH A JOINTLY ESTABLISHED PROCEDURE. THE DATA COLLECTED AT THE DISTRICT LEVEL SHOULD BE USED FOR REVIEW, ANALYSIS, AND ANY NEEDED ACTION. THIS DATA MUST BE ACCESSIBLE TO THE LOCAL ASSOCIATION.

THE ASSOCIATION BELIEVES THAT EDUCATION INSTITUTIONS SHOULD HAVE AN APPROPRIATE DOCUMENTED PROCESS TO REPORT ASSAULTS AND THREATS OF VIOLENCE AGAINST EDUCATION EMPLOYEES TO THE DISTRICT LEVEL IN A TIMELY MANNER. EDUCATION INSTITUTIONS SHALL MAINTAIN RECORDS OF THIS DATA.

The Association further believes that education employees have the right to refuse continued placement of the student in their school related settings when the safety of other students or education employees is in question. (1970, 2008)

I. Professional Associations

6. Strikes

The Michigan Education Association believes that the chances of reaching voluntary agreement in good faith are reduced when one party to the negotiation process possesses the power to use the courts unilaterally against the other party. The MEA recommends several procedures to be used in resolutions of impasse, such as mediation, factfinding and political action. However, the Association realizes that in order to provide quality education, members may have no choice but to resort to a strike for correcting conditions.

The Association urges the state government(s) to enact legislation with impasse resolution provisions up to and including those which would permit school employee affiliates to engage in strikes without incurring civil, criminal or other penalties.

The Association believes that when a member picket line is established by the authorized bargaining unit, crossing it is strikebreaking. It jeopardizes the welfare of members and the educational process. The Association denounces the practice of keeping schools open during a strike. In the event of a strike by employees, extracurricular and cocurricular activities must cease.

The Association denounces the staffing of schools with untrained, unqualified or noncertificated persons at any time. The Association will assist its affiliates in opposing laws or proposals which permit the hiring of noncertificated personnel for teaching positions.

The Association condemns the jailing of members, excessive bail and fines for school work-stoppages. The Association urges the state government to enact statutes guaranteeing members due process of the law when a work-stoppage occurs, including the right to present their case to the state or courts before back-to-work orders are issued. **ANY STRIKE SETTLEMENT AND RETURN-TO-WORK AGREEMENT MUST BE WRITTEN COLLABORATIVELY AND WITHOUT PUNITIVE PROVISIONS.**

In the event of a strike at the school of placement, affiliates should work with colleges and universities of both student teachers and students in field placements to ensure that those students honoring the work stoppage will receive credit for previous service and assignments, and be provided an opportunity for a comparable alternative placement in order to complete all remaining preservice requirements. The Association further believes that teacher-training institutions should be notified that a strike is being conducted and urged not to cooperate in emergency certification or placement practices that constitute strikebreaking. The Association also urges that teachers refuse to supervise cadet teachers and/or students who are sent to public schools as aides or observers/participants and who are enrolled in any higher education institution whose placement directors cooperate in emergency certification practices designed to keep classrooms open in the event of a strike. (2008)



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 1

Title: Parental Involvement

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEA Local/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association believes that a community engaged in the life of its public schools is paramount to the future of public education. Parents/guardians who are active participants in the education of their children increase the likelihood of the achievement of educational excellence. In coordination with other stakeholders, parents/guardians must set high expectations for student behavior and academic success and provide the encouragement and support for all students to achieve their full potential.

The Association further believes that innovative programs should be developed and resources committed to promote and increase family and community involvement in public schools and to promote and increase the involvement of education employees in the community. The Association encourages its affiliates to work collaboratively with the community in establishing such programs and finding the resources necessary to make the programs successful.

The Association believes that parents/guardians should be encouraged to visit their children's schools and communicate with their children's teachers and other education employees with whom the children have daily contact. In addition, schools should communicate with parents/guardians in their native language. The Association also believes that parents/guardians, students, community members, teachers, other education employees, and school board members should promote the collaborative successes between the school and the community.

Rationale:

The Michigan Education Association's Resolutions document does not address parental involvement. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 2

Title: Independent Reading Skills

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEA Local/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association believes that it is critical that students become [independent] **skillful and proficient** readers to succeed in school and life. **Researched based** [Reading] **literacy** instruction [,] **and interventions**, especially in the early [grades] **years**, [is] **are** essential for learning in all content areas and for achieving high standards. Teachers at all levels should be provided adequate resources and encouraged to use their expertise to address the diverse needs of students.

The Association also believes that the acquisition of home languages is the foundation for reading skills development. Emerging literacy skills begin with the interaction and communication between children and adults. An increased number of words spoken to a child during language development increases future reading proficiency. The Association further believes that schools and communities should work together in raising awareness of the link between language development and reading skills acquisition.

The Association also believes that teachers' efforts to value and promote reading should be supported by parents/guardians, other education employees, and communities.

Rationale:

The Michigan Education Association's Resolutions document on independent reading skills needed significant updates requiring a new resolution be submitted. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 3

Title: Accessibility for Persons with Disabilities

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEALocal/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association believes that all buildings should be in compliance with the accessibility standards of the Americans with Disabilities Act. The Association also believes that employees with disabilities are entitled to medically necessary and reasonable accommodations necessary to perform the essential duties of their jobs.

The Association further believes that events and proceedings should be structured to be able to provide medically necessary and reasonable accommodations.

Rationale:

The Michigan Education Association's Resolutions document does not address the accessibility for persons with disabilities. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 4

Title: Artificial Intelligence

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEA Local/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association believes that the development and expanding use of Artificial Intelligence (AI) technologies will continue to impact students, educators, public education, and the greater community. The Association also believes that the use of AI in public education should align with the following principles:

- a. AI tools should support the needs of students and educators.
- b. The implementation of AI must be equitable, accessible, and inclusive to ensure that no community is disadvantaged or excluded.
- c. AI tools and their implementation must be free of cultural, racial, and gender biases, and they should not perpetuate or amplify existing biases or discrimination.
- d. Educators should be involved in the development of best practices for pedagogical applications of AI.
 - Educators should be empowered to impose limitations on AI use in their classroom as a matter of professional discretion and should not be forced to allow student use of AI.
- e. The use of AI in public education should be transparent, including its applications, what data is collected, and how that data is used.
- f. AI should not compromise the privacy of educators, students, or their families.
- g. Educators and students should be provided guidance and training on the ethical use of AI tools.
- h. Evaluation of AI implementation should be ongoing to ensure it supports the needs of students and educators, and aligns with ethical standards and practices.

The Association further believes that AI tools should not be used to replace educators nor their professional judgment.

Rationale:

The Michigan Education Association's Resolutions document does not address artificial intelligence. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 5

Title: Agriculture Education

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEA Local/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association believes that students deserve the opportunity to learn about agriculture which serves as one of the pillars of most modern societies and economies.

The Association also believes that students should be provided with agriculture education, hands-on experiences, and career and technical education programs. The Association further believes that these should support economic and workforce development, agricultural innovation, and environmental sustainability.

The Association believes that every student should have access to scientifically accurate agriculture programs delivered by qualified educators and free from bias and misinformation. The Association supports the development of direct training and certification pathways for new and current educators who want to become certified in agriculture education.

Rationale:

The Michigan Education Association's Resolutions document does not address agriculture education. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 6

Title: Social Studies Education

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEA Local/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association believes that teaching social studies at all levels is an integral part of a student's education. Social studies include courses and content that study the functions of human society, its institutions, and societal structures. These include history, geography, economics, political science, anthropology, archaeology, psychology, and sociology.

When designing or adopting social studies curriculum, the Association believes the following should always influence decisions:

- a. Up-to-date, accurate, and unbiased information
- b. Intentional inclusion of material that accurately portrays historically marginalized and underrepresented groups
- c. Contain a diverse representation of cultures
- d. Personal accounts and other primary sources with supplemental materials that are drawn from representative samples
- e. Inclusive curriculum, especially selections that allow students to see positive depictions and contributions of underrepresented individuals
- f. World maps that depict up-to-date national boundaries and names of countries
- g. Historical maps should be made available and presented in context.

Rationale:

The Michigan Education Association's Resolutions document does not address social studies education. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 7

Title: Use of Union-Made Products and Services

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEA Local/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association recognizes the historical role of organized labor in its struggle for economic and social justice. The Association advocates the use of union-made products and services. The Association should refrain from promoting businesses that demonstrate anti-union practices. The Association supports the use of informational campaigns, boycotts, or picket lines.

Rationale:

The Michigan Education Association's Resolutions document does not address the use of union-made products and services. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

- Complete each section or this will not go through
- Form cannot be processed unless you are readily available at the RA
- One form per email
- Handled in order received
- SAVE YOUR COMPLETED DOCUMENT!
- Email to resolutions@mea.org

MEA Resolutions # 8

Title: Sex Education

Submitted by (delegate's name, email, phone):

Jennifer Shelito, jenshelito@gmail.com, 810-334-9180

Representing MEA Local/Region: Resolutions Committee

Text of proposal:

The Michigan Education Association believes that sex education that provides children and youth with information appropriate to their age is basic to healthy, well-adjusted mental attitudes. It also believes that the public school must assume an increasingly important role in providing this instruction and that teachers must be qualified to teach in this area.

The Association urges that courses in sex education be developed with care and that classroom teachers who teach the courses be legally protected from irresponsible censorship.

[The Association urges its affiliates and members to support appropriately established sex education programs, including information on venereal disease, birth control and AIDS.]

The Association also believes that to facilitate the realization of human potential, it is the right of every individual to live in an environment of freely available information and knowledge about sexuality and encourages affiliates and members to support appropriately established sex education programs. Such programs should include information on –

- Sexual abstinence, birth control, family planning, prenatal care, parenting skills, the effects of substance abuse during pregnancy, and the issues associated with pre-teen and teenage pregnancy***
- Diversity of culture and diversity of sexual orientation and gender identity***
- Sexually transmitted infections including HIV and HPV, incest, sexual abuse, sexual harassment, and homophobia***
- Age-appropriate, medically accurate information including lesbian, gay, bisexual, transgender, non-binary, and questioning (LGBTQ+) issues. This should include but not be limited to information on sexuality, sexual orientation, and gender expression***
- Sexual violence and affirmative consent, being defined as sexual activity deemed consensual if both parties clearly declare their willingness to participate through a voluntary, conscious, and affirmative agreement.***

Rationale:

The Michigan Education Association's Resolutions document on sex education needed significant updates requiring a new resolution be submitted. The above language was adopted by the National Education Association at the 2024 Representative Assembly.



Representative Assembly Action Form

New Business Item: #1

Title: Protecting Educators from Violence in the Workplace

Submitted by: Delegate's Name: Erinn Parker

Representing MEA Local/Region: Stephenson EA, Region 17

Text of proposal:

The MEA RA directs its leadership to create a task force to advocate for and support legislation at the state and federal level that protects educators from physical violence in the workplace, as law enforcement and medical personnel already have. This includes working with lobbyists to encourage legislative measures that:

1. Establish clear policies and consequences for violence perpetrated against educators, including incidents involving students with special needs, while ensuring appropriate interventions and supports;
2. Ensure school districts provide comprehensive training for educators on de-escalation techniques, behavioral intervention strategies, and working with students who may have violent outbursts,
3. Provide resources and support for preventing and responding to incidents of violence;
4. Secure funding for ongoing training, resources, and support;
5. Require schools to report incidents of violence against educators and implement transparent accountability measures;
6. Address the impact of violent outbursts on classroom environments;
7. Uphold educators' rights to a safe working environment without fear of retaliation for reporting violent incidents. Furthermore, the MEA will collaborate with stakeholders, including educators, policymakers, and community organizations, to develop solutions that balance student needs with educator safety.
8. Ensure that students are placed in their least restrictive environment with appropriate support professionals provided and that class sizes reflect the complex needs of students within classes.

The task force will, at minimum, provide a report, in writing or otherwise, to the Spring RA each year.

Rationale:

Educators dedicate their lives to fostering safe and productive learning environments. However, an increasing number of educators and school staff report incidents of physical violence from students, leading to injuries, emotional trauma, and long-term safety concerns. Without appropriate legal protections and preventative measures, educators are left vulnerable and unsupported in addressing these challenges. While students often have unique behavioral needs, many educators receive insufficient training on de-escalation strategies and crisis intervention. This lack of preparedness can escalate situations, putting both staff and students at risk. Schools must provide proper professional development, resources, and additional support staff to help educators work with students who may exhibit aggressive behaviors, including those due to their disabilities. Violent outbursts – whether from general education or special education students – also significantly impact classroom environments. Educators often struggle to manage disruptions while ensuring the safety and learning of all students. Physical damage to classrooms, unsafe working conditions, and repeated trauma from violent incidents contribute to burnout and retention issues within the profession. By advocating for legislative action, the MEA can help establish policies that protect educators while promoting interventions that address the root causes of student violence. The implementation of clear accountability measures, enhanced training, safety protocols, and adequate resources will contribute to a more secure and sustainable education environment, ultimately benefiting both educators and students.



Representative Assembly Action Form

New Business Item: #2

Title: The MEA will recognize the correlation between effective information acquisition and cursive writing

Submitted by: Delegate's Name: Judy Armstrong-Hall

Representing MEA Local/Region: Region 7, retired

Text of proposal:

The RA directs the MEA to advocate for cursive writing to be taught in elementary schools, as it supports learning, strengthens fine motor skills, and equips students to read a broader range of written materials.

Rationale:

Reintroduce cursive writing into the elementary curriculum is not about nostalgia – it's about neuroscience, literacy, equity, and access.

1. Cognitive and Academic Benefits:

Cursive writing engages the brain in unique ways that typing and print writing do not. Neuroscience research has shown that writing by hand – especially in cursive – activates areas of the brain linked to memory, comprehension, and creativity. These processes are critical for foundational learning in reading and writing. Studies also suggest that students who learn cursive demonstrate improved spelling, sentence construction, and idea generation.

2. Development of Fine Motor Skills:

Cursive writing requires fluid, continuous motion, which promotes the development of fine motor coordination and hand-eye control in young learners. These skills contribute not only to academic performance but also to every day tasks that require manual dexterity.

3. Enhanced Reading and Historical Literacy:

Learning cursive also improves students' ability to read cursive, which is necessary for understanding many historical documents, handwritten family records, and older texts. Without instruction, students may lose access to vast sources of information and cultural heritage.

4. Improved Notetaking and Learning Retention:

Because cursive allows for faster writing, students can take notes more efficiently and are more likely to retain what they write. Handwriting notes in cursive – as opposed to typing – has been shown to improve comprehension and memory, which supports deeper learning across all subjects.

5. Promoting Equity and Lifelong Skills:

Not all students have consistent access to technology, and over-reliance on keyboards can widen equity gaps. Cursive instruction provides every child with a foundational skill that requires no device or internet access – just a pencil and paper.

Bringing cursive writing back to elementary schools ensures that students are not only developing critical academic and life skills but are also gaining access to the full spectrum of written knowledge – past and present. MEA's support reflects a broader commitment to holistic, developmentally appropriate education practices that serve the diverse needs of all Michigan students.



Representative Assembly Action Form

New Business Item: #3

Title: Hotel Funding

Submitted by: Delegate's Name: Genevieve Minor (Region 15), Kara Wasylewski (Region 14), Sean Henry (Region 13), Andy Long (Region 16), Lisa Rhea (Region 14), Jessica Tippet (Region 14), Erin Denhof (Region 13), Greta Brock (Region 14), and Tim McFalda (Region 14)

Representing MEA Local/Region: Traverse City Education Association, Region 15

Text of proposal:

The MEA RA directs the MEA Board of Directors to review the reimbursement policy for hotel reimbursement for the spring RA from 50% to 100% effective for the 2026 spring RA.

Rationale:

Representative Assembly attendance is critically low, leaving numerous delegate seats vacant statewide. This underrepresentation hinders our ability to effectively serve members and strengthen our organization.

Several barriers contribute to this decline, with cost being a significant factor. Addressing even one of these obstacles would significantly enhance member engagement.

The RA provides a vital platform for members to shape our organization's direction, learn from other locals and the MEA, and ultimately, improve the services we provide.

Investing dues dollars to boost RA attendance is a strategic priority. Increased participation directly translates to heightened engagement and education, fostering informed decision-making and potentially driving membership growth.

A fully represented RA ensures diverse perspective are heard, leading to more responsive services and a stronger, more unified organization.



Representative Assembly Action Form

New Business Item: #4

Title: Learning from the Past

Submitted by: Delegate's Name: Tim Sullivan

Representing MEA Local/Region: Wayne-Westland, Region 2

Text of proposal:

The RA directs the MEA to create a statewide educational campaign for MEA membership highlighting the devastating impact Governor Snyder's administration and anti-education elected leaders had on public education and union rights before the next governor's election using all available communication and resources.

Rationale:

Many members, especially newer educators, may not fully understand the impact of Governor Snyder's policies on education and union rights. By using fact sheets and real stories, the campaign will ensure members are informed and ready to vote in a way that protects public education and strengthens our collective bargaining power. Members that are not aware of the restored language rights under the contract are often focused solely on the economic portion of bargaining, and items such as placement, just cause, and evaluations are left in control of the district.



Representative Assembly Action Form

New Business Item: #5

Title: Pledge of Allegiance Removal

Submitted by: Delegate's Name: William Boyer

Representing MEA Local/Region: Oak Park E, Region 7

Text of proposal:

The RA directs the MEA to remove the reciting of the Pledge of Allegiance at any Representative Assembly.

Rationale:

People should not feel compelled to recite an oath that may violate their personal religious convictions. Public schools are not compelled to recite the Pledge of Allegiance (since 1943) and the National Anthem is a sufficient sign of respect to our democracy.

