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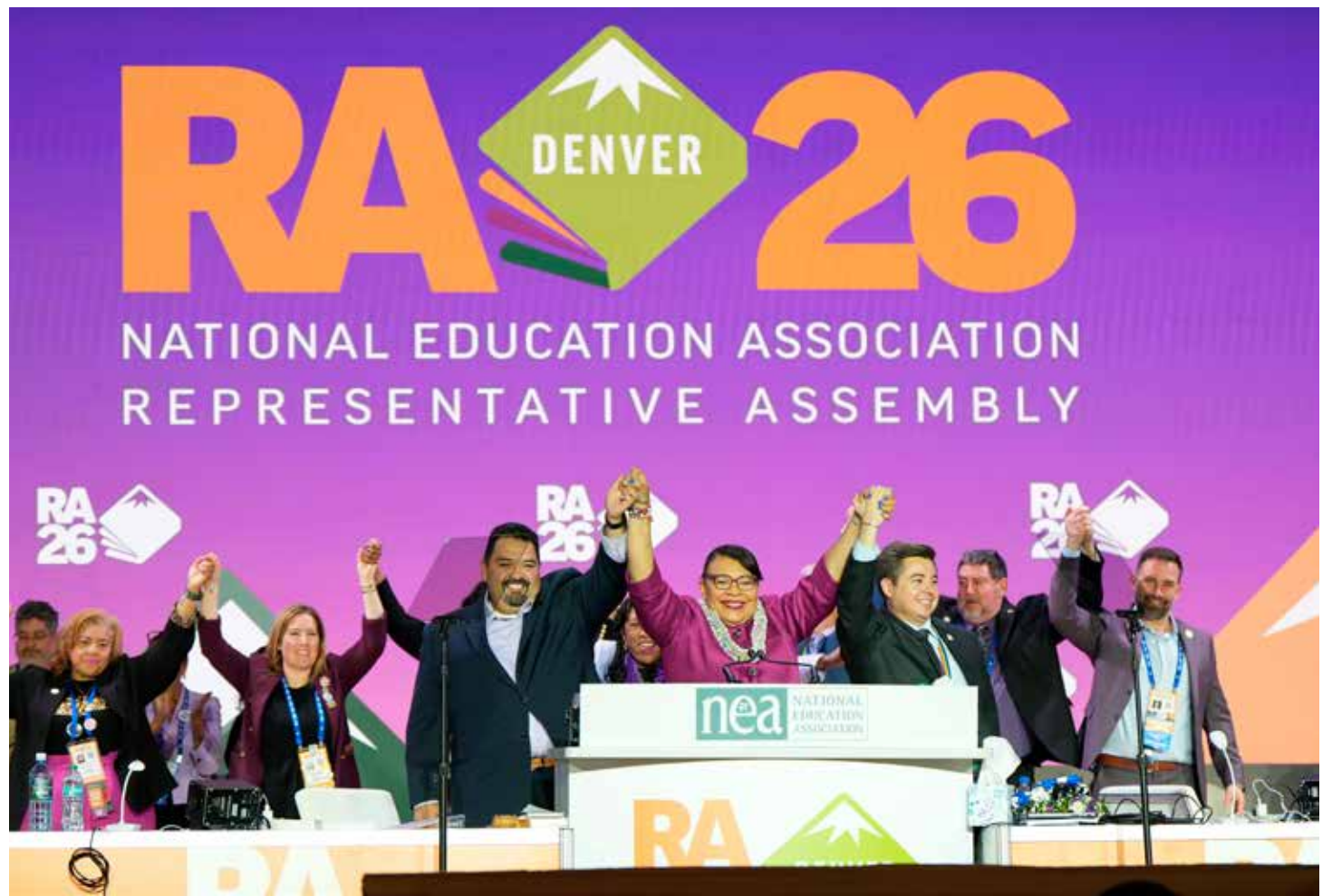


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ra today

The Official Newspaper of the 2026 NEA Representative Assembly

RA
26



AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

CONSTITUTIONAL AMENDMENT 1

ADOPTED

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

Article II. Membership

Section 2. Membership Eligibility: Provisions and Limitations

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

CONSTITUTIONAL AMENDMENT 2

DEFEATED

CONSTITUTIONAL AMENDMENT 3

WITHDRAWN

CONSTITUTIONAL AMENDMENT 4

WITHDRAWN

CONSTITUTIONAL AMENDMENT 5

WITHDRAWN

CONSTITUTIONAL AMENDMENT 6

ADOPTED

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

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

Section 2. Goals and Objections

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

CONSTITUTIONAL AMENDMENT 7

CONSOLIDATED

CONSTITUTIONAL AMENDMENT 8

CONSOLIDATED



AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

CONSTITUTIONAL AMENDMENT 9
ADOPTED

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

Article II. Membership

Section 2.d Membership Eligibility

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

CONSTITUTIONAL AMENDMENT 10
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 11
ADOPTED

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

Article III. Representative Assembly

Section 2. Allocation of Delegates.

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

Section 3. Election of Delegates.

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

Section 6. Committees

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

Section 10. Delegate Rights and Protections from Harassment and Intimidation

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

CONSTITUTIONAL AMENDMENT 12
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 13
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 14
CONSOLIDATED

CONSTITUTIONAL AMENDMENT 15
WITHDRAWN

CONSTITUTIONAL AMENDMENT 16
WITHDRAWN

CONSTITUTIONAL AMENDMENT 17
WITHDRAWN

CONSTITUTIONAL AMENDMENT 18
WITHDRAWN

CONSTITUTIONAL AMENDMENT 19
WITHDRAWN

CONSTITUTIONAL AMENDMENT 20
WITHDRAWN

CONSTITUTIONAL AMENDMENT 21
WITHDRAWN

CONSTITUTIONAL AMENDMENT 22
DEFEATED



NOMINATE TODAY FOR THE 2027 NEA HUMAN AND CIVIL RIGHTS AWARDS!

CELEBRATING THE 60TH ANNIVERSARY OF
THE HCR AWARDS DINNER.

DEADLINE: DECEMBER 11, 2026

For more information and to nominate, please visit
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AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

BYLAW AMENDMENT 1 ADOPTED

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

Bylaw 2-7. Membership: Membership Dues

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

BYLAW AMENDMENT 2 ADOPTED

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

Bylaw 2-7(o) Membership: Membership Dues

o. Beginning with the 2007-08 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, shall be increased by ten dollars (\$10.00), with an additional increase of ten dollars (\$10.00) beginning in the 2011-2012 membership year, and an additional ten dollars (\$10.00) beginning in the 2026-2027 membership year for all Active members except that the additional increase, beginning in the 2026-27 membership-year, shall be seven dollars (\$7.00) for those Active members who are employed in education support professional positions. This dues increase shall be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund. The annual membership dues of Aspiring Educator members of the Association, as established pursuant to Bylaw 2-7.g, shall include one dollar (\$1.00) to be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund.

Sixty percent (60%) of the money allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund during each membership year shall be available to assist state affiliates in dealing with ballot measures and legislative crises, and forty percent (40%) shall be available for national and state media campaigns to advance the cause of public education and publicize the role of the Association and its affiliates in improving the quality of public education.

Where necessary to avoid legal problems under state law, the Association and a state affiliate may, at the request of the state affiliate, enter into a written agreement provid-

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

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

BYLAW AMENDMENT 3 WITHDRAWN

BYLAW AMENDMENT 4 WITHDRAWN

AMENDMENTS TO THE CONSTITUTION, BYLAWS, AND STANDING RULES

STANDING RULE AMENDMENT 1
ADOPTED

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

Rule 7. Resolutions Committee and Procedure

B. Resolutions Committee.

5. Election Procedure

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

number of positions to be filled, elections may be waived, and the candidates declared elected to the positions in question. The report of election results shall be submitted on the proper form to the Committee on Constitution, Bylaws, and Rules before the close of the fifth business meeting of the Representative Assembly.

STANDING RULE AMENDMENT 2
DEFEATED

STANDING RULE AMENDMENT 3
ADOPTED

Rule 6. New Business Items (NBI)
K. Implementation

During the program year of implementation, the mover of a new business item adopted by the NEA Representative Assembly shall be advised about the steps being undertaken to accomplish its implementation, including a report that gives a breakdown of the cost estimate from the new business items that were passed, comparing the projected dollar amount to the actual cost of completing the implementation of the new business item.

STANDING RULE AMENDMENT 4
WITHDRAWN

STANDING RULE AMENDMENT 5
WITHDRAWN



AI is here,
and so is NEA.

Artificial intelligence is influencing our classrooms, schools, and communities. NEA's new resource hub has everything you need to get started:

- NEA's Task Force Report and Policy Statement on AI in Education
- Classroom and School-Level AI Guidance
- Professional Learning Opportunities
- Policy and Advocacy Resources



Visit nea.org/AI or scan the QR code for more information.