		2022-23	2023-24	2024-25	2025-26
		AUDITED	AUDITED	ADOPTED	AMENDED
		ACTUAL	ACTUAL	BUDGET	BUDGET
	REVENUE				
1	MEMBERSHIP - Based On 78,000 Members	\$ 42,934,353	\$ 44,011,718	\$ 43,719,000	\$ 44,460,000
2	GENERAL	6,263,840	6,753,157	6,647,000	6,647,000
3	NEA	5,442,621	5,088,009	5,700,000	5,700,000
4	VOICE	104,250	93,500	185,000	185,000
5	CONFERENCES	161,955	179,249	228,000	228,000
6	TOTAL REVENUE	\$ 54,907,019	\$ 56,125,633	\$ 56,479,000	\$ 57,220,000
	EXPENSES				
	STAFFING RELATED				
7	SALARIES	\$ 23,115,779	\$ 24,312,449	\$ 25,442,750	\$ 25,546,258
8	EMPLOYER FRINGE BENEFITS	5,330,683	5,652,767	6,096,008	6,986,778
9	TRAVEL ALLOWANCE	2,756,602	2,758,926	2,787,934	3,040,424
10	EMPLOYER TAXES	1,847,452	1,943,757	1,935,237	1,922,947
11	TRAINING	371,914	369,751	497,686	375,000
12	PART TIME PROFESSIONAL STAFF	197,830	306,418	225,000	225,000
13	RETIREE SUPPLEMENTS	78,780	80,267	88,000	88,000
14	OFFICERS RETIREMENT	97,961	103,500	100,000	100,000
15	UNISERV DEVELOPMENT PROGRAM	6,278	0	50,000	25,000
16	STAFF BARGAINING	16,936	7,009	50,000	50,000
17	WORKFORCE RENEWAL & DEVELOPMENT	27,271	14,026	74,750	50,000
18	RECRUITING EXPENSE	34,052	13,623	50,000	25,000
19	CONTINUING EDUCATION	9,740	13,840	15,000	15,000
20	TOTAL STAFFING RELATED	33,891,279	35,576,334	37,412,365	38,449,407
	RETIREMENT EXPENSE				
21	RETIREMENT	6,812,943	4,112,237	6,795,000	6,795,000
22	RETIREE HEALTH	(7,268,140)	(8,688,621)	0	0
23	TOTAL RETIREMENT EXPENSE	(455,197)	(4,576,384)	6,795,000	6,795,000
	GENERAL ADMINISTRATION				
24	UNISERV OFFICES-RENT	2,028,454	2,025,181	2,019,832	1,919,592
25	CREDIT CARD PROCESSING AND BANK FEES	1,564,487	1,562,248	1,790,000	1,640,000
26	TECHNOLOGY & COMPUTER SUPPORT	1,091,887	1,132,849	1,000,000	1,100,000
27	SOFTWARE & MAINTENANCE AGREEMENTS	511,661	502,764	556,000	556,000

		2022-23	2023-24	2024-25	2025-26
		AUDITED	AUDITED	ADOPTED	AMENDED
		ACTUAL	ACTUAL	BUDGET	BUDGET
28	BUILDING & GROUNDS - STAFF & MAINTENANCE	324,384	391,396	593,029	553,030
29	OFFICE SUPPLIES	427,072	405,371	459,256	459,006
30	TELECOMMUNICATIONS	474,978	433,379	564,496	460,000
31	UTILITIES	257,116	255,070	277,250	277,250
32	CREATIVE PROJECTS TEAM	68,835	56,809	75,000	75,000
33	AUDIT & ACCOUNTING SERVICES	88,964	98,616	90,000	90,000
34	CONSULTING	217,900	352,668	200,000	200,000
35	INSURANCE	108,367	112,629	105,000	105,000
36	POSTAGE	87,899	70,898	109,200	109,200
37	EQUIPMENT MAINTENANCE	34,678	34,186	50,250	50,250
38	OTHER GENERAL ADMINISTRATION	54,407	23,848	42,250	42,250
39	ASSOCIATION LIABILITY INSURANCE	30,727	29,448	38,000	38,000
40	PRINTED MATERIAL	37,154	71,083	42,150	42,150
41	FURNITURE/EQUIPMENT	7,569	12,675	12,916	12,916
42	DUES & SUBSCRIPTIONS	8,411	23,198	10,600	30,000
43	TAXES	1,091	2,151	1,000	1,000
44	TOTAL GENERAL ADMINISTRATION	7,426,039	7,596,468	8,036,229	7,760,644
	LEGAL, POLITICAL, LEGISLATIVE, EXTERNAL				
45	LEGAL SERVICES	695,118	691,456	1,678,700	700,000
46	PAC ADMINISTRATIVE COSTS	655,102	656,517	654,000	654,000
47	MEA VOICE EXPENSE	263,104	247,956	247,500	247,500
48	GRIEVANCE & ARBITRATION	131,382	110,841	150,000	150,000
49	CORPORATE LEGAL EXPENSE	379,196	21,681	200,000	200,000
50	POLITICAL EDUCATION	125,717	124,845	125,000	125,000
51	MEMBER COMMUNICATIONS	119,629	100,207	105,000	105,000
52	EXTERNAL COMMUNICATIONS	152,672	198,834	155,000	155,000
53	LEGISLATIVE ACTIVITIES	60,186	60,965	60,000	60,000
56	TOTAL LEGAL, POLITICAL, LEGISLATIVE, EXTERNAL	2,582,107	2,213,302	3,375,200	2,396,500
	CONFERENCES, MEETINGS, GOVERNANCE				
57	WINTER CONFERENCE	295,263	362,121	261,250	375,000
58	NEA CONVENTION	206,120	254,400	233,440	233,440
59	NEA MEMBER TRAVEL AND CONFERENCES	0	0	10,000	10,000
60	REPRESENTATIVE ASSEMBLY - SPRING	159,832	148,017	160,000	160,000
61	SUMMER CONFERENCE	104,225	126,167	90,000	90,000

		2022-23	2023-24	2024-25	2025-26
		AUDITED	AUDITED	ADOPTED	AMENDED
		ACTUAL	ACTUAL	BUDGET	BUDGET
62	BOARD OF DIRECTORS	75,922	84,901	60,000	90,000
63	REGION COUNCIL SUBSIDY	37,931	52,052	65,000	65,000
64	ONLINE MEMBER PROFESSIONAL DEVELOPMENT	64,000	66,125	64,000	64,000
65	COORDINATING COUNCIL SUBSIDY	35,800	57,400	36,400	36,400
66	BOARD OF REFERENCE	8,043	15,951	8,000	8,000
67	COMMITTEES	10,092	25,676	15,000	15,000
68	ESP STATEWIDE CONFERENCE	5,911	12,725	10,000	10,000
69	NCSEA	26,959	27,308	27,000	27,000
70	GREAT LAKES CENTER	10,000	10,000	10,000	10,000
71	EXECUTIVE COMMITTEE	3,514	5,178	5,000	5,000
72	HIGHER ED BARGAINING CONFERENCE	2,292	2,133	3,000	3,000
73	ELECTION OF OFFICERS	6,251	0	2,000	2,000
74	EDUCATION ALLIANCE OF MICHIGAN	1,500	1,500	2,000	2,000
75	REGION ELECTIONS	10	1,796	1,500	1,500
76	TOTAL CONFERENCES, MEETINGS, GOVERNANCE	1,053,667	1,253,449	1,063,590	1,207,340
	PROGRAMMING				
77	BUILDING FULL CAPACITY LOCALS	284,150	275,059	200,000	200,000
78	LOCAL PRESIDENTS ACADEMY	583	126,435	150,000	150,000
79	EDUCATION SUPPORT PROFESSIONALS	44,377	43,080	45,000	45,000
80	ORGANIZING AND ASPIRING EDUCATORS	46,765	52,020	97,000	55,000
81	MEMBER ENGAGEMENT ACTIVITIES	34,026	42,303	60,000	60,000
82	MAHE	35,833	33,880	45,000	45,000
83	CRISIS BARGAINING ASSISTANCE	8,949	7,874	20,000	20,000
84	SCHOOL EMPLOYEES RETIREMENT	0	0	0	0
85	PROF DEV/HUMAN RIGHTS TRNG & ASSISTANCE	0	0	0	0
86	BARGAINING	688	369	2,500	2,500
87	RESEARCH	488	0	1,250	1,250
88	NEA GRANT EXPENSE	1,520,631	1,255,659	0	0
89	TOTAL PROGRAMMING	1,976,489	1,836,680	620,750	578,750
90	TOTAL EXPENSES	\$ 46,474,384	\$ 43,899,848	\$ 57,303,134	\$ 57,187,642
91	EXCESS REVENUE OVER EXPENSE	\$8,432,634	\$12,225,785	(\$824,134)	\$32,358



Amendment to MEA Constitution/Bylaws A [aka Blank Dues Amendment]

Amendment to Bylaw number: **Article II. B**

Submitted by: MEA Board of Directors
(Board vote on April 11, 2025)

Text of proposal:

- II. Active membership
- A. Remains the same

B. Dues

1. Membership dues of the Association shall be determined by the Representative Assembly. The membership dues shall be as stated in this section.
2. Except as otherwise provided in Subsections 3, 4 and 5 of this bylaw, the active yearly membership dues shall be:

a. Based on each member’s contractual salary/wage for the prior year ending June 30 earned for work in a bargaining unit represented by MEA or one of its affiliates. For those members who did not receive salary/wages for work in a bargaining unit represented by MEA or one of its affiliates in the prior year ending June 30 or whose current year ending June 30 contractual salary/wage is increasing or decreasing **twenty-five percent (25%)** _____% or more from the previous year, their dues shall be based on each member’s current year contractual salary/wage to be earned for work in a bargaining unit represented by MEA or one of its affiliates. *(August 2020)*

b. Calculated using the table below based on each member’s salary/wage. *(August 2020)*

Salary/Wages Range	Dues for that Range	Total Dues Shall Not Exceed
\$0 – \$10,000.00	1.10%	\$110.00
\$10,000.01 – \$20,000.00	1.30%	\$240.00
\$20,000.01 – \$35,000.00	1.55%	\$472.00
\$35,000.01 – \$46,606.00	1.60%	\$655.00
\$46,406.00 +	Dues shall be \$655.00	

FOR YEAR 2025-26, ACTIVE MEMBERSHIP DUES SHALL NOT EXCEED SIX HUNDRED FIFTY FIVE DOLLARS (\$655) _____.

Salary/Wages Range	Dues for that Range	Total Dues Shall Not Exceed
\$0 - \$.00	%	\$.00
\$ - \$	%	\$.00
\$ - \$	%	\$.00
\$ - \$	%	\$.00
\$ +	Dues shall be \$.00	

c. Except as set forth in the Dues Transmittal Policy for status as a member in good standing, one tenth (1/10) of the National Education Association active membership dues plus the appropriate active membership dues above must be paid monthly beginning in September of each membership year and every month thereafter until the active membership dues are paid. The MEA shall transmit the appropriate portion of each membership dues to the NEA. Zero (-0-) dollars from each membership dues

shall be placed in a Crisis Assistance Program (CAP) Fund, subject to a member's written election to receive a refund of zero (-0-) dollars according to such policies and guidelines as are from time to time adopted by the CAP Committee. ~~Twenty dollars (\$20.00)~~ _____ from each annual membership dues shall be reserved for the Building, Site and Maintenance Fund of the Association. *(August 2020)*

3. For those members of local MEA/NEA units which are not designated as negotiating agents and where negotiations dues or financial responsibility clauses have been negotiated in master agreements, state and National Education Association membership dues shall be fifty percent (50%) of the active membership dues.
4. The membership dues for members who are on a laid-off or on-leave status shall be twenty-five percent (25%) of the amount calculated pursuant to B 2 (a) above.
5. Persons eligible for active membership where no MEA/NEA-affiliated unit exists or where the MEA/NEA-affiliated unit is not recognized as legally representing its membership may join the Association by paying annual dues set by the Board of Directors in an amount no less than the cost of allocated services.
6. Nothing in the MEA Bylaws shall prohibit the MEA from offering a discount or rebate to active members in good standing for payment of MEA dues in full if received and processed by October 31 of that membership year. Locals with payroll deduction may require a deadline prior to October 31.
7. Nothing in the MEA Bylaws or policies shall prohibit MEA from developing or participating in new member recruitment programs which may forgive MEA and/or NEA dues for a limited period of time in exchange for a financial commitment by the new member. *(October 2017)*

REPORT CARD

Status of New Business Items Passed or Referred at the 2025 Representative Assembly

New Business Item #1, Protecting Educators from Violence in the Workplace

The MEA RA directs its leadership to create a task force to advocate for and support legislation at the state and federal level that protects educators from physical violence in the workplace, as law enforcement and medical personnel already have. This includes working with lobbyists to encourage legislative measures that:

1. Establish clear policies and consequences for violence perpetrated against educators, including incidents involving students with special needs, while ensuring appropriate interventions and supports;
2. Ensure school districts provide comprehensive training for educators on de-escalation techniques, behavioral intervention strategies, and working with students who may have violent outbursts,
3. Provide resources and support for preventing and responding to incidents of violence;
4. Secure funding for ongoing training, resources, and support;
5. Require schools to report incidents of violence against educators and implement transparent accountability measures;
6. Address the impact of violent outbursts on classroom environments;
7. Uphold educators' rights to a safe working environment without fear of retaliation for reporting violent incidents. Furthermore, the MEA will collaborate with stakeholders, including educators, policymakers, and community organizations, to develop solutions that balance student needs with educator safety.
8. Ensure that students are placed in their least restrictive environment with appropriate support professionals provided and that class sizes reflect the complex needs of students within classes.

The task force will, at minimum, provide a report, in writing or otherwise, to the Spring RA each year.

Result: Adopted.

Status: This task force has been created, with the goal of this group of 12 members – 3 per Zone – working with a pre-existing MEA staff task force to bring greater attention to student behavior and school violence issues, develop strategies to address problems (including both legislative and locally-bargained approaches), and advocate for adoption of those solutions. MEA has engaged in messaging and policy research throughout the year to support this work, along with efforts to raise member concerns about disruptive/dangerous student behavior and school employee workplace safety through lobbying and public relations outreach. A full report of activities and planned next steps will be presented to the RA in April.

New Business Item #3, Hotel Funding

The MEA RA directs the MEA Board of Directors to review the reimbursement policy for hotel reimbursement for the spring RA from 50% to 100% effective for the 2026 spring RA.

Result: Adopted.

Status: Implemented as directed for the 2026 Spring RA.

New Business Item #4, Learning from the Past

The RA directs the MEA to create a statewide educational campaign for MEA membership highlighting the devastating impact Governor Snyder's administration and anti-education elected leaders had on public education and union rights before the next governor's election using all available communication and resources.

Result: Adopted.

Status: Efforts around this NBI have been underway throughout the school year in the context of Election 2026 preparations. Understanding that a significant group of MEA members have begun working as educators since 2012, many do not fully understand the impact of Snyder-era changes, nor the gains made over the past 8 years to fix these issues. To focus our education and mobilization efforts, MEA has engaged in member and public research on these topics, then completed a series of "Fact v Fallacy" *MEA Voice* stories about testing, funding and policy churn (to be published in April) as well as several conference training sessions. Plans to incorporate this into Election 2026 efforts will be further outlined in a report to the RA in April.

Section C

NEA Directors Report
Annual Report

NEA Director Report 2025-2026

Region assignments

Wendy Winston: regions 4, 5, 9

Heather Schulz: regions 2, 3, 6, 7

Roger Rothe: regions 8, 10, 11, 12, 14

Allyson McBride: regions 13, 15, 16, 17, 18

Congressional assignments

Wendy Winston: Congressional Districts 3, 4, 5, 7, 8, 10 and Slotkin

Heather Schulz: CD 4, 5, 9, 10, 11, 12 and Slotkin

Roger Rothe: CD 7, 8, 9, 13 and Peters

Allyson McBride: CD 1, 2, 9, 13 and Peters

Connie Boylan: CD 1, 2, 6 and Peters

Committees, Think Tanks

Wendy Winston: NEA PAC Council, New Local President Release Time Grant Committee Chair

Heather Schulz: RA transformation Task Force, Legislative Committee

Roger Rothe: New Local President Release Time Grant Committee

Allyson McBride: Innovative Schools

Connie Boylan: Legislative Committee

NEA super weeks October 5-11, 2025, February 12-14, April 27 - May 3, 2026

Topics for discussion in Congressional Offices

- Impact of intensified immigration enforcement on communities
 - Protecting Sensitive Locations Act (S. 455/H.R. 1061)
- Opposition to the unlawful transfer of U.S. Dept of Ed to other agencies
- Restore collective bargaining rights for military-connected educators
- FY2026 Budget and Appropriations
- IDEA Full Funding
- Priority Bills that support Education Support Professionals
- Immigration

NEA RA delegate engagements: Fight Back. Fight Forward continues

November 19, 2025; January 20, 2026, April 16, 2026

Action Verbs

President Pringle frames NEA’s work around seven action-oriented verbs that define organizing for power to make change for our students, members, and communities: Educate, Communicate, Organize, Mobilize, Litigate, Legislate, Elect. NEA must be at the center of building power and shaping a democracy that works for all. Pringle emphasizes that organizing for power is essential to creating safe, welcoming public schools, an economy where one job is enough, and a democracy that delivers for everyone.

Organize/Mobilize

Pringle also highlighted May Day Strong and the importance of hosting solidarity schools to strengthen local movements. Members are also encouraged to the No Kings movement.

VP Moss - “We have no choice but to organize for power to make change.”

Financial Report

Secretary/Treasurer Noel Candelaria updated the NEA Board on the fiscal health of NEA.

NEA experienced the strongest early enrollment ever. NEA has increased members for the first time since the pandemic.

Secretary/Treasurer shared that the Contingency Fund is currently at its lowest level in many years.

Active and ESP Dues Update (2026-2027) NEA dues are set by a formula under Bylaw 2-7(a) based on the average national salary for each membership category. Therefore, Active and ESP dues will increase by \$5, one dollar of which supports the Uniserv Fund.

Key Initiatives

Expanding autopay by moving members off payroll deduction will strengthen revenue control and organizational resilience.

PAC Engagement: Every membership conversation should include a PAC ask. (See more below)

Verb: Litigation

NEA filed emergency relief from ICE in sensitive locations (schools, places of worship, and hospitals). NEA experienced a recent win regarding Federal Mediation and Conciliation Services which is especially helpful for our smaller affiliates. We continue litigation against dismantling the U.S. Department of Education. The Department of Education is no longer investigating civil rights violations in schools. Technical and post-secondary education are being shifted to the Department of Labor. Special education will be moved to the U.S. Department of Health and Human Services. The legal department is monitoring Trump's Criminalization of Protest. Protestors are being prosecuted as terrorists.

Warning undocumented individuals or providing assistance in avoiding ICE detection can be prosecuted as federal crimes.

Michigan NEA PAC contributions have declined recently. Giving to NEA PAC supports the election of federal and state candidates, regardless of party, who champion public education, educators, and student rights.

Overall giving: 2022 - 140k, 2023 - 132K, 2024 - 99k

Contribution per member: 2022 - \$1.20, 2023 - \$1.61, 2024 - \$0.84

Every membership conversation should include a PAC ask!

Encourage contributions to NEA PAC and MEA PAC, especially sustaining contributions.

Educate members that NEA PAC supports targeted states, targeted ballot initiatives, or candidates.

Salute to Excellence in Education

Lakeview educator, Jamie Hitt, was honored as the Teaching Excellence award recipient from Michigan.

The Aspiring Educator's recognized Michigan for increasing Aspiring Educators membership by 5%!! Keep it up!

Bylaw 3-1(g)

Bylaw 3-1(g) is the Association's primary policy for promoting and monitoring racial and ethnic diversity across our leader ranks in pursuit of a remarkable goal—to attain representation at the NEA RA among our delegates who self-identify as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Middle Eastern or North African, Native Hawaiian or other Pacific Islander, Multiracial, or some other race/ethnicity that are proportionate to our state and national populations.

Mark your calendar!

International Labor Day (May Day): May 1, 2026

Visit the MI-NEA Board of Directors table at future MEA conferences.

Wendy Winston
winstonawendy@gmail.com

Roger Rothe
rwrothe@hotmail.com

Heather Schulz
hschulz@mea.org

Allyson McBride
allysonjmc@gmail.com

Connie Boylan Retired
bookwoman222@gmail.com



REPRESENTATIVE
ASSEMBLY

ANNUAL REPORT

2025 - 26



— MEA — CENTER FOR Leadership & Learning

Center for Leadership & Learning

Community Engagement and Business Growth

This year marked strong growth through strategic partnerships, expanded outreach and a focus on enhancing member experiences across Michigan.

Key highlights included a new partnership with the Detroit Pistons, plus expanding relationships with Lansing-area businesses and organizations to help provide affordable event options and expanded resources.

At Winter Conference, we enhanced our exhibits experience, including launching our first-ever College Row. We've also increased our presence at statewide events like subject-area conferences to better connect with members.

We also expanded MEA swag offerings and streamlined our Scholarship Program with a fully online process. The MEA Scholarship Fund Golf Outing continues to grow and remains a key success.

Looking ahead, we are focused on strengthening the Winter Conference, increasing exhibitor engagement and maintaining affordable, high-quality experiences. New hotel partnerships in Lansing will also help reduce travel costs for members.



Michigan Association of Higher Education (MAHE)



MAHE continued to play a vital role in advancing higher-education advocacy, professional development and leadership cultivation. The MAHE Professional Issues in Higher Education Conference achieved record attendance, featuring a keynote presentation that examined coordinated national efforts impacting higher education and underscored the importance of collective awareness and advocacy.

MAHE also hosted a well-attended Town Hall event focused on leadership development, legislative issues, legal challenges and broader threats facing higher education. The event

encouraged dialogue among experienced and emerging leaders and strengthened connections across institutions statewide.

In addition, MAHE leaders engaged in collaborative discussions with Higher Education Labor United (HELU), further expanding partnerships and reinforcing MAHE's commitment to advancing the collective voice of higher education professionals at both the state and national levels.



MEA EDUCATION SUPPORT PROFESSIONALS
EDUCATE • ADVOCATE • EMPOWER

MEA ESP Caucus

Over the past year, the ESP Caucus has focused on advancing the ESP Bill of Rights campaign, engaging and empowering Education Support Professionals (ESPs) across the state. The work has gained strong momentum, with nearly 1,300 individual endorsements and 35 organizational endorsements to date.

This campaign is setting the standard for similar efforts in other states across the country. Our work was recently highlighted at the NEA ESP Conference, where members and staff presented the Michigan Campaign model for building ESP power and advocacy.

In recognition of this momentum, the effort was awarded a \$300,000 NEA Great Public Schools grant over two years to continue expanding the work, increasing member engagement and developing ESP leadership.

The next goal is to continue building support and secure endorsement from every region before the fall, further strengthening the collective voice of ESPs and allies across the state.

Learn more and sign on to the ESP Bill of Rights at mea.org/esp-bill-of-rights.

New Unit Organizing

MEA continues to grow, with several organizing efforts underway across multiple districts and higher education institutions, including new unit elections.

Elk Rapids Support has presented a memorandum of understanding (MOU) to its district for voluntary recognition, and Southgate O, representing 23 members, filed for recognition on Jan. 1, 2026. The MSU Academic Specialists, numbering about 1,200 potential members, are currently organizing.

In elections, several groups have achieved success; some highlights include Burr Oak EA and Battle Creek Behavior Interventionists, both of which won after unfair labor practice (ULP) filings. The Linden GSRP unit secured voluntary recognition after an MOU and board vote, and Elk Rapids ESP, Southgate O, Caro P and Utica EA/Alternative Ed units all won their elections.

Overall, the momentum across districts reflects strong, ongoing organizing activity and multiple newly recognized bargaining units.

Year-Round Organizing

MEA's participation in the 2025 NEA Year-Round Organizing Grant provided resources and paid member organizers who assisted in recruiting 655 new members across the 16 participating locals. These 16 EA and ESP locals developed teams of member organizers that were trained and worked to develop an organizing plan within their local. Member organizers worked on membership roster data cleanup, membership surveys, membership growth through 1:1 worksite conversations, new-hire orientations and the promotion of the Commitment to Membership (CTM) and Early Enrollment (EE) Campaigns.



The Union of Tenure System Faculty at Michigan State University held a rally outside the Michigan State University Kellogg Center to urge the MSU administration to recognize the union on Sept. 6, 2024.

UTSF won recognition on September 8, 2025 after years of organizing and legal battles.

Learning & Organizational Development

2025 Summer Conference

The Center for Leadership & Learning (CLL) successfully hosted the 2025 Summer Conference as a hybrid event at MEA Headquarters in East Lansing. More than 260 attendees participated in more than 40 sessions offering State Continuing Education Clock Hours (SCECH) and/or ESP credits.

COMING SOON

Scheduled for July 14-16 at MEA Headquarters in East Lansing, the 2026 Summer Conference will launch our 2026-27 professional learning year.



2026 Winter Conference

Held at the Detroit Marriott Renaissance Center, the 2026 Winter Conference hosted 1,038 participants across 65 sessions, including 16 SCECH-eligible and 17 ESP-credit eligible sessions. Special events included an Education Forum with 2026 candidates for governor, a Detroit Pistons game night, ESP Bill of Rights reception, MESSA dinner and an Afterglow event.





MEMBERSHIP ON THE RISE



Aspiring Educators of Michigan (AEM)

AEM membership increased 38% from 2024-25 and another 49% from 2025-26. Representation spans 19 campus chapters. Attendance at this year’s fall conference nearly doubled compared to the previous year, with roughly one-quarter of the membership present. State leadership elections will occur in March.

Educators Rising

MEA hosted the Educators Rising Conference & Competition at Wayne State University in March. A total of 243 students competed (up from 128 last year), and nearly 500 future educators registered. Participants represented 25 Michigan schools. The keynote speaker was Jessica Care Moore, Detroit Poet Laureate. The event featured learning sessions, competitions and student activities.

Michigan New Educators (MiNE)



MiNE is undergoing a strategic revamp to better support early career educators statewide, expanding engagement opportunities and leadership pathways in collaboration with AEM alumni leaders.

Leader-Member Training Program (LMTP)

Since September 2025, 41 leader-member training courses have taken place across 12 unique courses, reaching at least 1,244 individual members. An additional 20 training sessions are scheduled through the end of the fiscal year in August 2026, supporting leadership development statewide.

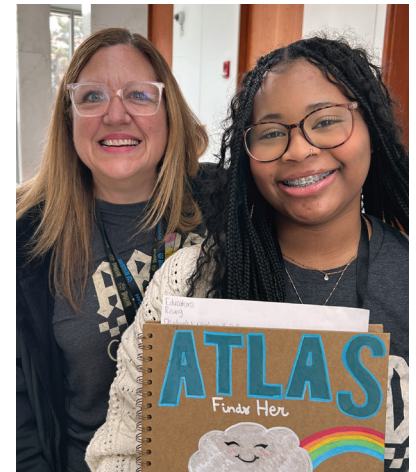


MEA LearnCenter Learning Management System

LearnCenter utilization increased 39% year-over-year, with 2,931 members supported in 2025-26 (up from 2,103). Login processes were streamlined, and new internally developed courses are expanding the catalog.

SCECHs Earned

SCECH engagement through MEA-provided training increased 312% in 2025-26, with 512 SCECH engagements serving 1,231 members. Expansion of LearnCenter offerings is expected to drive continued growth.



Pictured at Educators Rising with her teacher, Heather Roberts, high school junior Madison Hatcher competed in the conference’s children’s literature category for the picture book she wrote, illustrated and presented before judges — Atlas Finds Her Calm.

Communications & Public Engagement

Legislative & Lobbying

Divided government gridlock reached new depths in 2025 with the least productive legislative year in Michigan history — with 2026 likely to follow suit.

2025-26 EDUCATION BUDGET

The main accomplishment in 2025 was the (late) passage of the FY26 education budget in October — well after the Legislature’s July 1 deadline. That budget included:

- ➔ \$10,050 foundation allowance (+\$442 per student)
- ➔ \$250M increase to at-risk funding (31a)
- ➔ continuation of free school meals for all students
- ➔ \$300M for safety/mental health (with legal privilege waiver requirements attached to 31aa that caused most districts to not take the money)
- ➔ \$200M in additional one-time compensation for school employees to offset out-of-pocket health cost increases (27l)
- ➔ 2-3% increase for community colleges and universities
- ➔ On the negative side, a \$400M shift of higher education expenses from the General Fund to the School Aid Fund to free up revenue for road funding

In the fall, MEA mounted a full-scale budget push including a September 2025 lobby day with 60+ members, a \$200,000 digital ad buy (thanks to an NEA grant) and constant member contact via email, phones and in communities with their lawmakers.

OTHER POLICY ACCOMPLISHMENTS FOR 2025-26

- ➔ Compromise law requiring local policies to restrict student smartphone use during instructional time (SB 234/HB4141);
- ➔ Lifting 2024-25 days and hour requirements for districts closed by the March 2025 Northern Michigan ice storm (HB 4345);
- ➔ Allowing for opt-out of the workforce readiness assessment portion of the Michigan Merit Exam (MME), or WorkKeys (HB 4037-38 and 4538); and
- ➔ (FINAL PASSAGE PENDING) Elimination of the MME writing component along with exclusion of MME scores from transcripts (HB 4556-4557).

STUDENT LITERACY AND THE FY27 BUDGET

Student literacy promises to be the major issue for 2026, with Gov. Whitmer highlighting it in her final budget recommendations and State of the State address — including proposed investment in increased professional development, tools and support for educators and interventions during and outside of school for struggling readers. Work on the FY27 budget will likely dominate Lansing throughout the rest of this spring, with MEA working closely with other education organizations and pro-education legislators to bring needed consistency and clarity to the budget for next year and beyond.

Stay up to date at mea.org/legislation, including our Legislative Tracker at mea.org/legtracker.



Huron Valley EA President Jennifer Hollander addresses reporters at a Sept. 2025 lobby day.



“These weren’t miracles — they were marathons; the result of years of hard work and commitment to the plan.”
 Gov. Gretchen Whitmer on other states’ effective literacy programs

STATE BOARD/MDE

The major development with the State Board of Education and Michigan Department of Education (MDE) in 2025-26 was the hiring of Dr. Glenn Maleyko as the new State Superintendent of Public Instruction. The board also adopted updates to health curriculum standards and discussed efforts to improve student literacy, chronic absenteeism and more.



Dr. Glenn Maleyko
State Superintendent

Political Action & PAC

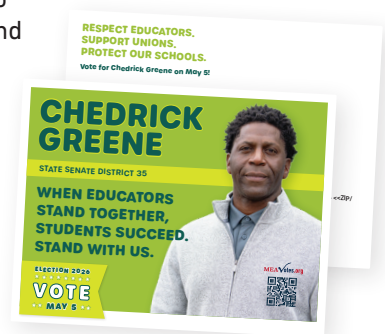
We are gearing up for a critical election season in 2026, including open races for governor, U.S. Senate, attorney general and secretary of state; key Congressional, State Senate and State House races; other statewide candidates and measures; and local school and community college board races in November.

Current member-to-member organizing is focused on the SD 35 special election in Saginaw, Bay City and Midland, where MEA's locals have recommended Chedrick Greene on the May 5 ballot. Screening processes are underway for statewide, Congressional, State Legislative and local races for the August primary and November general elections — with an eye toward absentee/early voting starting in June and September, respectively.

Local election work continues to be critical, with MEA involvement helping more than 65% of local millage and bond elections pass this year. Again in 2026, we are working with the Great Lakes Political Academy on candidate recruitment and training for local board races.

In order to be successful in 2026, we must raise significant political action committee (PAC) funds to elect friends of public education. For the 2025 calendar year, we raised over \$380,000 for MEA-PAC and nearly \$110,000 for the NEA Fund — however, only 8.6% of active members gave to PAC in 2025.

We had strong fundraising at MEA events in 2025-26, including \$17,500 at the Representative Assembly (RA), \$4,000 at the Summer Conference and \$11,500 at the Winter Conference and nearly \$90,000 at the Statewide Staff Meeting. Our recent March Madness PAC drive raised more than \$40,000, but another \$300,000 or more must be raised by fall to meet the needs for November's elections. Please run local PAC drives, contribute online at MEAVotes.org and contact us at pac@mea.org for any support.



MEA-PAC

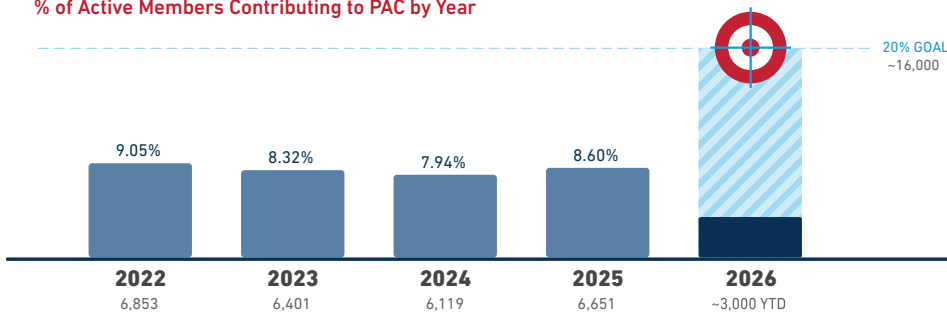
2025-26 Fundraising & Member Participation

► RAISED MAY 1, 2025 TO MARCH 31, 2026

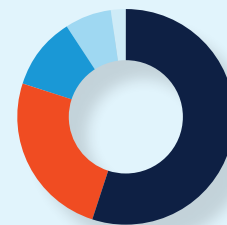
MEA-PAC
\$361,380
from 7,110 contributors

NEA FUND
\$54,435
from 2,648 contributors (not including approx. \$50k at 2025 NEA RA)

% of Active Members Contributing to PAC by Year



2025-26 EVENT FUNDRAISING



\$163k
Total Raised at Events

- 55% Statewide Staff Meeting
nearly \$90,000
- 25% March Madness drive
more than \$40,000
- 11% Representative Assembly
\$17,500
- 7% Winter Conference
\$11,500
- 2% Summer Conference
\$4,000

We Love Public Education

From distribution of calendars and yard signs to a \$250,000 NEA paid media grant in early 2026, MEA's theme of "We Love Public Education" has permeated work throughout the year. Members have engaged around a positive, pro-education message that works in liberal and conservative areas alike, focusing on the importance of our hometown, neighborhood schools to our communities. Check out [WeLovePublicEd.org](https://www.welovepubliced.org) — and watch for the grant-funded campaign later this spring in target areas around Michigan.



Member Communications

Over the past year, the award-winning *MEA Voice* magazine and related communications vehicles have covered a wide range of issues and focused attention on the incredible work of pre-K-12 educators across the state. From a feel-good cover feature on the national award-winning work of East Jordan's Matt Hamilton and his Shoe Club, to gritty accounts of crisis and organizing struggles in Wayne-Westland, Pontiac, Traverse City, MSU-UTSF, and more — *Voice* content ran the gamut.

- Three editions of the magazine, in August, October and February, conveyed large themes and key MEA priorities in human terms — breaking down big ideas into multi-story packages — including educator recruitment; the ESP Bill of Rights campaign; and the movement to strengthen early literacy.
- A three-part series, in December, February and April — Facts vs. Fallacy — focused on analyzing and explaining the history and facts behind Michigan school performance, funding and policy in the runup to this year's critical elections.
- The December *Voice* featured the incredible and moving story of retiree Jim McCloughan, a 40-year member and educator from South Haven who was awarded the Congressional Medal of Honor for his heroic actions as a U.S. Army medic in Vietnam.

The amazing staff work of producing the magazine runs in concert with also generating regular content for MEA social media and e-newsletters, including MEA Voice Online, Capitol Comments and At The Center. Via social media, on Facebook alone from May 1, 2025, to the time of this report, we've had more than 2.6M views, 27,000 content interactions and 15,000 link clicks to an audience of nearly 45,000 followers.





Michigan gubernatorial candidates speak at Michigan Education Association forum in Detroit

Media Relations & External Communications

From May 1, 2025, to the time of this report, MEA was featured in 110 TV stories, 158 radio stories and 217 online/print stories. Were MEA to purchase that amount of advertising space, it would have cost more than \$20.7 million.

Key topics generated from hundreds of reporter interviews included:

- ➔ Education funding
- ➔ Election 2026 (including the Education Forum with key candidates for governor at February's Winter Conference)
- ➔ Student literacy
- ➔ Local organizing and bargaining situations
- ➔ Impact of federal issues on Michigan schools
- ➔ The educator shortage
- ➔ Chronic absenteeism
- ➔ Universal school meals
- ➔ Rising health care costs and substandard pay for school employees
- ➔ Student smartphone use
- ➔ Immigration enforcement
- ➔ Student mental health and behavior issues

We continued to write and place op-eds on many of these same topics from MEA President and CEO Chandra Madafferi, Senior Executive Director Erik Edoff and a variety of local leaders and members in the Detroit News (including our monthly Labor Voice column), Detroit Free Press, Bridge Michigan and other outlets across Michigan.

Finally, we offered strategic counsel and training on communications issues for both state and local leadership, including bargaining crisis support in Grand Rapids, Ludington, Northville, Clintondale, Pontiac and many other locals (upon request of UniServ directors).

Creative Projects Team

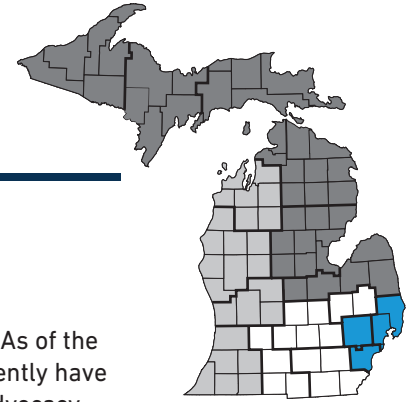
The Creative Projects Team completed just over 1,700 print and digital jobs (equivalent to the prior year), ranging from conference materials and campaign mailings to customized local flyers and new member kits. The Team consistently provides rapid creation and production of MEA branded printed, digital, online and video and continues to monitor and improve MEA brand consistency across the organization.

Lansing State Journal

Tenured faculty at Michigan State reach deal to unionize



AT THE CAPITOL | Leading MI education groups weigh in on full state budget proposal now awaiting governor's signature



Eastern Zone

Organizing and Member Engagement

The Eastern Zone started the 2025-26 school year with 27,578 members in good standing. As of the production of this report, we have increased our membership by 308 members as we currently have 27,886 members. This is due to the creativity, leadership, organizing mindset and strong advocacy of the Eastern Zone local leaders and staff. While we have seen significant advancements in local contracts and membership numbers over the past year, some of the highlights include the following:

Troy E: Membership has increased by a net total of 26 members since the start of the 2025-26 school year.

Livonia E: Membership has increased by 49 members since the start of the 2024-25 school year.

Birmingham Techs and Community School Organizers: These newly organized ESP locals ratified their first Collective Bargaining Agreements (CBAs) and have maintained 100% membership.

Collective Bargaining

The 2025-26 school year saw major enhancements to our members' collective bargaining agreements in multiple locals across the Eastern Zone. Our bargaining teams continue to advance and ratify language that returns restored subjects to many of our CBAs to provide improved working conditions and fairness in matters of evaluation and employee discipline.