NATIONAL
EDUCATION
ASSOCIATION

2026 RA ELECTION RESULTS

NEA President

(Three-Year Term)

ELECTED Princess Moss 2,905 (50.30%)
Kate Dias 1,806 (31.27%)
Sean Spiller 1,010 (17.49%)
Tania Kappner 54 (0.94%)

NEA Vice-President

(Three-Year Term)

ELECTED Noel Candelaria3,774 (66.08%)
Marisol Garcia 1,827 (31.99%)
Mark Airgood..... 110 (1.93%)

NEA Secretary-Treasurer

(Three-Year Term)

ELECTED Robert Rodriguez.....3,034 (53.74%)
Brett Smith..... 2,518 (44.60%)
Adarene Hoag 94 (1.66%)

NEA Executive Committee

(Three-Year Term/Two Positions)

ELECTED Cecily Myart-Cruz3,469 (69.78%)
ELECTED Shannon McCann ... 3,460 (69.60%)
Andrea Beeman..... 2,526 (50.81%)
Stephanie Gutierrez 488 (9.82%)

At-Large Alternate Director Representing ESPs

(Three-Year Term)

ELECTED BY ACCLAMATION..... Monica Altamura

At-Large Director Representing ESPs

(Three-Year Term/Eight positions)

ELECTED BY ACCLAMATION..... Anne Badilla
ELECTED BY ACCLAMATION.....Jennifer Bramson
ELECTED BY ACCLAMATION..... Sidney Flournoy
ELECTED BY ACCLAMATION .. James R. Henderson, III
ELECTED BY ACCLAMATION.....Saul Ramos
ELECTED BY ACCLAMATION..... Marcie Vox
ELECTED BY ACCLAMATION.... Debra Ward-Mitchell
ELECTED BY ACCLAMATION.... Charles E. Wilson, III

Constitutional Amendment 1

(Two-Thirds Required to Pass)

PASSED Yes..... 5,508 (94.92%)
No 295 (5.08%)

Constitutional Amendment 2

(Two-Thirds Required to Pass)

Yes 1,469 (25.32%)
FAILED No4,332 (74.68%)

Constitutional Amendment 6 (6, 7, 8, 10)

(Two-Thirds Required to Pass)

PASSED Yes.....4,248 (73.97%)
No 1,495 (26.03%)

Constitutional Amendment 9

(Two-Thirds Required to Pass)

PASSED Yes.....4,962 (85.89)
No 815 (14.11%)

Constitutional Amendment 11 (11, 12, 13, 14)

(Two-Thirds Required to Pass)

PASSED Yes..... 4,151 (72.07%)
No1,609 (27.93%)

Constitutional Amendment 22

(Two-Thirds Required to Pass)

Yes2,532 (44.21%)
FAILED No 3,195 (55.79%)

Bylaw Amendment 1

(Majority Required to Pass)

PASSED Yes.....3,261 (56.67%)
No 2,493 (43.33%)

Bylaw Amendment 2

(Majority Required to Pass)

PASSED Yes..... 2,999 (51.74%)
No2,797 (48.26%)

2027 RA ELECTIONS

Candidates for NEA Executive Committee (Two positions)

Name: Aaron Kubo

Community and State of Residence: Hilo, Hawaii

Current and Previous Employment: Educator: Japan, US

Association Experience:

Local: Ex.Bd., VP, Negotiations and Institute Chair, Building Rep. (Head Faculty Rep., APC).

State: BOD, Negotiations Bargaining Team, Convention Delegate

National: Committee: Budget, Conference Alignment, HCR, NBI Review and Support. Task Force: Safe, Just and Equitable Schools, AI and RA Transformation. APIC Director. ELL Cadre curriculum creator and trainer. Joint Conference on Concerns of Minorities and Women; Joint Ethnic Caucus presenter. Participant: NEA RA, Leadership Summit, Leaders of Color Pathways Project, Ethnic Leaders, MLT/WLT, NCUEA, Joint Ethnic Caucus, APIC.



Name: Tanya T. Coats

Community and State of Residence: Knoxville, Tennessee

Current and Previous Employment: New Teacher Liaison, ESP/ Substitute, High School Math Teacher, Kindergarten Teacher, Science/SS Middle School Teacher, 4th Grade Teacher, Reading Coach, Curriculum Facilitator, TEA President

Association Experience:

Local: President, Treasurer, Bargaining Chair, FCPE Chair, Elections Chair, Budget Chair, Ethnic Minority Chair

State: State President, Vice President, TEA Executive Committee and Budget Committee, TEA Board of Director (District 4, BCT), Minority Affairs Co-Chair, Membership Chair, Susan B. Anthony Winner, Distinguished Educator Awardee, TASL Chair

National: NEA Board of Director; Legislative Committee Member; NEA BOD Professional Development Training; Read Across America Committee; HCR Committee; MLT/WLT Planning Committee; *RSJ Committee; NEA 360 Co-Pilot Committee



Name: Brenda Brathwaite

Community and State of Residence: Atlantic County, New Jersey

Current and Previous Employment: 8th Grade Math Teacher

Association Experience:

Local: Atlantic City EA: Treasurer; Membership Chair; Legislative Action Committee; Constitution & Bylaws. County - Atlantic County Council of Education Associations: Current First Vice President; Executive Board; Chairs: Public Education Partnerships (Community Engagement Grants), Professional Development, and Public Relations.

State: New Jersey EA: Executive Committee; NJDOE State Professional Learning Committee Co-Chair; NJDOE Teacher Evaluation Work Group; Congressional Contact Committee; PAC Operating; Budget Committee; Delegate Assembly; Affinity Group Task Force; Dues Task Force; Pandemic Relief; HIPP Foundation Trustee; Property & Personnel.

National: NEA: Board Director; Professional Standards and Practice Committee, Trauma-Sensitive Practices Chair; Resolutions Committee, Curriculum and Instruction Sub-Committee Co-Chair; Read Across America Chair; Great Public Schools; Conference Alignment Team; NBI Costing Committee; Leaders for Just Schools Facilitator; RA Delegate 19 consecutive years.



Name: Mel House

Community and State of Residence: Los Angeles, CA

Current and Previous Employment: Physical Education, 26 years CA, 3 years MI

Association Experience:

Local: UTLA BOD, Steering, House of Reps, Service Center VP, LGBTQ+ Task Force, chaired multiple committees

State: CTA BOD, CTA/NEA Coordinating Director, state and local RA delegate, Equity and Human Rights Conference Chair, LGBTQ Issues Conference Committee, SOGI Issues Advisory Liaison, Racial Justice Cadre Trainer

National: NEA BOD, ICC Chair, BOD Leadership Development Committee, Education International Delegate 2019, 2023, Transformational Journey Racial Justice Co-conspirator, NBI-A Workgroup, NEA Foundation Awards for Teaching Excellence Awardee, and Global Education Fellow (Peru), Keynote Address Speaker NEA Retired Conference, NEA Leadership Summit Workshop Presenter, Speak Up! Speak Out! Alumni Panel



Name: Andrea Beeman

Community and State of Residence: Maple Heights, Ohio

Current and Previous Employment: Paraeducator, Maple Heights City Schools

Association Experience:

Local: MOST President/Negotiations Chair; District Leadership Team; PBIS Team Member; Building Leadership Team; NEOEA Board Directors; NEOEA RA Delegate

State: OEA Board Director; OEA House District#12; OEA Business/Support/Administration; OEA Representative Assembly Delegate; OEA 2019 ESP of the Year; 2020 SEOEA; Ohio Friend of Education Award; 2020 OHIO RISE Award Recipient; 2016 Mid-Atlantic Region Organizing Institute

National: NEA Director At-Large; NEA ESP Careers Committee, Chair; ESP Conference Planning Committee; RA Delegate; CCBR, Member, 2020 NEA ESP of the Year; Micro-Credential Workgroup, Trainer-Para Institute and ESP of the Year; Speaker-US Dept of Labor



RESOLUTIONS

Delegates adopted all NEA Resolutions for 2026-27 in conjunction with the committee's final report as amended.

RESOLUTION AMENDMENT 1
WITHDRAWN

RESOLUTION AMENDMENT 2
NEW RESOLUTION NOT CONSIDERED
PURSUANT TO STANDING RULE 7.D

RESOLUTION AMENDMENT 3
ADOPTED

Final Report
New I. Immigrant and Migrant Farm
Workers Recognition

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

RESOLUTION AMENDMENT 4
ADOPTED

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

To provide the quality of early education and care necessary to prepare children for success in school, the Association recommends that—
e. School districts implement implicit bias, diversity, equity, cultural competence and linguistic responsiveness, and other racial justice training for all educators (including administrators) and regularly evaluate progress and outcomes in applying racial equity tools to decision-making and practices.

RESOLUTION AMENDMENT 5
WITHDRAWN

RESOLUTION AMENDMENT 6
ADOPTED

Summary Booklet
B-32. Education of Gifted, Talented, and Creative Students
page 31, line 9
The Association believes that culturally and linguistically responsive professional development programs in gifted and talented education must be provided for all appropriate education employees.