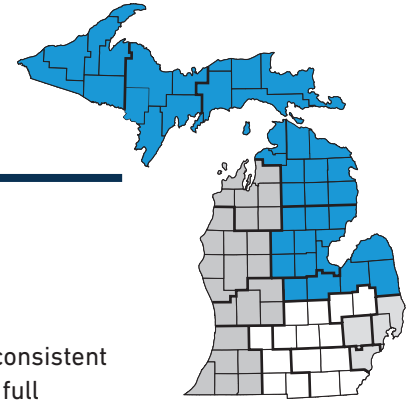
The most public bargaining crisis came in Clintondale. Our Clintondale EA members had been working without a contract since Aug. 31, 2024. While the district continued to offer no substantial increases, with an escalating fund balance over 20%, and continued to say no to any restored subjects of bargaining, the EA held strong and ramped up their crisis activity over the final 18 months to earn a settlement that was ratified by both parties in February 2026 before Fact-Finding was set to begin. The actions of our leaders, members and staff involved in the Clintondale crisis bargaining showcase the power of collective strength that comes with MEA membership.

There are many other Eastern Zone locals who had to activate their collective strength to advance their members' best interest in a difficult bargain. Among them are Birmingham E and Holly E, while all Pontiac locals and Oakland University CM continue to ramp up their crisis efforts to bring home the contracts their members deserve.

The Port Huron EA ratified a five-year contract with 9.5% on-schedule during the first three years and wage reopeners in the last two years. The contract includes restored subjects of bargaining which will now be protected through the expiration of the contract in June of 2030.

In January, MEA member Maria Scott averted tragedy at Romulus Middle School by denying an armed man access to the building. Hailed as a hero in Detroit media, the school secretary said first her instincts kicked in — then her training took hold.





Northern Zone

What's Notable?

- Bargaining produced strong financial gains across the Northern Zone, including consistent wage increases, step and lane movement, longevity improvements, bonuses and full retroactivity in several units.
- Working conditions improved through restored subjects, clarified class size language, prep-time protections, paid meetings, guaranteed work hours and stronger leave provisions.
- Health insurance access and affordability expanded, with more districts moving to MESSA coverage, higher employer contributions, improved cash-in-lieu options and expanded dental and vision benefits.
- Insurance education campaigns delivered major savings, particularly in Cheboygan and Emmet Counties, returning nearly \$1 million in premium savings while increasing member understanding of plan choices and health savings accounts (HSAs).
- ESP and support staff equity advanced, including accretion, wage scale restructuring, additional paid holidays and improved benefit eligibility.

What's New?

- MEA membership continues to grow, with new teacher and ESP units joining or returning to the MEA family, including Burt Township and Roscommon.
- Regions 11 and 12 recorded a net gain of 447 members, reflecting focused outreach to new hires and strong local follow-up.
- New and emerging bargaining units are forming, including paraprofessional and third-party employee groups seeking MEA representation.
- Expanded use of MESSA plans continues, benefiting both members and districts through cost containment and improved coverage options.



At Saginaw Valley State University, the faculty and support staff associations are working jointly on collective action aimed at increasing the health insurance premium share covered by the university for its employees.

What's Happening

- Organizing and first-contract efforts are active, with multiple groups preparing for negotiations and working through MERC processes.
- Member education and engagement remain strong, including retirement workshops, grievance training, bargaining workshops and financial/insurance education.
- High participation in bargaining preparation, highlighted by strong turnout at the Winter Bargaining Tune-Up Conference despite severe weather.
- Demonstrated member solidarity, including successful fundraising to support a member facing loss of health insurance while on disability.

Membership Growth

The Northern Zone experienced continued growth and organizational strengthening during the reporting period. Multiple employee groups voted to join or rejoin the MEA, including Burt Township teachers, Croswell-Lexington aides and clerks, Roscommon teachers and Caro Paraprofessionals. In addition, successful accretion efforts were completed in Petoskey, further solidifying representation and bargaining strength.

Newly affiliated and returning units made significant progress in establishing constitutions, bylaws and elected leadership, positioning them for effective local governance and collective bargaining. Membership data reflects this momentum, with Regions 11 and 12 recording a net gain of 447 members between Sept. 1 and Dec. 18, 2025. MEA staff and local leaders emphasized proactive outreach to new hires and ongoing engagement to ensure timely enrollment and retention.

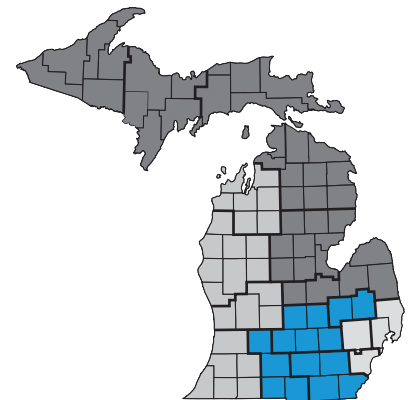
Several new organizing campaigns and inquiries are currently active throughout the Northern Zone, signaling strong interest among unrepresented employees who recognize the tangible gains achieved through collective bargaining.

Zone Priorities

Member engagement, professional development and bargaining readiness remained central priorities across the Northern Zone. Bargaining teams participated in workshops, tune-ups and conferences designed to strengthen skills related to negotiations, financial analysis, health care and contract language. These efforts have supported teams currently at the table and those preparing for upcoming negotiations, with wages and health care costs continuing to be top member concerns.

Educational programming included retirement workshops, grievance training and ORS MiAccount training, all of which were well attended and, in some cases, exceeded capacity. Member outreach activities, such as school-based meet-and-greet events, fostered relationship-building with both current and prospective members and reinforced the value of MEA membership.

The Northern Zone also demonstrated a strong commitment to member support and solidarity, highlighted by successful fundraising efforts to assist a member facing loss of health insurance while on disability. Attendance at regional and statewide conferences remained high despite challenging weather conditions, reflecting sustained member commitment and engagement.



Southern Zone

Membership Growth & Organizing

The Southern Zone led the state in Early Enrollment, signing up 593 early enrollment members as of July 2025.

Through the “Sprint into Spring” program, 84 new ESP members helped promote enrollment efforts.

The zone also led the state in the Commitment to Membership Program, with 177 members returning to membership.

Staff have been working to develop a zone-wide organizing plan and improve processes to strengthen organizing efforts.



MSU-UTSF Organizing

The Union of Tenure Stream Faculty (UTSF) has continued building its governance structure and membership base. Membership growth over the reporting period:

- ➔ 711 members (Oct 2025)
- ➔ 730 members (Nov 2025)
- ➔ 739 members (Jan 2026)
- ➔ 746 members (Feb 2026)

The local held its first general membership meeting and elected leadership in February 2026. Elections for Association Representatives were conducted to expand member leadership.

Ongoing conversations are taking place about organizing Academic Specialists at MSU.

Tenure track faculty rallied at the Michigan State University Hannah Administration Building on Oct. 25, 2024 during their years-long campaign for the United Tenure System Faculty union to be recognized by MSU.

Bargaining & Key Settlements

Multiple locals across the Southern Zone successfully negotiated agreements that included salary increases, improved benefits and contract language improvements, including:

Hartland F: Contract extended through 2028 with 8%, 6% and 2% increases across three years.

Brighton ESP: Three-year agreement with immediate increases of 2.3-6.7% plus additional yearly increases.

Brighton E: Three-year agreement with salary increases and 12 district-provided maternity leave days added.

Hartland CM, OP and E: Contracts included wage increases, longevity pay increases and improved worker protections.

Fowlerville T and F: Contracts increased paid holidays and wages.

Mason and Dansville units: Contracts improved employee rights, grievance procedures, sick leave policies and union protections.

Member Engagement & Events

Locals across the zone hosted numerous events designed to build member engagement and strengthen union connections. Examples include:

- ➔ Paint & Sip events in Hillsdale and Monroe counties
- ➔ Holiday craft event in Jackson County
- ➔ Trivia Night in Monroe County
- ➔ MSU APA events, including “Paint Your Poison” and sports outings
- ➔ Holiday gift wrapping event hosted by the 4-AB Coordinating Council

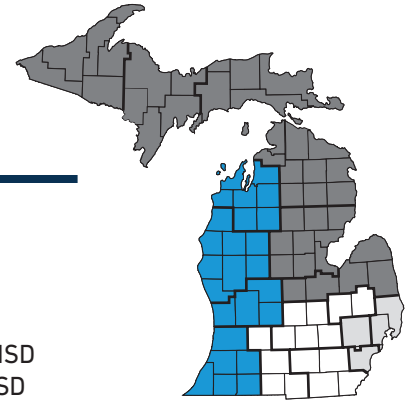
These events attracted dozens to more than 100 members and helped strengthen relationships among members across locals.

Zone Operations & Staff Development

- ➔ Staff participated in training on handling difficult employers at the bargaining table
- ➔ Zone staff held discussions to improve organizing strategies and local engagement
- ➔ A temporary UniServ Director position was created to support the growing MSU-UTSF local
- ➔ The Ann Arbor MEA office relocated to a new location in July 2025

Bargaining Advocacy Win

Coldwater EA secured recognition of Eid al-Fitr as a non-school day beginning in 2027-28, following nearly a decade of advocacy.



Western Zone

Membership Growth and Organizing Wins

New Units: Three Rivers MOT, Portage P, St. Joseph Paraprofessionals, Mecosta-Osceola ISD Paraprofessionals, Elk Rapids OP, Burr Oak Teachers, Spring Lake CFMT, Ottawa Area ISD Teacher Consultants and Mattawan Edu Staff P.

The Western Zone added 428 new Early Enrollment members, with further growth anticipated.

Bargaining Achievements

Benton Harbor E: 3-year deal, +3%/+3%/+3% with a reopener in Year 3 for even more, almost all our restored subject language verbatim from our model language.

Buckley EA: TA reconfigured their pay scale. The employee group increased salary by 18% over the 3-year contract resulting in a \$228,348 increase in lifetime earnings.

Evert EA: Three years — 7% increase — 3 additional personal days — added back all prohibited subjects.

McBain EA: Three years — 9% increase — added back all prohibited subjects.

Mesick EA: Two years — 6% increase — added back all prohibited subjects including just cause for discipline.

Northport ESP: Duration: Three years. 2025-2026 = 5.2% to 8.7%; 2026-2027 = 5.2% to 8.7%; 2027-2028 = 5.2% to 8.7%. Maintained just cause. Added MESSA health, dental and vision for members working no less than 20 hours per week with \$7,000 cash-in-lieu (CIL). (Eligibility was 30 hours per week and no one works less than 20 hours per week.)

NWEA (ISD): A life-changing settlement for our ISD EA members. Duration: 3 years. 2025-2026 = 5.15% to 63% (yes! 63%); 2026-2027 = 4%+; 2027-2028 = 4%+. Improvements in MESSA ancillary benefits, mileage, mentor pay, new lane for doctorate degrees, etc.

Pine River EA: Two years — 7% increase — added back all prohibited subjects.

Portland Support Staff: 4-year contract: 4.7%, 17.9%, -11.5%, 3.25%, 3.25% (4-year average of 27.2%). Retroactive pay back to July 1, 2025.

Riverside Hagar #6: Has a tentative agreement (TA). +3% each year for 3 years, with a salary reopener on year 2 and 3.



Candice Anderson of the Grand Rapids Education Association speaks to a GRPS board meeting as teachers prepared to start a new school year without a contract. Thanks to sustained organizing and messaging, GREA settled a two-year contract in December featuring an 11.8% raise.

Events and Community Engagement

Kalamazoo Coordinating EA and local leaders have secured the Fetzer Center on Thursday, April 30, for the 2026 Partners in Education (PIE) Dinner. Cocktail hour will begin at 5 p.m., followed by dinner at 6 p.m. and the award presentation at 7 p.m.

13-CDE Shoreline Educational Coordinating Council MEA members have been chosen to receive the Exceptional Person in Community Schools (EPICS) awards. A recognition banquet for all honorees will be held on Wednesday, May 6, from 6-8 p.m. at the Frauenthal Ballroom A in Downtown Muskegon.

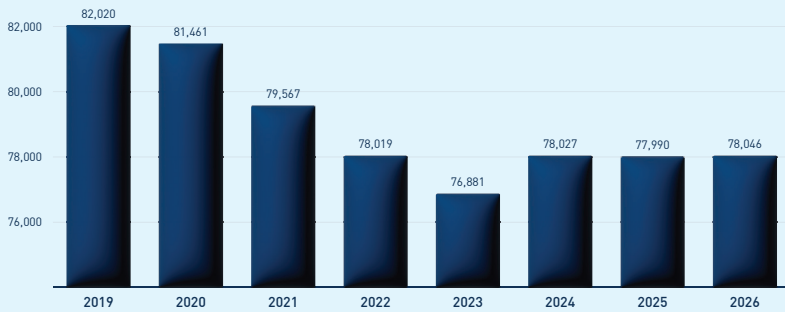
MEA CORPORATE SERVICES

Member & Information Services

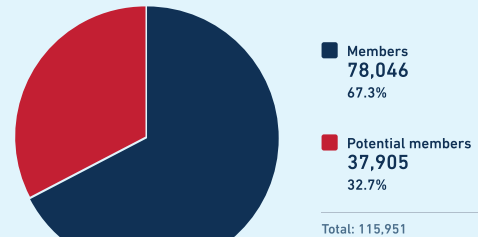
MEA Membership Totals

The active membership count is currently 78,046, an increase of 56 members compared to the same point last year. The loss of agency shop in 2012 led to a decade-plus period of annually shrinking membership, but the last three years have reversed that trend.

ACTIVE MEMBERS: MARCH



MEMBERSHIP PERCENTAGE 3/31/26



Early Enrollment

The Early Enrollment (EE) program is available to members joining their local for the first time in the months of April through July, with dues beginning in September. In 2025, we gained 2,028 members under Early Enrollment. Michigan is proud to consistently lead the country in both EE sign-ups and retention rate.

Dues Payment Options

MEA is in the second year of offering hybrid billing for locals that have bargained payroll dues deduction. Members in these locals can choose between payroll dues deduction or eDues via Billhighway for each school year. There are 188 locals using hybrid billing, representing nearly 20,000 members. More than half (53%) of members in these locals have opted for payroll dues deduction. Hybrid billing provides convenience for members and savings for MEA by virtue of reduced payment processing fees.

Membership Transfer

For years, there has been a pattern of membership losses as members transfer to a new district and fail to rejoin membership in their new local. Survey data informs us that these drops are often unintentional, and that members believe that membership automatically follows them to the new local. In 2025, we introduced new terms and conditions to our membership application that provides for the automatic transfer of membership. Existing members are asked to sign the Membership Transfer Addendum when they log on to the MEA Member Portal. Transferrable Membership is in effect for 44% of our members — and counting. In its first year, this new program has already led to a 3% increase in the retention of members who move districts. As the percentage of members with transferrable membership continues to grow, we can expect this rate to improve.

Conference System Improvements

IT and CLL continue to work together to improve technology for our conferences. This year, the conference registration system was upgraded to provide members a much more modern, intuitive registration experience, with better access to session information while registering. Members are now able to self-manage changes to session selections and sign up for waitlists.

Rebates

The \$30 dues rebate was back and better than ever this year. Members who paid their dues in full by Oct. 31 were eligible for the rebate. New this year, the rebate submission process is now entirely online for members who pay their dues via Billhighway. Eligible members access the online rebate form in the MEA Member Portal. This change makes the process more convenient for members and saves printing, mailing and processing costs for an estimated 3,300 forms each year. This year, just over 3,000 members paid their dues in full by the deadline and submitted the rebate form.

LBL Rebate checks totaling \$72,299 were issued to 53 locals in 2025. This rebate program was enacted by the 2022 Representative Assembly. LBLs are eligible for the rebate when they pay their full dues balance by the end of year, with nine out of 10 payments applied on time. The rebate amount is 1.5% of the local's annual MEA dues.

Commitment to Membership

The Commitment to Membership (CTM) program was offered for the seventh year, with nearly 800 new enrollments during the fall window. Our current CTM population is 1,576 members. To date, more than 5,800 individuals have taken advantage of this targeted program that provides a path back to membership in good standing where a balance has become a barrier.

Online Voting

We've seen continued growth in usage of the Online Voting system. Over the past year, we've facilitated 417 elections with more than 35,000 ballots cast.

Help Center

The MEA Help Center assists more than 1,500 members each month. Through phone, email, and the MEA.org chat, staff respond to member inquiries, connect members with resources, support access to systems such as the Member Portal and Online Voting, and assist with payments.

Human Resources

All of the current union contracts were settled and ratified within the last year with all MEA contracts expiring at the end of 2027.

Since July 1, 2025, the MEA department has posted 60 jobs at MEA, MESSA and MEA Financial Services.

We have received 97 requests for leaves under the Family and Medical Leave Act (FMLA). We completed all year-end reporting, including the annual W-2 and W-3 reporting, the Affordable Care Act reporting, the One Big Beautiful Bill reporting and all quarterly and year-end tax reporting.

We completed the Form 5500 for our Cafeteria Plan benefits (Plan Year 9/1/2024-8/31/2025) and the Workers' Compensation audit for Plan Year 9/1/2024-9/1/2025.

We are implementing a recruiting system to improve our hiring process and are researching a process to implement an electronic workflow to improve efficiency and eliminate additional paper. We are assessing/developing management training needs.

On April 1, we said goodbye to Courtney Pierce, wishing her all the best in her retirement.

On March 12, we welcomed Liz Cotter as our new Director of Human Resources.

Legal Services

The Legal Services Department currently has temporary employees serving in one of the Arbitration Specialist positions and in the Manager of Legal Services position. The position of Director of Legal Services has recently been posted and will be replacing the Manager of Legal Services position. The selected candidate will have expanded responsibilities which will include providing labor relations and compliance support to Human Resources, among other things. We expect to be re-posting the Arbitration Specialist position in May.

The Legal Services Department has continued to provide training to our staff throughout the last year with the presentation of Legal Core training and participation of individual Legal Services staff members in various other trainings such as Core Advocacy training and training sessions at the Winter Conference.

During the last year we switched Legal Updates to bimonthly and are also now providing Arbitration Updates bimonthly in alternating months.

The Legal Services Department authorized more than 120 MEA member cases for legal assistance in the last year. Additionally, the department represented members in more than 120 arbitrations. These numbers do not include those cases set for arbitration that were settled on the member or local association's behalf or matters on which our Staff Attorneys provide legal advice on a daily basis.

The Legal Services Department acts as a staff liaison to the Board of Reference and two hearings were held in the last year. The staff liaison also did intake for other matters that did not go to a hearing.

The Executive Director of Corporate Services facilitates Article X hearings for the Executive Committee, and three Article X hearings were held in the last year.

Key Case Decisions

In June 2025, the U.S. Supreme Court recognized a constitutional right for parents to advance notice and an opportunity to opt out of curriculum materials that may substantially interfere with their religious views in *Mahmoud et al. v. Taylor et al.* NEA filed an amicus brief in the case arguing that school district decisions to make curriculum more inclusive are constitutional and serve the core purpose of public education. However, the Court held that the mere introduction of the storybooks into classrooms imposed a burden on the parents' rights to direct the religious upbringing of their children.