RESOLUTION AMENDMENT 7
ADOPTED

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

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

RESOLUTION AMENDMENT 8
REFERRED TO RESOLUTIONS COMMITTEE

Final Report
B-73. Artificial Intelligence
page 24, line 86

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

RESOLUTION AMENDMENT 9
REFERRED TO RESOLUTIONS COMMITTEE

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

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

RESOLUTION AMENDMENT 10
ADOPTED

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

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

RESOLUTION AMENDMENT 11
NEW RESOLUTION NOT CONSIDERED
PURSUANT TO STANDING RULE 7.D

RESOLUTION AMENDMENT 12
NEW RESOLUTION NOT CONSIDERED
PURSUANT TO STANDING RULE 7.D

RESOLUTION AMENDMENT 13
NEW RESOLUTION NOT CONSIDERED
PURSUANT TO STANDING RULE 7.D

LEGISLATIVE AMENDMENTS

LEGISLATIVE AMENDMENT 1
WITHDRAWN

LEGISLATIVE AMENDMENT 2
ADOPTED

I.I.a.—I. High Quality Public Education, I. School Modernization, a. Education Technology and Materials
NEA supports
a bell-to-bell prohibition on student use of personal cell phones and personal electronic communication devices during the school day in public schools, subject only to exceptions required for health, safety, disability accommodations, or documented emergencies.

LEGISLATIVE AMENDMENT 3
ADOPTED AS MODIFIED

IV.A.d.—IV. Good Public Policy, A. Public Health and Well-Being, d. Environment
NEA supports
keeping data centers a safe distance from schools.

LEGISLATIVE AMENDMENT 4
ADOPTED AS MODIFIED

I.E.—I. High Quality Public Education, E. Safe Schools
NEA supports
policies and mental health principles that support educators’ access to mental health services and better support for their own mental health needs.

LEGISLATIVE AMENDMENT 5
ADOPTED

I.I.a.—I. High Quality Public Education, I. School Modernization, a. Education Technology and Materials
NEA supports
federal legislation and policies that promote developmentally appropriate technology use, and school districts in establishing evidence-based guidelines regarding student personal electronic device use during the instructional day to foster distraction-free learning environments, student well-being, and educator authority.

LEGISLATIVE AMENDMENT 6
DEFEATED

LEGISLATIVE AMENDMENT 7
WITHDRAWN

LEGISLATIVE AMENDMENT 8
ADOPTED

IV.B.d.08— IV. Good Public Policy, B. Human and Civil Rights, d. Privacy, Freedom of Information, and Government Intervention
NEA supports
legislation to protect students’ personally identifiable information and ensure students’ data privacy, including in the use of school security technology systems, especially in those using artificial intelligence

LEGISLATIVE AMENDMENT 9
ADOPTED

IV.B.i.01—IV. Good Public Policy, B. Human and Civil Rights, i. Immigration and Naturalization
NEA supports
comprehensive immigration reform that: recognizes the political, economic, and labor issues underlying immigration; promotes a humane, equitable, and orderly system of legal immigration that advances and protects human rights, civil liberties, due process, and the public interest; recognizes the importance of family unity and rejects laws and delays that undermine keeping families intact; and deals justly with undocumented immigrants who have worked and lived in the United States and includes a path, such as a rolling registry, that leads to permanent residency, citizenship, or asylum once background checks have been completed.

LEGISLATIVE AMENDMENT 10
WITHDRAWN

LEGISLATIVE AMENDMENT 11
ADOPTED

I.A.a.—I. High Quality Public Education A. Student Learning, Growth, and Development a. Assessments
NEA supports
the inclusion of classroom educators, civil rights advocates, disability rights advocates, and parent representatives on any federal body responsible for establishing guidance on assessment design, validation, and equity review

LEGISLATIVE AMENDMENT 12
WITHDRAWN

LEGISLATIVE AMENDMENT 13
WITHDRAWN

LEGISLATIVE AMENDMENT 14
ADOPTED AS MODIFIED

IV.A.e.—IV. Good Public Policy, A. Public Health and Well-Being, e. Health Care
NEA supports
student learning about holistic health care practices.

LEGISLATIVE AMENDMENT 15
WITHDRAWN

LEGISLATIVE AMENDMENT 16
DEFEATED

LEGISLATIVE AMENDMENT 17
DEFEATED

LEGISLATIVE AMENDMENT 18
DEFEATED

We won't always agree.

We'll always be...

one union.

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

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

One Job Should Be Enough



Education Support Professionals deserve:

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

...and so much more!

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



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



POLICY STATEMENTS

POLICY STATEMENT AMENDMENT 1 ADOPTED AS MODIFIED

Use of Artificial Intelligence in Education

page 35, line 18 add:

The NEA opposes the construction of data centers that harm the environment and, by extension, negatively impact the health of educators and students, as well as student learning.

POLICY STATEMENT AMENDMENT 2 WITHDRAWN

POLICY STATEMENT AMENDMENT 3 REFERRED TO APPROPRIATE COMMITTEE

Use of Artificial Intelligence in Education

page 35, line 5 add text

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

POLICY STATEMENT AMENDMENT 4 REFERRED TO APPROPRIATE COMMITTEE

Use of Artificial Intelligence in Education

page 35, line 18 add:

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

POLICY STATEMENT AMENDMENT 5 REFERRED TO APPROPRIATE COMMITTEE

Digital Learning

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

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

Line 29

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

POLICY STATEMENT AMENDMENT 6 REFERRED TO APPROPRIATE COMMITTEE

Use of Artificial Intelligence in Education

Page 34, Line 43 add:

levels. This includes no student-facing AI for pre-kindergarten through second grade students; no non-educationally based AI for students in grades three through eight; requiring that the use of AI in any grade be supervised, educator-led, and designed to promote critical thinking, digital literacy, and civic readiness, rather than replace human instruction, creativity, or judgment; and no so-called “social companion” chatbots — computer programs that simulate human relationships — for children under 16.

Page 35, Line 44-45 delete:

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

WANT TO MAKE A POSITIVE IMPACT? PROPEL LOCAL CHANGE?

NEA HAS SAMPLE LOCAL SCHOOL BOARD POLICIES AND RESOLUTIONS TO GET YOU STARTED:

- Scan the QR code to find NEA's Strengthening Public Schools for Student Success guide, including models of student-centered public education policies.
- Share your priorities with local policymakers, including school board members, superintendents, school leaders, and more.
- Email futureofschools@nea.org to share how you are taking action to advance student-centered policies.

To learn more about how we can come together to strengthen public schools for our students, families, and ourselves, visit nea.org/protect.



33125 0325 JR



What can we do in this moment?

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

FUEL THE MOVEMENT

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

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

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



THE
NATIONAL
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ASSOCIATION

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CONGRATULATIONS TO THE 2026 EDUCATORS OF THE YEAR

The NEA Center for Professional Excellence and Student Learning recognizes and celebrates these accomplished educators for their work in supporting public school students.



Ric Calhoun

**2026 NEA Education Support
Professional of the Year**

*Campus Supervisor
Inglemoor High School
Washington Education Association*



Leon Smith

2026 National Teacher of the Year

*AP U.S. History and AP
African American Studies Teacher
Haverford High School
Pennsylvania State Education Association*



Clinton Smith

**2026 NEA Higher Educator
of the Year**

*Professor of Special Education
University of Tennessee at Martin
Tennessee Education Association*



New Business Items

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

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

NBI Thematic Categories	NBIs
Elevate the Professions	12, 21, 25, 36, 48, 80, 84, 88
Establish Educational Environments	2, 3, 4, 11, 15, 16, 19, 31, 37, 39, 43, 49, 58, 59, 60, 65, 66
Enhance Equity	1, 6, 9, 17, 20, 22, 26, 27, 28, 33, 41, 42, 46, 50, 53, 57, 63, 72, 74, 76, 77, 78, 82, 83, 85, 87, 89
Engage Diverse Leadership	61
Energize Affiliates	7, 13, 18, 35, 40, 62, 64, 67, 69, 81
Ensure a Lasting Democracy	8, 10, 24, 29, 34, 38, 44, 47, 52, 54, 55, 68, 79, 86, 90, 91
NEA Operations	5, 14, 23, 30, 32, 45, 51, 56, 70, 71, 73, 75

Elevate the Professions

NEW BUSINESS ITEM 12
ADOPTED

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

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

NEW BUSINESS ITEM 21
DEFEATED

NEW BUSINESS ITEM 25
DEFEATED

NEW BUSINESS ITEM 36
DEFEATED

NEW BUSINESS ITEM 48
DEFEATED

NEW BUSINESS ITEM 80
DEFEATED

NEW BUSINESS ITEM 84
DEFEATED

NEW BUSINESS ITEM 88
ADOPTED

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

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

Establish Educational
Environments

NEW BUSINESS ITEM 2
DEFEATED

NEW BUSINESS ITEM 3
ADOPTED

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

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

NEW BUSINESS ITEM 4
DEFEATED

NEW BUSINESS ITEM 11
ADOPTED

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

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

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

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

NEW BUSINESS ITEM 15
WITHDRAWN

NEW BUSINESS ITEM 16
ADOPTED

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

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

NEW BUSINESS ITEM 19
WITHDRAWN

NEW BUSINESS ITEM 31
ADOPTED

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

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

NEW BUSINESS ITEM 37
ADOPTED AS AMENDED

NEA shall publish a digital article in the *NEA Today* focused on the mental health and suicide prevention of vulnerable student populations (including students with disabilities; LGBTQ+ students; students experiencing homelessness; students in foster care; and students experiencing bullying harassment, or bias incidents; and students with intersecting identities. The article shall include evidence-based best practices, protective factors, and recommendations that can help schools support student mental health, strengthen protective factors, reduce isolation, and prevent suicide.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$35,000.