In March 2025, Executive Order 14238 was issued directing the Federal Mediation and Conciliation Service (FMCS) to eliminate non-statutory mediation and conciliation services which resulted in a large Reduction in Force (RIF). Mediator staff was reduced to 6 from 123. The agency created a policy limiting mediation services to bargaining units of specified sizes. NEA joined in a lawsuit with other labor allies to challenge this policy and ask for a reversal of the RIF. Ultimately the court concluded that the policy was arbitrary and capricious since there was no explanation for the numerical thresholds. As a result, the court vacated the policy and ordered FMCS to reverse the RIF implemented under it. This was a victory, but it is likely that this matter is not over as new numerical thresholds were being set shortly after the victory. The MEA has utilized FMCS services during bargaining in the past and the arbitrary thresholds would likely have eliminated that option.

On Feb. 12, NEA and the American Federation of Teachers (AFT) filed an emergency motion challenging the January 2025 rescission of the sensitive locations policy. The policy provided longstanding guidance that limits immigration enforcement at "sensitive locations" like schools, hospitals, courthouses and churches. NEA and AFT joined a lawsuit last September seeking to reinstate the policy.

HB 6058 Update

The Michigan Supreme Court will hear oral arguments on May 6 in the ongoing Senate v. House lawsuit regarding nine passed bills from *Lame Duck 2024* that are being unconstitutionally withheld from going to Gov. Whitmer for consideration — including HB 6058, which aims to reduce skyrocketing health care costs for educators and other public employees.

The justices will be considering the appeal filed by the House of an October Court of Appeals ruling that the bills need to be presented. MEA and other labor unions have filed amicus briefs in support of the Senate's case at every step of the process.

Finance

Budgets

The 2026-27 MEA Budget is complete and awaiting Spring Representative Assembly approval. MESSA's annual budget for 2026 was approved at the Dec. 1, 2025 board meeting. MEA Financial Services and subsidiaries budget for the 2026 calendar year was approved at the Dec. 5, 2025 Shareholders meeting.

Audits

Audits of the MEA General Fund and Sub Funds have been completed and were presented at the Dec. 5, 2025 Board meeting. There were no issues reported by the auditors. The MESSA Dec. 31, 2025 annual audit is complete and will be presented at the May MESSA Board meeting. There were no issues reported by the auditors. The annual MEA Financial Services, Paradigm Equities and Fairway Investment Group audit is finalized. The consolidated audit report will be presented at the July 2026 MEA Board meeting. The PAC audit has been completed and will be presented to the MEA-PAC Council on May 16.

Required Reporting

The Department of Labor (DOL)-required LM-2 report was completed and filed Dec. 1. The MESSA and MEA Financial Services calendar year Department of Labor reports (LM-10) and (LM-30) have been completed by MEA staff and filed. Third Party Administrator Reports for MESSA and MEA Financial Services are due to the Michigan Department of Insurance and Financial Services on July 1.

Local Treasurer Assistance

Finance serves as a resource for local treasurers who need information, tools and other assistance for topics related to their positions, such as budgeting, financial reporting, internal controls and governmental reporting. Any questions concerning treasurer duties, including the most common ones — obtaining an Employer Identification Number (EIN), incorporating with the state and/or applying for federal tax exemption — can be sent to treasurersquestions@mea.org for instructions and recommendations.

BY THE NUMBERS

12

INDIVIDUAL ENTITIES
RELATED TO MEA'S
MISSION SUPPORTED

10

AUDIT
ENGAGEMENTS
MANAGED

31

FEDERAL, STATE
AND LOCAL TAX AND
INFORMATION
RETURNS FILED

13,134

PAPER CHECK OR
ELECTRONIC PAYMENTS
TOTALING MORE THAN
\$1.4B PROCESSED



MESSA

MESSA and MEA Partnership

The continued partnership between MEA UniServ directors and MESSA field representatives has been most rewarding this year. Through strategic marketing, exceptional service and strong plan offerings, MESSA was able to keep or add groups from 28 school districts that would have otherwise gone with a competitor.

Award-Winning Member Service Center

The MESSA Member Service Center has earned two top national awards for excellence: Best First Call Resolution Rate and Best Agent Retention from BenchmarkPortal, a leading contact center consulting group. This national recognition demonstrates the team's dedication to going above and beyond in delivering the support, care and unmatched service MESSA members deserve.

Benefits Administration: Saving Employers Time and Money

A 2025 MESSA campaign promoting our benefits administration services led seven districts to adopt one or more free offerings for the first time. With districts under financial strain and struggling to retain staff, these services provide meaningful support — strengthening partnerships during bargaining cycles. MESSA remains Michigan's only carrier to offer them at no additional cost.

Record ABC 2.5 Launch

When MESSA introduced the ABC 2.5 health plan, 3,152 members made the move — the highest plan migration in more than a decade. That response demonstrates the trust members place in MESSA to deliver meaningful options. It also underscores the teamwork across departments that supported both members and business offices every step of the way.

Thriving Through Menopause

MESSA Health Promotion Consultant Rhonda Jones is leading a series, Thriving Through Menopause, to meet the needs of our members. More than 22,600 MESSA members are Gen X women, many of whom are navigating perimenopause and menopause. The first series was so popular that Jones added a second one. Each series contains a weekly session for five weeks. We also created a resource to help members navigate menopause at messa.org/menopause.

Hinge Health

Hinge Health enrollment continues to grow with more than 2,100 members actively getting physical therapy and women's pelvic health support. Nearly 40% of members are receiving treatment for multiple areas such as neck, back, hip and shoulder pain. More than 75% of members who participate experienced a clinically significant reduction in pain.

Calm Health App

MESSA expanded its mental health support, giving members free 24/7 access to the Calm Health app. The app offers personalized, self-guided mental health programs for sleep support, anxiety, depression and more, as well as medications and soundscapes



MEA Financial Services



New Group Term Life Program

MEA Financial Services' new Group Term Life program officially launched on April 1, 2026. This enhanced group term life insurance offers a 90-day guaranteed issue enrollment period for up to \$150,000 in coverage with no medical underwriting required. The guaranteed issue window runs from April 1 through June 30. Participants can choose from multiple coverage options and take advantage of several new features designed to make the program even more valuable. After the guaranteed issue period ends, members may still enroll; however, medical underwriting will then be required. Visit meafs.com for more information.

\$100M+ Assets Managed by Fairway Investment Group

In January 2026, Fairway Investment Group, a subsidiary of MEA Financial Services, surpassed the asset threshold that triggers registration with the Securities and Exchange Commission (SEC). Fairway is currently registered with the State of Michigan as a Registered Investment Advisory firm. As assets under management have reached \$100 million, Fairway will re-register with the SEC. This transition will not impact members, but it does highlight Fairway's continued growth and success.



403(b) Changes

Significant changes to MEAFS' primary 403(b) mutual fund platform went into effect on Nov. 7, 2025. The platform reduced the fund selection by approximately 30% for purposes of simplification and cost savings to the participant. Underutilized and underperforming funds were jettisoned while the remainder of the funds changed from revenue sharing to zero revenue funds with a flat recordkeeping fee. Zero revenue funds offer more transparency to the investor. Additionally, the majority of funds experienced a cost decrease. Investments automatically transitioned to the new fund and/or share class with minimal disruption for participants.

DocuSign for MEAFS Reps

DocuSign technology was introduced to the Financial Services Representatives and to members in July 2025. DocuSign allows for more efficiency and accessibility in the account opening process. Mobile phone applications were subsequently rolled out allowing members to begin the process of opening certain accounts using their smartphones. Once the personal data is submitted, their Financial Services Representative follows up with advice and planning.

Insurance Division Field Presence

In June 2025, the addition of a field position in the Insurance Division enabled MEAFS to participate in nearly 100 member engagement meetings in a rolling 12-month period. The position was designed primarily as an external marketing position. Duties and responsibilities focus on presenting at member engagement meetings, new member meetings, member recognition meetings and other MEA sponsored events where MEA Financial Services promotes its property and casualty insurance products.

MIDream Content

The MIDream contest was a huge success in 2025 and continues into 2026. MIDream is open to all active MEA members. MIDream entry forms were provided to members through Facebook, the MEAFS website, UniServ offices and at Winter Conference. MIDream asks members to explain in 50 words or less how they would use \$250 in supplies to benefit their school, classroom and/or students. 2025 winners included members from the following school districts: Oak Park Schools, Okemos Public Schools, Utica Community Schools, Meridian School District, Brimley Area Schools, Adrian Public Schools, Manton Schools and Carrollton Public Schools.

Staff Retirement Administration

Michigan Education Association MESSA MEA Financial Services

Staff Retirement Plan (SRP)

The Staff Retirement Plan (SRP) continues to maintain a strong commitment to full compliance with all applicable federal and state laws, regulatory requirements and governing Plan provisions.

The following summarizes key compliance activities and outcomes for the year:

Full Scope Audit

At its Jan. 27, 2026 meeting, the SRP Board of Trustees was presented with the results of the Plan's annual full-scope audit conducted by the independent auditors. A full-scope audit includes a comprehensive examination of Plan operations, internal controls and compliance, as well as detailed testing of year-end financial balances and investment income. The auditors issued an unqualified (clean) opinion, indicating that the Plan's financial statements are presented fairly, in all material respects, in accordance with applicable standards.

Insurance Coverage

All SRP insurance policies were reviewed, renewed and updated for the 2025-2026 Plan Year to ensure continued and appropriate coverage consistent with Plan operations and risk management practices.

Medicare Reimbursement Compliance

Consistent with Plan Sponsor policy, the SRP has completed its annual process of requesting and verifying Medicare enrollment documentation for all eligible participants age 65 and older who elect to receive Medicare premium reimbursement. All required documentation has been obtained and appropriately updated.

Disability Retirement Audit

The SRP is in the process of completing its annual disability retirement audit. In accordance with federal requirements, participants receiving disability retirement benefits must provide ongoing verification of disability status through the Social Security Administration. All required documentation has been obtained.

Cybersecurity Review

The SRP completed its annual cybersecurity review for the year. No cybersecurity incidents were reported during the review period and no material weaknesses or deficiencies were identified among the Plan's service providers. The SRP will continue to monitor cybersecurity practices as part of its ongoing fiduciary oversight responsibilities.

Required Mailings and Participant Disclosures

The SRP has fulfilled all required participant communications and regulatory disclosure obligations, including:

- ➔ Annual Funding Notice: Distributed in December to all active employees, term-vested participants and retirees, in compliance with Employee Retirement Income Security Act (ERISA) requirements.
- ➔ Summary of Material Modifications (SMM): The January 2025 SMM was distributed in December to all term-vested participants and retirees, in accordance with ERISA disclosure standards.
- ➔ Annual Benefit Statements: Issued to all active participants in December.
- ➔ Form 1099-R: Provided in January to all participants who received pension distributions during the 2025 calendar year, consistent with IRS reporting requirements.

Upcoming Projects and Initiatives

The SRP will continue its focus on governance, compliance and long-term sustainability through the following key initiatives:

- ➔ Completion and presentation of the SRP and 401(h) actuarial valuation
- ➔ Comprehensive review and update of Qualified Domestic Relations Order (QDRO) policies and model documents
- ➔ Development and implementation of the Plan's RFI/RFP schedule to support prudent vendor oversight and fiduciary best practices



Michigan Education Association

1216 KENDALE BLVD, P.O. BOX 2573, EAST LANSING, MI 48826-2573 • (517) 332-6551 OR (800) 292-1934 • MEA.ORG

CHANDRA MADAFFERI, PRESIDENT & CEO • BRETT R. SMITH, VICE PRESIDENT
AARON ELING, SECRETARY-TREASURER • ERIK EDOFF, SENIOR EXECUTIVE DIRECTOR

The mission of the MEA is to protect, advocate and advance the rights of all education professionals to promote quality public education for all students.

Section D

2026-27 Proposed Budget

Errata Sheet for MEA Platform, Goals & Objectives and Resolutions

PAC Policies

FY26-27 Budget Proposal - FINAL

		2023-24 ADOPTED BUDGET	2023-24 AUDITED ACTUAL	2024-25 ADOPTED BUDGET	2024-25 AUDITED ACTUAL	2025-26 ADOPTED BUDGET	2026-27 DRAFT 3 BUDGET
REVENUE							
1	MEMBERSHIP - Based On 78,000 Members	\$ 42,700,000	\$ 44,011,718	\$ 43,719,000	\$ 43,652,788	\$ 44,460,000	\$ 44,850,000
2	GENERAL	6,647,000	6,753,157	6,647,000	7,212,817	6,647,000	7,093,000
3	NEA	5,700,000	5,088,009	5,700,000	4,240,266	5,700,000	4,425,000
4	RENTAL INCOME	0	0	0	250,351	0	250,000
5	VOICE	85,000	93,500	185,000	87,500	185,000	90,000
6	CONFERENCES	228,000	179,249	228,000	171,995	228,000	179,250
7	TOTAL REVENUE	\$ 55,360,000	\$ 56,125,633	\$ 56,479,000	\$ 55,615,717	\$ 57,220,000	\$ 56,887,250
STAFFING RELATED EXPENSES							
8	SALARIES	\$ 24,739,240	\$ 24,312,449	\$ 25,442,750	\$ 26,412,139	\$ 25,546,258	\$ 29,429,055
9	EMPLOYER FRINGE BENEFITS	6,017,518	5,652,767	6,096,008	6,256,050	6,986,778	7,664,887
10	TRAVEL ALLOWANCE	2,786,898	2,758,926	2,787,935	2,836,994	3,040,424	3,785,388
11	EMPLOYER TAXES	1,857,027	1,943,757	1,935,237	2,104,107	1,922,947	2,176,393
12	TRAINING	467,186	369,751	497,686	357,311	375,000	479,853
13	PART TIME PROFESSIONAL STAFF	225,000	306,418	225,000	224,145	225,000	225,000
14	RETIREE SUPPLEMENTS	88,000	80,267	88,000	81,422	88,000	88,000
15	OFFICERS RETIREMENT	100,000	103,500	100,000	175,710	100,000	100,000
16	UNISERV DEVELOPMENT PROGRAM	50,000	0	50,000	0	25,000	5,000
17	STAFF BARGAINING	50,000	7,009	50,000	117,667	50,000	50,000
18	WORKFORCE RENEWAL & DEVELOPMENT	74,750	14,026	74,750	14,216	50,000	50,000
19	RECRUITING EXPENSE	50,000	13,623	50,000	22,700	25,000	25,000
20	CONTINUING EDUCATION	15,000	13,840	15,000	13,706	15,000	15,000
21	TOTAL STAFFING RELATED	36,520,619	35,576,334	37,412,366	38,616,166	38,449,407	44,093,576
RETIREMENT EXPENSE							
22	RETIREMENT	6,795,000	4,112,237	6,795,000	2,384,120	6,795,000	2,300,000
23	RETIREE HEALTH	0	(8,688,621)	0	(9,043,567)	0	0
24	TOTAL RETIREMENT EXPENSE	6,795,000	(4,576,384)	6,795,000	(6,659,447)	6,795,000	2,300,000
GENERAL ADMINISTRATION							
25	UNISERV OFFICES-RENT	1,986,432	2,025,181	2,019,832	2,258,445	1,919,592	1,919,592
26	CREDIT CARD PROCESSING & BANK FEES	1,790,000	1,562,248	1,790,000	1,445,303	1,640,000	1,640,000
27	TECHNOLOGY & COMPUTER SUPPORT	1,000,000	1,132,849	1,000,000	1,200,349	1,100,000	1,100,000
28	SOFTWARE & MAINTENANCE AGREEMENTS	556,000	502,764	556,000	557,122	556,000	566,800
29	BUILDING & GROUNDS - STAFF & MAINTENANCE	400,000	391,396	593,029	499,918	553,030	550,200
30	OFFICE SUPPLIES	459,256	405,371	459,256	423,094	459,006	462,576
31	TELECOMMUNICATIONS	564,276	433,379	564,496	632,962	460,000	574,630
32	UTILITIES	277,250	255,070	277,250	287,493	277,250	310,250
33	CREATIVE PROJECTS TEAM	75,000	56,809	75,000	88,981	75,000	91,400
34	AUDIT & ACCOUNTING SERVICES	90,000	98,616	90,000	91,947	90,000	95,600
35	CONSULTING	210,000	352,668	200,000	94,574	200,000	195,000
36	INSURANCE	105,000	112,629	105,000	133,645	105,000	142,000
37	POSTAGE	109,200	70,898	109,200	78,461	109,200	124,326
38	EQUIPMENT MAINTENANCE	50,250	34,186	50,250	33,657	50,250	45,250
39	OTHER GENERAL ADMINISTRATION	42,750	23,848	42,250	26,036	42,250	30,700
40	ASSOCIATION LIABILITY INSURANCE	38,000	29,448	38,000	28,888	38,000	38,000
41	PRINTED MATERIAL	42,150	71,083	42,150	70,584	42,150	43,550
42	FURNITURE & EQUIPMENT	12,916	12,675	12,916	14,563	12,916	13,916
43	DUES & SUBSCRIPTIONS	15,600	23,198	10,600	25,641	30,000	40,027
44	TAXES	1,000	2,151	1,000	2,295	1,000	2,500
45	TOTAL GENERAL ADMINISTRATION	7,825,080	7,596,468	8,036,229	7,993,957	7,760,644	7,986,317
LEGAL, POLITICAL, LEGISLATIVE, EXTERNAL							
46	LEGAL SERVICES	1,678,700	691,456	1,678,700	1,043,745	700,000	700,000
47	PAC ADMINISTRATIVE COSTS	654,000	656,517	654,000	657,192	654,000	664,000
48	VOICE	247,500	247,956	247,500	232,411	247,500	247,500
49	GRIEVANCE & ARBITRATION	180,000	110,841	150,000	151,779	150,000	150,000
50	CORPORATE LEGAL EXPENSE	200,000	21,681	200,000	198,409	200,000	200,000
51	POLITICAL EDUCATION	125,000	124,845	125,000	125,962	125,000	125,000
52	MEMBER COMMUNICATIONS	105,000	100,207	105,000	111,166	105,000	105,000
53	EXTERNAL COMMUNICATIONS	155,000	198,834	155,000	156,440	155,000	155,000
54	LEGISLATIVE ACTIVITIES	60,000	60,965	60,000	63,392	60,000	60,000
56	TOTAL LEGAL, POLITICAL, LEGISLATIVE, EXTERNAL	3,405,200	2,213,302	3,375,200	2,740,496	2,396,500	2,406,500
CONFERENCES, MEETINGS, GOVERNANCE							
57	WINTER CONFERENCE	261,250	362,121	261,250	429,408	375,000	450,000
58	NEA CONVENTION	228,440	254,400	233,440	295,741	233,440	233,440
59	NEA MEMBER TRAVEL AND CONFERENCES	0	0	10,000	40,777	10,000	50,000
60	REPRESENTATIVE ASSEMBLY - SPRING	160,000	148,017	160,000	214,845	160,000	160,000
61	SUMMER CONFERENCE	90,000	126,167	90,000	93,203	90,000	100,000
62	BOARD OF DIRECTORS	60,000	84,901	60,000	76,947	90,000	90,000
63	REGION COUNCIL SUBSIDY	65,000	52,052	65,000	69,358	65,000	65,000
64	ONLINE MEMBER PROFESSIONAL DEVELOPMENT	64,000	66,125	64,000	64,000	64,000	64,000
65	COORDINATING COUNCIL SUBSIDY	36,400	57,400	36,400	58,800	36,400	51,800
66	BOARD OF REFERENCE	18,000	15,951	8,000	19,757	8,000	8,000
67	COMMITTEES	20,000	25,676	15,000	16,307	15,000	15,000
69	NCSEA	15,000	27,308	27,000	53,418	27,000	28,000
70	GREAT LAKES CENTER	10,000	10,000	10,000	10,000	10,000	10,000
71	EXECUTIVE COMMITTEE	5,000	5,178	5,000	3,105	5,000	5,000
73	ELECTION OF OFFICERS	2,000	0	2,000	0	2,000	2,000
74	EDUCATION ALLIANCE OF MICHIGAN	2,000	1,500	2,000	1,500	2,000	2,000
75	REGION ELECTIONS	2,500	1,796	1,500	0	1,500	1,500

FY26-27 Budget Proposal - FINAL

	2023-24 ADOPTED BUDGET	2023-24 AUDITED ACTUAL	2024-25 ADOPTED BUDGET	2024-25 AUDITED ACTUAL	2025-26 ADOPTED BUDGET	2026-27 DRAFT 3 BUDGET
76 TOTAL CONFERENCES, MEETINGS, GOVERNANCE	1,067,590	1,253,449	1,063,590	1,461,577	1,207,340	1,335,740
PROGRAMMING						
77 BUILDING FULL CAPACITY LOCALS	153,700	275,059	200,000	254,134	200,000	200,000
78 LOCAL PRESIDENTS ACADEMY	111,300	126,435	150,000	139,893	150,000	150,000
79 EDUCATION SUPPORT PROFESSIONALS	45,000	43,080	45,000	37,611	45,000	81,000
80 ORGANIZING AND ASPIRING EDUCATORS	97,000	52,020	97,000	63,676	55,000	70,000
81 MEMBER ENGAGEMENT ACTIVITIES	60,000	42,303	60,000	49,298	60,000	60,000
82 MAHE	36,400	33,880	45,000	41,046	45,000	50,000
83 CRISIS BARGAINING ASSISTANCE	20,000	7,874	20,000	0	20,000	20,000
86 BARGAINING	2,500	369	2,500	0	2,500	1,000
87 RESEARCH	1,250	0	1,250	105	1,250	750
88 NEA GRANT EXPENSE	0	1,255,659	0	637,233	0	0
89 TOTAL PROGRAMMING	534,650	1,836,680	620,750	1,222,996	578,750	632,750
90 TOTAL EXPENSES	\$ 56,148,139	\$ 43,899,848	\$ 57,303,135	\$ 45,375,745	\$ 57,187,641	\$ 58,754,883
91 EXCESS REVENUE OVER EXPENSE	(\$788,139)	\$12,225,785	(\$824,135)	\$10,239,972	\$32,359	\$ (1,867,633)

FY26–27 Budget Summary

Financial Position

- Projected operating deficit: ~\$1.9M
- No dues increase
- Stable financial position with strong liquidity
- Deficit reflects updated membership and revenue projections — not service reductions

Revenue Highlights

- Membership assumption: 78,000 billed members
- Dues: \$595 per billed member
 - \$20 per member allocated directly to the Building & Site Fund
 - \$575 per member supports operating revenue
- Membership operating revenue: \$44.85M
- \$900K in investment income redirected to general operations
 - Offsets UniServ office lease costs
- \$250K in rental income included
- NEA and general revenue projections aligned with recent actuals

Retirement & Actuarial Status

- Staffing retirement plan is fully funded (100%)
- Annual contribution still required under actuarial standards
- The contribution level is significantly lower than in prior years
- Retiree health plan remains overfunded
- Budget informed by actuarial guidance and multi-year averaging to reduce volatility

Member Services & Programming

- No significant changes to major member service areas
- Field services and representation remain the primary investment
- Targeted programming adjustments
- Continued movement toward zero-based budgeting (ESP, MAHE, Zones)

Budget Structure & Governance

- Color-coded framework:
 - Gray: Fixed costs (staff contracts, policy requirements)
 - Blue: Flexible/policy-driven areas
- Focused governance discussion on areas where policy decisions affect spending

Liquidity & Sustainability (FY25 Audit)

- \$54.9M financial assets available within one year
- 8.65 months operating cash on hand
- Projected deficit remains within demonstrated financial capacity

MEA Platform, Goals & Objectives and Resolutions
April 2026

Errata Sheet

MEA Platform

Change dates from 2024-2025 to **2025-2026**

Goals & Objectives

Change dates from 2024-2025 to **2025-2026**

Resolutions

Change dates from 2024-2025 to **2025-2026**

Table of Contents

A-1	Educational Opportunity for All
A-11	Safe School Climate
A-15	Students Rights and Responsibilities
A-26	Home Schooling
A-27	Charter School Accountability
A-32	Artificial Intelligence
B-2	National Certification
B-13	Media and Technology
C-4	Teaching Critical Thinking
C-21	Educational Programs in Support of Lesbian, Gay, Bisexual, Transgender, Non-Binary, and Questioning Students
C-31	Education for All Students with Disabilities
C-42	Social Studies Education
D-1	Comprehensive School Health, Social, and Psychological Programs and Services
F-9	Benefits
F-11	Protection of Members
H-3	The Member as a Citizen
I-6	Strikes

A. Education in Michigan

1. Educational Opportunity for All

The Michigan Education Association believes that education should be provided from early childhood through adulthood, be suited to the needs of the individual, be non-segregated, and be offered beyond the traditional school day and school year.

The Association further believes that a diverse equitable and just society enriches all individuals. Similarities and differences among races, ethnicity, color, national origin, language, geographic location, religion **AND NON-RELIGION**, gender, sexual orientation, gender identification, age,

physical and mental ability, size, occupation, and marital, parental, or economic status form the fabric of a society.

The Michigan Education Association believes that, regardless of the immigration status of students or their parents, every student has the right to a free public education, including multilingual services and primary language instruction, in an environment free from harassment. The Association also believes that education should foster the values of appreciation and acceptance of the various qualities that pertain to people as individuals and as members of diverse populations. The Association further believes in supporting the individuals' choice of hairstyle.

The Association further believes in the importance of observances, programs, and curricula that accurately portray and recognize the roles, contributions, cultures, and history of these diverse groups and individuals.

The Association encourages affiliates and members to become part of programs and observances that may include cultural and heritage celebrations and/or history months.

11. Safe School Climate

The Michigan Education Association believes that a safe school climate is the right of all students and school employees. The Association also believes that communities must develop policies and practices that promote safe schools. The Association further believes that it is in the best interest and safety of all students if education employees are immediately informed of students with known serious behavior problems or violence-related potential. Students and education employees must be safe from physical, verbal and psychological violence, and all forms of harassment. Plans and procedures regarding discipline and/or harassment must include due process and services to help reduce future incidents. **THE ASSOCIATION FURTHER BELIEVES THAT NO EMPLOYEE SHOULD EXPERIENCE ANY FORM OF RETALIATION BY ANY PARTY WHEN SEEKING REMEDIES AFTER AN ACT OF VIOLENCE.**

The Association believes that all staff must be trained in conflict resolution strategies, trauma-informed practices, and restorative practices to help students in the promotion of safe schools. The Association also believes that plans and procedures must be consistently enforced, visible, and easily accessible for the safe and orderly conduct of school activities and events.

The Association further believes that school security personnel must be properly trained to respond to confrontational and violent situations. In addition, all staff should be provided with appropriate, ongoing training on how to create, promote, and maintain a safe school climate. The Association believes that training qualified school mental health professionals, law enforcement officers, and other personnel in restorative justice practices will also foster a safe school community. The Association also believes that school districts should assess and provide appropriate levels of campus monitor/student ratios based on their respective student enrollments and needs.

The Association also believes that all school buildings should have controlled access. School design should incorporate technologies which facilitate safety. Additional safety measures

should be implemented when school facilities are used for public events. Schools should not be open for classes when the building is used as a polling location.

The Association further believes behavior that does not match the expectations for school safety is often a result of trauma, adverse conditions, or the absence of conflict resolutions, anger management, and problem-solving skills. Therefore, students must be taught strategies and skills, including conflict resolution, that develop respect, self-discipline, and self-control. Students must learn to distinguish between their own rights and responsibilities and the rights and responsibilities of others. Appropriate services and placement within education programs and/or with state and/or community agencies must be provided for students who disrupt the learning environment or who are dangerous to other students, education employees, and themselves.

The Association believes that appropriate school behavior begins and is reinforced in the home. Programs that provide assistance and training in child development, effective parenting skills, and strategies for dealing with disruptive students must be available for parents/guardians. Schools can be instrumental in identifying and recommending strategies that can assist parents/guardians. (2023)

15. Students Rights and Responsibilities

The Michigan Education Association believes that basic student rights include the right to safe and stable ~~school~~ **EDUCATIONAL** environments; free inquiry and expression; freedom of the press; due process; gender equity; freedom of association; freedom of peaceful assembly and petition; participation in the governance of the school, college, and university; freedom from discrimination; freedom from commercial exploitation, including the payment of subminimum wages; and equal educational opportunity.

The Association believes that LGBTQ+ students have the right to privacy and confidentiality regarding their sexual orientation, gender identity, and gender expression. The Association also believes a safe and inclusive environment ensures that all transgender students have access to the bathroom or locker room of their choice and protects them from breaches of confidentiality. The Association further believes that gender-neutral options should be available. Further, educators and peers must respect these students and their choices of whether or not to reveal their orientation, identity, or expression.

The Association further believes ~~that randomly searching students~~ **RANDOM SEARCHES AND UNLAWFUL ARRESTS OF STUDENTS** without reasonable suspicion is a violation of their constitutional freedoms and is detrimental to school safety, restorative justice, student morale, instructional time, and nurturing learning environments.

The Association also believes that each of these rights carries with it a comparable responsibility. Student responsibilities include regular school attendance, conscientious effort in classroom work and assessments, and conformance to school rules and regulations that do not abrogate these rights. Students share with the administration and faculty a responsibility to develop a climate within the school that is conducive to wholesome learning and living. No student has the right to interfere with the education of other students. It is the responsibility of each person involved in the educational process. (2023)

26. Home Schooling

The Michigan Education Association believes that home-school programs cannot provide the child with a comprehensive education experience.

The Association believes that, if parental preference home-school study occurs, students enrolled must meet all state requirements. Instruction should be DELIVERED by persons ~~who are certified~~ **LICENSED** by the appropriate state education certification agency, ~~and a curriculum~~ **USING CURRICULA** approved by the State Department of Education. ~~should be used.~~

The Association further believes that such home-school programs should be limited to the children of the immediate family, with all expenses being borne by the parents.

27. Charter School Accountability

The Michigan Education Association acknowledges the value set forth in the original conception of charter schools as innovators within local public school districts, provided such charter schools are authorized by and held accountable to local democratically elected school boards or their equivalent, and meet certain basic procedural and substantive safeguards that apply to public schools. **THE MEETINGS OF THESE BOARDS MUST BE HELD AT TIMES AND PLACES THAT ALLOW EDUCATION EMPLOYEES, LOCAL AFFILIATES, AND THE COMMUNITY TO PARTICIPATE IN EDUCATIONAL DECISION-MAKING.** These basic safeguards protect schools in our communities as well as our nation's commitment to a free public education system that is accessible to all.

The Association believes that the competitive market model of charter schools promising school improvement simply by way of introducing competition into local school systems is a failure, and that basic accountability to the community is the only way to ensure options that are high quality and demonstrate sustainable student growth. The Association also believes that handing over the education of our students to privately managed, largely unaccountable charter schools that do not answer to locally elected school boards or their equivalent jeopardizes student success, undermines the public education system, and harms our students and educators, particularly in communities of color.

The Association further believes that all educators deserve the right to a collective voice through bargaining and representation, and that an organized workforce is a better guardian of quality standards for students and educators alike. Educators in public charters therefore must be allowed to organize and fully participate in the union.

The Association supports both communities organizing for quality public education and educators working together to improve and hold accountable charter schools while supporting state and local efforts to preserve public school funding and services by eliminating such funding and services from unaccountable privately managed charters that do not comply with those basic safeguards and standards.

32. Artificial Intelligence

The Michigan Education Association believes that the development and expanding use of Artificial Intelligence (AI) technologies will continue to impact students, educators, public education,

and the greater community. The Association also believes that the use of AI in public education should align with the following principles:

- a. AI tools should support the needs of students and educators.
- b. The implementation of AI must be equitable, accessible, and inclusive to ensure that no community is disadvantaged or excluded.
- c. AI tools and their implementation must be free of cultural, racial, and gender biases, and they should not perpetuate or amplify existing biases or discrimination.
- d. Educators should be involved in the development of best practices for pedagogical applications of AI.
- e. **EDUCATORS SHOULD BE EMPOWERED TO DETERMINE THE USE OF AI IN THEIR CLASSROOMS IN ACCORDANCE WITH THEIR PROFESSIONAL RESPONSIBILITIES, DISCRETION, AND ACADEMIC FREEDOM.**

[e] f. The use of AI in public education should be transparent, including its applications, what data is collected, and how that data is used.

[f] g. AI should not compromise the privacy of educators, students, or their families.

[g] h. Educators and students should be provided guidance and training on the ethical use of AI tools.

[h] i. Evaluation of AI implementation should be ongoing to ensure it supports the needs of students and educators, and aligns with ethical standards and practices.

The Association further believes that AI tools should not be used to replace educators nor their professional judgment. (2023, 2025)

B. Professional Competence

2. National Certification

The Michigan Education Association supports voluntary national certification by which the profession grants recognition to an individual who has met qualifications specified by the profession. The Association recognizes that this function is filled by the National Board of Professional Teaching Standards (NBPTS), which is composed of a majority of practicing public school teachers **AND SCHOOL COUNSELORS**.

The National Board of Professional Teaching Standards established appropriate assessment procedures by which individuals demonstrate exemplary practice in pedagogy and in subject matter areas, issues certificates to all individuals who meet NBPTS-established standards, maintains a roster of those who have been certified and encourages reciprocity with state teacher credentialing agencies.

The Association also supports the periodic evaluation of such certification procedures to ascertain whether cultural, economic, gender, racial or age bias is perpetuated by the requirements for certification.

THE ASSOCIATION FURTHER SUPPORTS DISTRICT AND STATE-LEVEL FINANCIAL ASSISTANCE IN PAYING FOR THE NBPTS COMPONENTS TO ENCOURAGE PARTICIPATION IN THE PROCESS AS WELL AS COMPENSATED MENTORSHIP PROGRAMS. THE ASSOCIATION ALSO SUPPORTS FINANCIAL INCENTIVES FOR THOSE WHO CERTIFY AND MAINTAIN CERTIFICATION.

Further, the Association encourages locals to support and recognize National Board Certification candidates and National Board Certified teachers through the collective bargaining process. Issues of support, recognition and incentives, as well as equity and equal access to the National Board process, are matters to be considered for collective bargaining. (2002)

13. Media and Technology

The Michigan Education Association believes that every school classroom, office, teacher workroom, and library/media center should have affordable, high-speed, seamless, and equal access to the internet.

The Association also believes that education employees are essential to the development of an acceptable use policy (AUP) and to the appropriate use of media and technology for communications related to school activities. (NEA B75) (October 2011)

The Association believes that the school district must obtain the permission of parents/guardians/caregivers and students over 18 years of age through signatures on an AUP before allowing students access to the internet.

The Association believes that it is the responsibility of a school district to provide professional development and training in internet usage to its employees.

The Association believes that internet access and activities for students should be age appropriate and should foster critical use. **FILTERING OF INTERNET WEBSITES MUST MAINTAIN A BALANCE BETWEEN THE PROTECTION OF STUDENTS AND THE OPEN FLOW OF INFORMATION. STUDENTS SHOULD HAVE ACCESS TO MULTIPLE INFORMATION-GATHERING RESOURCES, INCLUDING SEARCH ENGINES AND ARTIFICIAL INTELLIGENCE (AI) TOOLS.** Any documentation material produced as a result of internet access should be properly cited and comply with copyright laws.

C. Educational Programs Adapted to Individual and Social Needs

4. Teaching Critical Thinking

The Michigan Education Association believes that critical thinking is an essential part of well-rounded education. The Association also believes that educators play a vital role in teaching critical thinking skills through developmentally appropriate practices. ~~The Association further believes that developmentally appropriate practices enable students to analyze, synthesize, evaluate, determine the importance and relevance of arguments and ideas, and identify erroneous or fallacious reasoning and logic.~~ **THE ASSOCIATION FURTHER BELIEVES THAT DEVELOPMENTALLY APPROPRIATE PRACTICES ENABLE STUDENTS TO:**

- a. **ANALYZE AND EVALUATE INFORMATION**
- b. **CREATE SOLUTIONS INCORPORATING NEW AND ORIGINAL WORK**
- c. **DETERMINE THE IMPORTANCE AND RELEVANCE OF ARGUMENTS AND IDEAS**

- d. **IDENTIFY ERRONEOUS, BIASED, OR FALLACIOUS REASONING AND LOGIC**
- e. **DISTINGUISH FACT FROM OPINION**
- f. **IDENTIFY PROPAGANDA**
- g. **EVALUATE RELIABILITY AND VALIDITY OF SOURCES IN ALL TYPES OF MEDIA**
- h. **CONSIDER HISTORICAL AND CONTEXTUAL CONTENT**
- i. **RECOGNIZE ARGUMENTATIVE STYLES AND METHODS.**

21. Educational Programs in Support of Lesbian, Gay, Bisexual, Transgender, Non-Binary, and Questioning Students

The Michigan Education Association supports appropriate and inclusive educational programs that address the unique needs and concerns of lesbian, gay, bisexual, transgender, non-binary, and questioning (LGBTQ+) students. The Association also supports efforts and contributions by educators, parents/guardians, community leaders, organizations, and partners in the development of these programs. Specific programs should provide:

- a. Acknowledgement of the significant contributions of diverse LGBTQ+ persons in American history and culture
- b. Involvement of educators knowledgeable in LGBTQ+ issues in the development of educational materials that integrate factual information about the history, social movements, and current events of LGBTQ+ people
- c. Developmentally appropriate local, state, and national resources (2020-all)
- d. **CULTURALLY RESPONSIVE AND AFFIRMING APPROACHES FOR COMPREHENSIVE SUPPORTS FOR LGBTQ+ STUDENTS INCLUDING, BUT NOT LIMITED TO, COUNSELING, SOCIAL WORK SERVICES, AND SOCIAL TRANSITION SUPPORTS.**

31. Education for all Students with Disabilities

The Michigan Education Association supports the availability of a full continuum of programs and services for students with disabilities.