New Business Items

NEW BUSINESS ITEM 39 ADOPTED

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

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

NEW BUSINESS ITEM 43 WITHDRAWN

NEW BUSINESS ITEM 49 ADOPTED

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

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

NEW BUSINESS ITEM 58 DEFEATED

NEW BUSINESS ITEM 59 ADOPTED

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

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

NEW BUSINESS ITEM 60 ADOPTED AS MODIFIED

NEA will craft and share with affiliates talking points and resources to help state and local affiliates fight against policy and legislation that bans AP African American Studies, and to fight for equitable access to academically rigorous African American Studies coursework.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$20,000.

NEW BUSINESS ITEM 65 DEFEATED

NEW BUSINESS ITEM 66 DEFEATED

Enhance Equity

NEW BUSINESS ITEM 1 ADOPTED

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

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

NEW BUSINESS ITEM 6 ADOPTED

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

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

NEW BUSINESS ITEM 9 ADOPTED AS MODIFIED

Using existing resources, the NEA will publish an article digitally, in the *NEA Today* regarding the impact of the recent DEI budget cuts to federal funding on Black/African American educators, Black/African American educational support professionals, Black/African American students, and HBCUs.

Cost Implications:
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$35,000.

NEW BUSINESS ITEM 17 ADOPTED

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

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

NEW BUSINESS ITEM 20 ADOPTED

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

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$96,000.

NEW BUSINESS ITEM 22 WITHDRAWN

NEW BUSINESS ITEM 26 REFERRED TO THE APPROPRIATE COMMITTEE

Using existing resources, the NEA shall survey the impact of the recent immigration policies and Immigration Customs and Enforcement (ICE) increased presence has had on Latino and DACA educators maintaining and acquiring employment. NEA shall publish the results in existing digital media.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$263,500.

NEW BUSINESS ITEM 27 ADOPTED

The National Education Association will publish information via existing digital platforms to educate members about 287(g) agreements between local law enforcement agencies and U.S. Immigration and Customs Enforcement. This article will share resources from partner organizations on identifying local agencies with 287(g) agreements and strategies for educating local elected officials on the destructive impact these agreements have on all students, educators, and families.

Cost Implications
This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$13,000.

NEW BUSINESS ITEM 28 WITHDRAWN

NEW BUSINESS ITEM 33 WITHDRAWN

NEW BUSINESS ITEM 41 WITHDRAWN

NEW BUSINESS ITEM 42 ADOPTED AS MODIFIED

The NEA will review and update existing Culturally Responsive Teaching and Cultural Competence Resources to explicitly include gender equity and continue to make it freely available to all members and locals through the NEA digital platform.

Cost Implications:
This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$38,500.

NEW BUSINESS ITEM 46 REFERRED TO THE APPROPRIATE COMMITTEE

The NEA shall, in the first issue of every school year, include an article in the *NEA Today*, in both print and digital form, to inform educators about the availabil-

New Business Items

ity of, and use of, Red Cards to protect themselves, their co-workers, their students, and their students’ families from ICE. Furthermore, the article will include a page of Red Cards in various languages for educators to print out for distribution. They shall also encourage state affiliates to do the same to ensure the information is readily available.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$218,729.

NEW BUSINESS ITEM 50 ADOPTED

The NEA will compile and publish available research, data, and resources on existing digital platforms to address environmental equity and the impacts of environmental pollution and large-scale data center development on students, educators, schools, and communities. This work will give particular attention to black, brown, indigenous, rural, and low-income communities while supporting local and state affiliate organizing, advocacy, and community engagement.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$72,500.

NEW BUSINESS ITEM 53 ADOPTED AS MODIFIED

The NEA shall work with our partners in Indigenous education (i.e. The National Indian Education Association [NIEA,] The National Congress of American Indians [NCAI,] etc.) to convene a national workgroup to study contemporary efforts in the following areas:

1. How best to aid our Indigenous communities in their efforts towards Indigenous Language Revitalization;
2. How to break the cycles of historical and educational trauma that are still alive in America’s educational PreK-Higher Ed systems and structures;
3. How to aid Indigenous communities in development of, and implementation of model curricula to best serve the needs of their schools and students that moves beyond the deficit model to that of an assets based approach.