The Association believes that such programs and services ought to:

- a. Provide favorable learning experiences for both special and general education students;
- b. Include provisions for impacted teachers, support staff and administrators to share equally in planning and implementation;
- c. Guarantee that all impacted teachers and support staff are prepared for these jobs;

- d. Ensure that students with physical disabilities and/or medical needs requiring nursing procedures have their medical needs met by certified/professional school nurses;
- e. Provide appropriate instructional materials, supportive services and pupil personnel services for the teachers, support staff and students with disabilities;
- f. Accommodate modifications in class size, using a weighted formula, scheduling and curriculum design to ensure that the needs of students with disabilities are met;
- g. Testing students with special needs should have appropriate alternative options;
- h. Ensure systematic evaluation and reporting of program developments. In addition, placement patterns must be examined periodically to ensure that students with disabilities are placed in appropriate programs, and further, they are not placed disproportionately by gender or ethnicity;
- i. Provide adequate additional funding and resources to fully support students with disabilities;
- j. When necessary, the student and/or family should have access to translation and interpretation services surrounding the IEP process;
- k. **ENSURE STUDENTS WITH DISABILITIES ARE ENTITLED TO RECEIVE SPECIAL EDUCATION AND RELATED SERVICES UNTIL THE STUDENT EXITS DUE TO AGE AND/OR RECEIVES A HIGH SCHOOL DIPLOMA OR EQUIVALENT.**

42. Social Studies Education

The Michigan Education Association believes that teaching social studies is an integral part of a student's education. Social studies include courses and content that study the functions of human society, its institutions, and societal structures. These include history, geography, economics, political science, anthropology, archaeology, psychology, and sociology.

When designing or adopting social studies curriculum, the Association believes the following should always influence decisions:

- a. Up-to-date, accurate, and unbiased information
- b. Intentional inclusion of material that accurately portrays historically marginalized and underrepresented groups
- c. Contain a diverse representation of cultures
- d. Personal accounts, **ORIGIN STORIES**, and other primary sources with supplemental materials that are drawn from representative samples
- e. Inclusive curriculum, especially selections that allow students to see positive depictions and contributions of underrepresented individuals
- f. World maps that depict up-to-date national boundaries and names of countries

Historical maps made available and presented in context. (2024, 2025)

D. Comprehensive School Health, Social and Psychological Programs and Services

1. Service Access

The Michigan Education Association believes that every student, pre-K through higher education, should have direct and confidential access to comprehensive health, social, and psychological programs and services. Such programs and services must be interactive and coordinated within and between school, home, and community settings. School and community efforts must also be integrated to promote the well being of children and youth and to build support for school and community health programs.

The Association also believes that schools should provide:

- a. A healthful psychological climate and a safe physical environment.
- b. Food services that provide nutritious meals and that help students to select nutritionally appropriate foods.

The Association further believes that programs in the schools should provide:

- a. A planned, sequential, pre-K through 12 health education curriculum that promotes sound nutrition and that includes education concerning the health risks associated with obesity and eating disorders.
- b. A planned, sequential, pre-K through 12 health education curriculum integrating various health topics (such as drug abuse, the dangers of performance enhancing dietary herbal supplements, violence, safety issues, universal precautions, and HIV education), taught by teachers specifically prepared to teach the subject, that enables students to develop the essential knowledge and skills to maintain personal, family, and community health.
- c. Regular physical activity as an active form of learning that encourages a healthy lifestyle and promotes physical, mental, and emotional wellness. This physical activity should be provided through physical education classes, recess, and movement activities scheduled throughout the day. The Association also believes that recess allows students to develop interpersonal and problem-solving skills and that it is not a substitute for a comprehensive physical education program. Furthermore, withholding recess as a form of discipline is counterproductive to health child development and restorative justice practices.
- d. Worksite health promotion to improve the health status of school staff to set an example for desired student behaviors.

The Association believes that services in the schools should include:

- a. Counseling programs that provide developmental guidance and broad-based interventions and referrals that promote the physical and psychological health of students. **THE ASSOCIATION SUPPORTS A RECOMMENDED SCHOOL COUNSELOR-TO-STUDENT RATIO OF AT LEAST ONE SCHOOL COUNSELOR TO EVERY 250 STUDENTS. SCHOOL COUNSELORS SHOULD SPEND AT LEAST 80 PERCENT OF THEIR TIME PROVIDING**

DIRECT AND INDIRECT SERVICES TO STUDENTS, AND 20 PERCENT OR LESS OF THEIR TIME IN PROGRAM PLANNING AND SCHOOL SUPPORT.

- b. Services that identify, diagnose, and resolve learning disabilities.
- c. Health services provided by a licensed professional school nurse that promote the health of students through prevention, case findings, early intervention, and remediation of specific health problems, that provide first aid and triage of illness and injuries, and that provide health counseling.
- d. A nurse-to-student ratio at each site that is appropriate to provide quality school health care.
- e. Comprehensive school-based, community-funded student health care clinics that provide basic health care services (which may include diagnosis and treatment) to supplement school nurses.
- f. If deemed appropriate by local choice, family-planning counseling and access to birth control methods with instruction in their use.
- g. Coordination with community agencies for support and follow-up activities.

The Association also believes that all health, social, and psychological services must be provided by appropriately licensed and certificated professional personnel. The Association further believes that education employees, parents/guardians, students, and personnel from community agencies providing services to students must be involved in the development, implementation, and coordination of these services.

The Association urges its affiliates to support legislation to provide comprehensive care to all children and supports community, state, and national efforts to coordinate these services.
(2003)

F. Employment Practices and Standards

9. Benefits

The Michigan Education Association believes that benefit structures and costs to employees should be subject to collective bargaining or, in non-bargaining jurisdictions, incorporated into legislation, employer policy, and/or other sources that establish the terms and conditions of employment. The Association also believes that all education employees should be eligible for benefits that include, but are not limited to:

- A. Comprehensive insurance programs
 - 1. Health
 - 2. Dental
 - 3. Vision
 - 4. Hearing
 - 5. Life
 - 6. Legal
 - 7. Workers' compensation

8. Long-term physical and mental disability
9. Prescription drug
- B. Paid leaves
 1. Sick leave with unlimited accumulation
 2. Personal leave with unlimited accumulation
 3. Bereavement leave
 4. Parental leave, including adoption
 5. Family leave
 6. Dependent care leave
 7. Sabbatical leave
 8. Professional leave
 9. Association leave
 10. Religious leave
 11. Vacation time
- C. Additional remuneration
 1. Severance pay
 2. Tuition reimbursement
 3. Retirement compensation
 4. Unemployment compensation
 5. Benefit extension for laid-off employees
- D. Personal assistance
 1. Personal assault protection, and in the event of assault, counseling services and leave that is not subject to sick or personal leave
 2. Employee assistance program
 3. Reimbursement for damages to or loss of personal property at work site
 4. Child care and pre-school education
 5. An opportunity to participate in a cafeteria-type plan or plan authorized by section 125 of the U.S. federal tax code.

The Association further believes that education employees and their spouses, domestic partners, and/or dependents, **REGARDLESS OF IMMIGRATION STATUS**, should have equal access to all benefits applicable to them.

The Association believes that comprehensive insurance programs should be provided for education employees on official leave of absence or parental leave.

The Association also believes that provisions should be made for retirees, their spouses, domestic partners, and/or dependents at their option to continue in the comprehensive health, dental, prescription drug, and hearing and vision programs.

The Association further believes that, if school districts consolidate, regionalize, share services, or separate, education employees should not lose their tenure or have their salary, benefits, or seniority reduced. (2019)

11. Protection of Members

The Michigan Education Association and its affiliates shall work together to insist upon development and enforcement of laws that guarantee the safety of members from physical attacks on their persons or property and that provide reimbursement for loss.

The Association urges that guidelines be developed for action leading to prevention of verbal abuse or harassment of members by any individuals. Members must take the responsibility to call attention to such cases so that appropriate action may be taken.

THE ASSOCIATION BELIEVES THAT EDUCATION INSTITUTIONS MUST HAVE AN APPROPRIATE DOCUMENTED PROCESS TO REPORT ASSAULTS AND THREATS OF VIOLENCE AGAINST EDUCATION EMPLOYEES TO THE DISTRICT LEVEL IN A TIMELY MANNER. EDUCATION INSTITUTIONS SHALL MAINTAIN RECORDS OF THIS DATA.

THE ASSOCIATION BELIEVES THAT WHEN EDUCATION EMPLOYEES ARE THE VICTIMS OF PHYSICAL ATTACK, VERBAL ABUSE, THEFT, VANDALISM, OR HARASSMENT – INCLUDING INCIDENTS DUE TO GENDER, SEXUAL ORIENTATION AND GENDER IDENTITY, OR OTHER CAUSES – THEY SHOULD RECEIVE THE FULL SUPPORT OF THEIR EMPLOYER IN PURSUING LEGAL AND OTHER REMEDIES, RECEIVING APPROPRIATE AND EQUITABLE CARE FOR INJURIES, AS WELL AS RECEIVING REIMBURSEMENT FOR THEIR PERSONAL AND PROPERTY LOSS. TIME LOST DUE TO INJURIES FROM ATTACKS SHOULD NOT BE DEDUCTED FROM ACCUMULATED SICK LEAVE OR PERSONAL LEAVE.

THE ASSOCIATION FURTHER BELIEVES THAT ALL EDUCATION EMPLOYEES WORKING WITH A STUDENT HAVING A RECORD OF VIOLENT BEHAVIOR OR SEVERE BEHAVIOR PROBLEMS SHOULD BE IMMEDIATELY INFORMED OF THE NATURE, EXTENT, AND DURATION OF THE STUDENT’S RECORD OF VIOLENT ACTS/DISRUPTIVE BEHAVIORS. BEFORE STUDENT PLACEMENT, THESE EMPLOYEES SHOULD ALSO BE PROVIDED WITH TEACHING STRATEGIES THAT MAY IMPACT THE STUDENT’S LEARNING STYLE AND A PLAN FOR BEHAVIOR MANAGEMENT AND MODIFICATION.

THE ASSOCIATION ALSO BELIEVES THAT EDUCATION EMPLOYEES MUST HAVE THE RIGHT TO REVIEW AND PROVIDE DOCUMENTATION TO, AS WELL AS THE RIGHT TO PARTICIPATE – WITH ASSOCIATION REPRESENTATION – IN THE STUDENT DISCIPLINE HEARING.

The Association urges its affiliates to cooperate with juvenile court systems to secure strict enforcement of juvenile law in cases involving disturbances in the public schools.

The Association also believes that education employees must have the right to review and provide documentation to, as well as the right to participate – with association representation – in the student discipline hearing.

The Association further believes that education employees have the right to refuse continued placement of the student in their school related settings when the safety of other students or education employees is in question. (1970, 2008)

H. Active Participation in Public Policy-Making

3. The Member as a Citizen

The Michigan Education Association believes that all members have the right and obligation to be informed and politically active citizens. **THE ASSOCIATION ALSO BELIEVES THAT, AS PRIVATE CITIZENS, EDUCATION EMPLOYEES HAVE THE RIGHT TO EXPRESS THEIR PERSONAL VIEWPOINTS IN PUBLIC WITHOUT FEAR OF CENSORSHIP, INTIMIDATION, OR UNLAWFUL ARREST.** It supports voter education to alert new voters of voting laws and procedures and key political issues. It urges local affiliates to seek written governing board policies to guarantee members their political rights, including registering and voting, participating in party organizations, performing jury duty, discussing political issues publicly, campaigning for candidates, contributing to campaigns of candidates, lobbying, organizing political action groups, and running for and serving in public office. Provisions should be made to enable members, **ESPECIALLY THOSE FROM UNDERREPRESENTED GROUPS**, to service in public office without personal loss and without curtailment of annual increments, tenure, retirement or seniority rights.

Major decisions affecting schools and colleges are made by elected officials or their appointees. Therefore, the Association believes that it is the duty and responsibility of members to involve themselves in the selection, election and reelection of qualified, committed candidates who support the established goals that will provide quality education.

The MEA is in support of the concept of public funding for congressional elections.

I. Professional Associations

6. Strikes

The Michigan Education Association believes that the **ABILITY TO STRIKE, OR WITHHOLD LABOR, IS A POWERFUL SOURCE OF LEVERAGE FOR EDUCATION EMPLOYEES TO NEGOTIATE FOR BETTER TERMS OR CONDITIONS. THE ASSOCIATION ENCOURAGES PREPARATION FOR THE POSSIBILITY OF LABOR ACTIONS AS PART OF A BROADER STRATEGY THAT INCLUDES COMMUNITY OUTREACH, PUBLIC ENGAGEMENT, AND EFFECTIVE MESSAGING. READINESS STRENGTHENS BARGAINING POWER.**

THE ASSOCIATION FURTHER BELIEVES THAT chances of reaching voluntary agreement in good faith are reduced when one party to the negotiation process possesses the power to use the courts unilaterally against the other party. The MEA recommends several procedures to be used in resolutions of impasse, such as mediation, factfinding and political action. However, the Association realizes that in order to provide quality education, members may have no choice to resort to a strike for correcting conditions.

The Association urges the state government(s) to enact legislation with impasse resolution provisions up to and including those which would permit school employee affiliates to engage in strikes without incurring civil, criminal or other penalties.

The Association **FURTHER** believes that when a member picket line is established by the authorized bargaining unit, crossing it is strikebreaking. It jeopardizes the welfare of members and the

educational process. The Association denounces the practice of keeping schools open during a strike. In the event of a strike by employees, extracurricular and cocurricular activities must cease.

The Association denounces the staffing of schools with untrained, unqualified or noncertificated persons at any time. The Association will assist its affiliates in opposing laws or proposals which permit the hiring of noncertificated personnel for teaching positions.

The Association condemns the jailing of members, excessive bail and fines for school work-stoppages. The Association urges the state government to enact statutes guaranteeing members due process of the law when work-stoppage occurs, including the right to present their case to the state or courts before back-to-work orders are issued.

In the event of a strike at the school of placement, affiliates should work with colleges and universities of both student teachers and students in field placements to ensure that those students honoring the work stoppage will receive credit for previous service and assignments, and be provided an opportunity for a comparable alternative placement in order to complete all remaining preservice requirements. The Association further believes that teacher-training institutions should be notified that a strike is being conducted and urged not to cooperate in emergency certification or placement practices that constitute strikebreaking. The Association also urges that teachers refuse to supervise cadet teachers and/or students who are sent to public schools as aides or observers/participants and who are enrolled in any higher education institution whose placement directors cooperate in emergency certification practices designed to keep classrooms open in the event of a strike. (2008)

Section F

MEA Family Org Chart



Michigan Education Special Services Association



Michigan Education Association Financial Services

MEA Board of Directors

Executive Administrative Specialist
Taylor Carey, Manager
Julie Dlugos, Manager
Rhianna Walworth, Manager

MEA Executive Office
President
Chandra Madafferi
Vice President
Brett Smith
Secretary-Treasurer
Aaron Eling
Chief of Staff
Blake Mazurek

Staff Retirement Office
Jen Miller, Executive Director
Cynthia Johnson, Manager

MESSA Board of Trustees

MESSA
Ross J. Wilson, Executive Director

**General Counsel
Legal & Compliance**
Joe Firestone, Director

**Communications &
Government Relations**
Gisgie Dávila Gendreau, Director

Member Services
Karen Schulz, Director

Infrastructure & Operations
David Hnath, Director

**Information Technology
Delivery**
Dave Zolinski, Director

**Health Plan Operations &
Field Services**
Matt Nyquist, Director

Group Services
Kimberly Toman, Director

Center for Leadership & Learning
Mindy Westra, Executive Director

Administrative Specialist
Shannon Jolliff

**Communications &
Public Engagement**
Doug Pratt, Director

Northern Zone
Saun Strobel, Zone Director

Eastern Zone
Kevin Marvin, Zone Director

Southern Zone
Gezelle Oliver, Zone Director

Western Zone
Virginia Bollwahn, Zone Director

**Community Engagement &
Business Growth**
Chris Furlong, Coordinator

**Learning & Organizational
Development**
Shailee Patel, Director

MEA Corporate Services
Shannon Alston, Executive Director

Administrative Specialist
Rebecca Ernst

**Member & Information Services,
Help Center, IT & Membership**
Angela Lanczynski, Director

Human Resources
Shared Services with MESSA/MEAFS
Liz Cotter, Director

Finance
Shared Services with MESSA/MEAFS
Jeff Kindinger, Director

Finance
Kelly Cline, Comptroller

Legal Services
Lance Little (T)
Laurie Ward (T)

MEA Financial Services Board of Directors

MEA Financial Services
Bruce M. Reaume, Executive Director

Insurance Programs
Amy Lothschutz, Senior Manager

**Field Services &
Investment Advisors**
Jason Diotte, Director

Investment Programs
Ashley McGillis, Senior Manager

Compliance
Jacob Fox, Director

**Member Contribution
Investment Processing**
Michelle Shipman, Senior Manager,
Administration

Insurance Manager
Stephanie Taylor



Section G

Rules and Regulations of the MEA Representative Assembly

R-5

Rules and Regulations of the MEA Representative Assembly

(Adopted by the 1990 Fall Representative Assembly and amended Spring 1998, Spring 2001, Spring 2003, Spring 2005, Fall 2008, Spring 2010, Spring 2012, Spring 2014 and Spring 2018)

I. Rules and regulations

- A. The Representative Assembly of the Michigan Education Association shall operate in accordance with the MEA Constitution, Bylaws, and rules and regulations incorporated herein and appended.* These rules and regulations as adopted by the previous Assembly shall be submitted at each Assembly for amendment and approval by the delegate body.
- B. Proposed amendments to the rules and regulations may be submitted by any member of the delegate body, constituent unit of the Association or Board of Directors.
- C. Rules and regulations and amendments thereto shall become effective immediately upon their adoption.

II. Committees

- A. Necessary committees for the Representative Assembly and their chairpersons shall be appointed by the president at least fifteen (15) days prior to the Representative Assembly for three (3) year terms. *(2018 Spring RA)*
- B. Committees of the Representative Assembly, consisting of delegate members, shall include a Credentials Committee with duties and responsibilities as enumerated in these rules and regulations.
- C. The Credentials Committee shall consist of seven (7) members and shall include at least two (2) MEA Board members.
- D. The Elections Committee shall consist of nine (9) members. All members shall be responsible for the election and campaign process as stipulated in Appendix A.*
- E. The Resolutions Committee shall consist of ten (10) members as provided in the MEA Bylaws, VII-F.
- F. Retired members of MEA-Retired who are delegate members of the Representative Assembly shall be eligible for appointment to committees of the Representative Assembly. *(2012 Spring RA)*

III. Registration and seating of delegates

- A. The Credentials Committee shall be responsible for the accreditation of delegates and alternates at the meetings of the Representative Assembly. The decisions of the Credentials Committee shall be final unless overruled by the Assembly. An appeal to the Assembly may be made by any delegate. The chairperson of the Credentials Committee shall present to the Assembly periodically the names of delegates duly registered for seating by the Assembly.
- B. The rights of a delegate to a seat in the Assembly may not be challenged after the adoption of the report of the Credentials Committee.
- C. The Credentials Committee shall be furnished a list of those delegates and alternates who have been duly certified by presidents of the local associations. Alternates registering at the Assembly not previously certified shall present evidence of their certification to the Credentials Committee. In the event a registered delegate leaves the Assembly for an emergency reason, a duly qualified alternate may be certified by the Credentials Committee and reported to the Assembly for seating by the Assembly.
- D. Seating of delegates and members of the body shall be as follows:
 - 1. Meetings of the Representative Assembly shall be open to members of the Association insofar as seating arrangements permit.
 - 2. During the time of seating of delegates and during any general session or business meeting of the Assembly, members of the Board of Directors shall be seated with the respective region delegations on the floor of the Assembly.
 - 3. Delegates shall be seated on the floor of the Assembly by regions. The seating plan shall be approved by the president.
 - 4. Staff shall be assigned an area where they will be available for easy consultation by the delegates.

* Refer to Appendix A.

IV. Order of business and debate

- A. The *order of business* shall be adopted at the opening meeting of the Representative Assembly, but may be amended by a majority vote of the delegate body at any time during the proceedings.
- B. All current resolutions, items of new business and budget proposals presented to the Representative Assembly of the MEA must be submitted in writing according to the following procedures:

Two-day Representative Assembly by 6 p.m. or one hour after the close of session whichever is earlier on the first day of the meeting; three-day Representative Assembly by 9 a.m. on the second day of the meeting. (2018 Spring RA)
- C. All new business items introduced to the MEA Representative Assembly shall include a brief summary of the rationale concerning the item's purpose.
- D. At least thirty (30) days prior to the Representative Assembly, the status of action on all new business items passed by the previous Assembly shall be reported to the delegates. This report shall be similar to the report now issued on MEA goals and objectives.
- E. All current resolutions, items of new business and budget proposals shall be circulated to members of the Assembly on the day they are presented. Action on these items shall be taken according to the order of business adopted by that Assembly.
- F. Each session of the Representative Assembly shall include at least one (1) hour of business consisting of any of the following:
 - 1. Order of Business
 - 2. Rules and Regulations
 - 3. Goals and Objectives
 - 4. Resolutions
 - 5. Budget
 - 6. Constitution and Bylaws
 - 7. New Business
 - 8. Reports
- G. The Resolutions Committee shall determine which are items of new business, which are resolutions and which are budget proposals.
- H. A secret ballot shall be used in voting on any motion or resolution at the request of a simple majority of those members present.
- I. At the request of any delegate and after ascertaining that nine (9) other delegates desire a poll of the region delegations, then the chair will conduct such a poll on any question before the Assembly. A poll of the delegations is for the specific purpose of verifying the last standing or voice vote of the delegates. Therefore, only those delegates who participated in the original vote may participate in the poll of the delegations. Such polls of the region delegations shall be reported to the chair by the region caucus chairperson or vice chairperson. The report to the chair shall include: 1) the name of the person reporting; 2) the region for which the person is reporting; and 3) the position of the person reporting within the region delegation.
- J. A motion to reconsider may be made by any delegate regardless of his/her vote on the motion to be considered.
- K. A motion to adopt, when the matter under consideration is a committee, commission or task force report, may be made by the chairperson of the committee, commission or task force and will require two (2) seconds from the delegate body. The adoption of the report does not include approval of recommended or requested appropriations.
- L. No member speaking on an issue may move the previous question.
- M. Any member of the Representative Assembly, as defined in Article VII, Section 2b, of the MEA Constitution, shall have all the rights accruing to a regularly elected delegate or alternate except the power to vote.
- N. Regarding all business before the Assembly, after the maker of the motion has had an opportunity to speak to the motion, the chair shall ask if anyone wishes to speak against. Hearing none, the question shall be put to the body.
- O. The budget and new business items with budgetary impact shall be placed for consideration by the Representative Assembly no later than the beginning of the first morning session of the last day of the Representative Assembly.

V. Amendments to Constitution and Bylaws

- A. Proposed amendments to the Constitution and Bylaws shall be submitted in accordance with the provisions of the MEA Constitution, Article XVI.
- B. Wording of proposed amendments to the Constitution shall not be changed by the Representative Assembly except for technical changes such as numbering of sections, correction of typographical errors or punctuation.

- C. Wording of proposed amendments to the Bylaws may be changed by the Assembly, provided such wording changes are submitted in writing by 9 a.m. of the second day of the meeting.
- D. Adoption of new sections or articles shall include technical changes in the numbering of sections and articles which follow.

VI. Nominations

- A. Nominations for elective office shall be made in the following order: president/alternate NEA state director, vice president/alternate NEA state director, secretary-treasurer/alternate NEA state director, Minority Person 3-1(g), education support professional, higher education persons on the MEA Board, NEA state directors, alternate NEA state directors and commission members.
- B. Nominations for each elective office shall be made from the floor microphones and shall be by name, local association and MEA region only.
- C. No motion shall be required to open nominations. The chair shall close nominations when it is obvious there are no other candidates to be presented.
- D. Candidates for president who are nominated shall be given an opportunity to address the delegate body, such presentation to be limited to five (5) minutes per candidate.
- E. Candidates for vice president and for secretary-treasurer who are nominated shall be given an opportunity to address the delegate body, such presentations to be limited to four (4) minutes per candidate.
- F. Candidates for Minority Person 3-1(g), education support professional, higher education persons on the MEA Board, NEA state directors and alternate NEA state directors who are nominated shall be given an opportunity to address the delegate body, such presentations to be limited to three (3) minutes per candidate.
- G. Candidates for elective office shall address the delegate body in reverse order of nomination.
- H. In the event that the number of candidates is equal to the number of vacant positions, no speeches shall be given by the candidates.

VII. Elections

- A. The Elections Committee shall be responsible for campaign practices and conducting the elections held during the Representative Assembly and for determining the number of votes cast in a poll of the delegation or on a secret ballot.*
- B. All elections shall be by printed ballot. The ballot must provide the opportunity to vote for a slate or individual candidates. When the number of candidates is equal to the number of vacancies, there is no need for a printed ballot and the candidates can be declared elected by acclamation.
- C. The ballot for each office shall state all elected positions in which successful candidates will serve.
- D. Candidates for MEA office shall be disqualified from serving on the Elections Committee.
- E. A candidate receiving a majority of the votes of the delegates registered shall be declared elected except in any election where there is only one more candidate than available position(s). In these elections all impacted positions will be elected by plurality on the first ballot, unless a tie exists for the last (or only) position. (*Spring 2014*)
- F. If a sufficient number of candidates have not received a majority of the votes of the delegates registered, another election shall be held. The runoff ballot shall list those candidates who, in descending order of votes cast, received the highest number of votes on the previous ballot, listing one (1) more candidate than the number of positions to be filled. The candidate(s) receiving the highest number of votes cast shall be declared elected. Where there are multiple vacancies, and terms are for different lengths, the candidate(s) receiving the highest number of votes will be declared elected to the longest term. The candidate receiving the next highest number of votes cast will be declared elected to the shorter term, etc.
- G. Write-in and/or blank ballots shall not be counted as votes cast. Write-in ballots will be counted for NEA Board/alternates and MEA officers.
- H. The Elections Committee, in announcing the results of balloting for president, vice president, secretary-treasurer, Minority Person 3-1(g), education support professional, higher education persons on the MEA Board, NEA state director, and alternate NEA state director shall give the name of each candidate and the number of votes received by that candidate.

VIII. Campaigning

- A. Distribution of campaign materials shall be limited to the registration area. No materials, posters or other campaign literature shall be placed in the general meeting area, at meal functions or on the registration desk.

* Refer to Appendix A.

- B.** All campaigning shall cease at midnight of the day prior to the election.
- C.** All campaign materials must be removed from the convention center prior to the established time for the polls to open.
- D.** No campaign materials may be distributed or worn after the polls are open on the day of elections.
- E.** Campaign practices which are deemed violations of campaign regulations by the Elections Committee or which are charged as violations of campaign regulations by a delegate shall be brought to the Elections Committee for decision regarding the validity of the election or ballot.
- F.** Decisions of the Elections Committee may be appealed to the Representative Assembly if it is still in session or to the Board of Reference if the Representative Assembly at which the contested election occurred has adjourned.

IX. Smoking prohibition

There shall be no smoking in the Representative Assembly or in related caucus meetings. *(2018 Spring RA)*

Updated 2/15/21 by sal

S:\Governance\Board Policies\Rules and Regs of the RA 2018.docx

Campaign Regulations for Candidates for MEA Office

I. Introduction

The following campaign regulations are issued to assist candidates for the offices of president, vice president, secretary-treasurer, NEA state directors, alternate NEA state directors, Minority Person 3-1(g), education support professional, and higher education persons on the MEA Board in complying with reasonable rules of campaigning. The objective of the regulations is to permit flexible campaign activities and, at the same time, to protect candidates and the Association from campaign practices that could jeopardize the campaign of the individual or the conduct of Association business.

The following regulations are consistent with the relevant provisions of the MEA Constitution, Bylaws and Rules and Regulations of the MEA Representative Assembly adopted by the Representative Assembly.

Candidates for NEA state director and alternate NEA state director should secure a copy of the NEA Campaign and Elections Requirements to ensure compliance with further relevant NEA provisions.

The candidate has the responsibility to see that all campaign workers are aware of and abide by these rules and regulations. Violation of these rules and regulations by the candidate or his/her campaign workers may result in disqualification of the candidate and/or invalidation of election results.

II. Definition of terms

- A. **Campaign year.** For an MEA office that is filled by election by the Representative Assembly, the campaign shall be limited to one (1) year beginning at the close of the Representative Assembly in a given year and shall terminate the following year at midnight of the day prior to the election; and in the case of run-off elections, the campaign shall terminate at midnight of the day prior to the run-off election.
- B. **Campaign revenues.** Campaign revenues shall mean financial contributions in goods and/or services made available to the candidate by groups or individuals. Volunteer service is excluded from this provision.
- C. **Campaign expenditures.** Campaign expenditures shall include travel to regional meetings, state board meetings, state Association annual meetings, and local association meetings by the candidate or his/her surrogate; costs connected with printing of biographical or other material directly advancing the position of the candidate on issues pertaining to the office being sought; mailing of said material; operation of hospitality suites during the campaign year whether such suites are funded by the candidate or by friends within or outside of the candidate's region; expenditures associated with travel, meals and lodging; and giveaway items such as balloons, buttons, favors, etc.
- D. **Campaign activities.** Campaign activities shall include those activities (e.g., speeches, receptions, personal visits, press interviews, and radio and TV appearances) which contribute to the candidate's attempt to persuade the voting constituencies of his/her merits in the pursuit of the office in question.
- E. **Campaign materials.** Campaign materials shall include posters, brochures, biographical sketches, position papers, buttons or any objects or printed materials bearing the name of a candidate or promoting the candidacy of an individual for MEA office. Newspaper ads, billboards, radio and/or television interviews or participation in talk shows, the tapes of which may be disseminated to advance the candidate's campaign, also shall fall into the classification of campaign materials.

III. Nomination procedures

Persons may become candidates for offices of MEA president, vice president, secretary-treasurer, NEA state director, alternate NEA state director, Minority Person, 3-1(g), education support professional, and higher education persons on the MEA Board by declaring such candidacy in a letter/e-mail to the MEA Executive Office. Candidates for president and vice president must declare as a slate. Such letter must be received at least sixty (60) days prior to the date set for the beginning of the MEA Representative Assembly. Such candidates must be nominated from the floor of the Representative Assembly in accordance with MEA/NEA governance documents. In the event that no nominations for the offices of president, vice president, secretary-treasurer, NEA state directors, alternate NEA state directors, Minority Person 3-1(g), education support professional, or higher education persons on the MEA Board have been announced sixty (60) days prior to the Representative Assembly, the MEA Board of Directors shall appoint a nominating committee to name two (2) candidates for president, two (2) candidates for vice president, two (2) candidates for secretary-treasurer, two (2) candidates for each NEA state director position, two (2) candidates for each alternate NEA state director position, and two (2) candidates for each Minority Person 3-1(g), education support professional, and higher education positions on the MEA Board, not later than thirty (30) days prior to the Assembly at which the election is to be held. (2018 Spring RA)

IV. Campaign practices and activities

- A. During the campaign year (as defined in Section II), candidates for MEA office or their designees may engage in the following campaign activities:
 - 1. Distribute written or printed materials promoting their candidacy. The MEA will furnish candidates with mailing labels and/or will distribute campaign materials at the candidates' own expense.

Clarification of Subsection 1 will be found in Section V-C.

2. Hold meetings, rallies or fund-raising activities. Associations may sponsor debates or publish biographical data regarding candidates, as long as all candidates for the same office are invited to participate.

V. Campaign financing

- A. **Prohibitions.** No candidate for MEA office may directly or indirectly finance his/her campaign activities with MEA or district dues, except as provided in sections V-B and C. Candidates are prohibited from accepting contributions consisting in whole or in part of dues or assessments and are prohibited from utilizing, without cost, MEA or district assets, facilities, equipment, staff, credit, or newspaper advertisement.

Candidates for office are not to utilize Association staff members in their campaign programs, except as otherwise stated in the campaign regulations and guidelines. No PAC funds may be used by any candidate for campaign purposes.

Under no conditions may candidates for MEA office utilize funds or contributions from employers of MEA members or their agents.

- B. **Appropriate use of dues.** Dues may be utilized to issue notices regarding the nomination of candidates and the scheduling of the election, to publish factual statements of the issues not involving candidates, to meet the expenses of holding the election, to sponsor a debate or reception at which all candidates for a particular office are afforded equal opportunity to express their views to the membership prior to the election, to publish in the MEA or district newspaper or other official publication the views of candidates, as long as equal coverage is provided to all candidates.

The reception noted above may be a Meet the Candidates Night for all announced candidates as part of the Representative Assembly program.

- C. **Reimbursable expenses.** The following guidelines shall be used for partial reimbursement of campaign expenses:

1. **Travel.** Travel by candidates for offices elected by the MEA Representative Assembly, excluding commissions to one (1) meeting within each region shall be reimbursed by the state Association according to MEA expense policies, provided all candidates for each office are invited to attend that meeting and are afforded equal opportunity to express their views. This meeting may be (but is not limited to) one (1) of the following: a region council meeting, Representative Assembly caucus, one (1) local association meeting.

Reimbursed travel expenses must be reported as specified in Section VI-B.

The calendars of meetings qualifying for reimbursement will be developed by the Elections Committee based upon input from the regions.

2. **Mailing labels.** Upon request by a candidate for an office elected by the MEA Representative Assembly, the MEA shall provide one (1) set of mailing labels of MEA Representative Assembly delegates at MEA expense.
3. **Mailing of brochures.** Upon request by a candidate for an office elected by the MEA Representative Assembly, the MEA shall include with Representative Assembly materials a candidate's brochure. Cost of mailing will be at MEA expense. The cost of brochure mailing to be included in the Representative Assembly packet need not be reported as an expenditure. The cost of printing these brochures shall be reported.
4. **Electronic campaign literature drop.** Upon request of a candidate for an office elected by the MEA Representative Assembly, the MEA shall provide one campaign literature drop utilizing the MEA.org or MYMEA.org system of e-mail addresses. Said e-mails cannot be generated by candidates or their supporters from the MEA.org or MYMEA.org system. The Executive Office shall develop a procedure and timelines for submitting requests. E-mail addresses may not be shared or sold.

The MEA.org and MYMEA.org electronic mail systems and MEA-managed sites, pages or presence on social networking platforms (e.g. Facebook, Twitter, etc.) may not be used for the purpose or effect of advancing a candidate's campaign for election to MEA office.

No candidate shall be reimbursed for any campaign expense unless he/she has declared candidacy at least sixty (60) days prior to the date set for the beginning of the Representative Assembly or has been nominated by the Board-appointed nominating committee. (2018 Spring RA)

Violation of these guidelines by any candidate or by any of his/her designees may result in disqualification of the candidate and/or invalidation of the election.

VI. Reporting of campaign expenses and revenues

A. **Campaign expenses.** Campaign expenditures as listed in Section II-C must be reported on forms provided by the Elections Committee to the MEA executive director seven (7) days prior to the Representative Assembly. A list of individuals or groups contributing more than twenty-five dollars (\$25) must be submitted with this report.

B. **Travel.** Any travel by a candidate or a designee of a candidate consistent with the definition in Section II above shall constitute a legitimate campaign activity, and actual expenses thus incurred, including those reimbursed by MEA, must be reported.

Travel expense and reimbursement computation shall be at the current mileage rate allowed by MEA for such expenses.

Any incumbent candidate entitled to use a staff car, using it for campaign travel, must compute this personal mileage as campaign mileage and report it as a campaign expense.

C. **Written materials.** Cost of printing and distribution of written and/or printed materials consistent with the definition in Section II-E above shall constitute a legitimate campaign activity and actual expenses thus incurred must be reported.

Distribution of brochures with Representative Assembly materials need not be reported and neither do the expenses of the first set of mailing labels supplied by the MEA.

D. **Mailing labels.** Additional sets of mailing labels may be requested and shall be made available by the MEA at actual cost. The cost of these additional sets of mailing labels must be reported as a campaign expense.

E. **Revenues.** All campaign revenues as defined in Section II-B must be reported. Contributions by individuals or groups in excess of twenty-five dollars (\$25) must be reported by name and amount.

All candidates for MEA office must file a postelection campaign statement within seven (7) days after the election. Forms may be obtained from the MEA Executive Office and shall be filed with the same office and reviewed by the Elections Committee within thirty (30) days after filing.

A candidate is responsible for documentation of any expenses and revenues related to his/her campaign (as specified in these regulations) beginning at the time candidacy is announced, any time after the close of the previous Representative Assembly. (2018 Spring RA)

VII. Elections Committee

A. **Membership.** An Elections Committee, consisting of nine (9) members appointed by the MEA president and confirmed by the Representative Assembly, is hereby created to oversee and enforce MEA election procedures. Three (3) committee members shall be chosen each year. No more than one (1) committee member shall be selected from a region. Terms of appointment are for three (3) years, with a six (6) year limit on service. Initial appointments shall be on a staggered basis: three (3) one (1) year terms, three (3) two (2) year terms, and three (3) three (3) year terms.

B. **Duties.** The committee shall establish campaign practice guidelines, develop appropriate reporting forms, report campaign expenses and revenues to the Representative Assembly and investigate campaign complaints.

C. **Powers.** The committee shall be empowered to secure records and testimony, hold confidential hearings, report violations of campaign standards, issue cease-and-desist orders, reprimand offenders and invalidate a given ballot for cause. Decisions of the Elections Committee may be appealed to the Board of Reference pursuant to Article XII of the MEA Constitution.

D. **Conflict of interest.** A member of the Elections Committee who seeks statewide office or who participates in the campaign of a statewide candidate shall resign from the Elections Committee.

The committee shall respond to all inquiries relative to permissible campaign expenditures and activities review all filings made pursuant to Article V and investigate and resolve all complaints. The Elections Committee shall possess such additional duties as are necessary to fulfill its charge to oversee MEA elections and to enforce MEA election procedures.

VIII. Complaint procedure

Any member in good standing who believes there has been a violation of any of the established election guidelines and procedures may file a complaint with the MEA Elections Committee within ten (10) days after the occurrence of the alleged violation. Such complaint shall contain the name and address of the person filing the complaint, the name and address of the candidate or other person claimed to be in violation, the office in question, an accurate description of the occurrence of the violation, including section of campaign regulation alleged to have been violated, and the signature of the complaining party. Such complaint shall be notarized and a copy of the complaint shall be sent by the MEA Elections Committee to the person claimed to have committed the violation.

After receipt of any properly filed complaint, the MEA Elections Committee shall have up to sixty (60) days to investigate the same and to render a decision dismissing the complaint or finding a violation and declaring a penalty. Violations may result in the disqualification of a candidate and/or invalidation of election results. If an election is set aside, the MEA Elections Committee shall, after consultation with the involved candidates, decide a new election date.