The workgroup will present a report of its findings, and recommendations to the 2027 NEA Representative Assembly in Indianapolis, IN.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$99,512.

NEW BUSINESS ITEM 57 ADOPTED AS MODIFIED

The NEA will create a Native American and Native Resource Landing Page to serve as a centralized repository of affiliate-submitted professional learning opportunities, promising practices, and educational resources. Submitted content will be reviewed and vetted by NEA to ensure relevance, quality, and alignment with organizational priorities. Approved resources will be selected for inclusion and publication on the landing page using cost-effective implementation and maintenance strategies. The landing page will support information sharing, professional learning, and collaboration among affiliates while increasing access to resources that meet the needs of Native American and Native educators, students, and communities.

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Proposed Strategic Plan and Budget. It would cost an additional \$24,500.

NEW BUSINESS ITEM 63 ADOPTED AS MODIFIED

NEA will establish an emergency assistance fund for DACA educators and other members impacted by immigration enforcement actions, including ICE raids, detention, deportation proceedings, citations, legal expenses, weaponized delays in renewals, and family emergencies, to help sustain educators, during periods of crisis. NEA will create this fund with an initial investment of \$100,000 and seek donations from local member organizations, community-based organizations, and individuals, while NEA explores additional ways to support.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$199,000.

NEW BUSINESS ITEM 72 WITHDRAWN

NEW BUSINESS ITEM 74 WITHDRAWN

NEW BUSINESS ITEM 76 DEFEATED

NEW BUSINESS ITEM 77 REFERRED TO THE APPROPRIATE COMMITTEE AS MODIFIED

The NEA will create a team of members to research the number of students who have been impacted by the detention and deportation by ICE. The research will be published in existing digital platforms and make a national call to end the deportations and detentions of our students and children.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$23,500.

NEW BUSINESS ITEM 78 ADOPTED

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

Cost Implications

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

NEW BUSINESS ITEM 82 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications:

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

NEW BUSINESS ITEM 83 DEFEATED

NEW BUSINESS ITEM 85 DEFEATED

NEW BUSINESS ITEM 87 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 89 REFERRED TO THE APPROPRIATE COMMITTEE

The NEA calls for the shut down of GEO Group & CoreCivic private detention centers and demands no more public tax dollars be used to pay for immigrant slave labor camps. We support the ongoing hunger and labor strikes by detainees and La Unión de Secuestrados por ICE (USI)/Union of People Kidnapped by ICE, the union of migrants coordinating these actions.

Cost Implications

This item cannot be accomplished with current staff and resources under the Proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$206,500.

Engage Diverse Leadership

NEW BUSINESS ITEM 61 WITHDRAWN

NEW BUSINESS ITEMS

Energize Affiliates

NEW BUSINESS ITEM 7

REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 13

REFERRED TO THE APPROPRIATE COMMITTEE

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

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

Cost Implications

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

NEW BUSINESS ITEM 18

ADOPTED

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

Cost Implications

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

NEW BUSINESS ITEM 35

REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 40

WITHDRAWN

NEW BUSINESS ITEM 62

WITHDRAWN

NEW BUSINESS ITEM 64

REFERRED TO THE APPROPRIATE COMMITTEE

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

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

Cost Implications

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

NEW BUSINESS ITEM 67

ADOPTED AS MODIFIED

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

Cost Implications:

This item cannot be accomplished with current staff and resources under the proposed 2026-2027 Strategic Plan and Budget. It would cost an additional \$14,634.

NEW BUSINESS ITEM 69

ADOPTED

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

Cost Implications

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

NEW BUSINESS ITEM 81

DEFEATED

Ensure a Lasting Democracy

NEW BUSINESS ITEM 8

ADOPTED AS MODIFIED

The NEA will explore the expansion of the NEA See Educators Run program, with the goal of establishing regional training academies for educator candidates at the school board, municipal, and state levels, and explore the development of a comprehensive candidate support toolkit covering campaign planning, messaging, and fundraising. Options to explore might include a Train-the-Trainer model, a strand at the NEA Leadership Summit, a strand at other NEA conferences, etc.

Cost Implications

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

NEW BUSINESS ITEM 10

OBJECT TO CONSIDERATION

NEW BUSINESS ITEM 24

ADOPTED

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

Cost Implications

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

NEW BUSINESS ITEM 29

REFERRED TO THE LEGISLATIVE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 34

WITHDRAWN

NEW BUSINESS ITEM 38

DEFEATED

NEW BUSINESS ITEM 44

DEFEATED

NEW BUSINESS ITEM 47

OBJECT TO CONSIDERATION

New Business Items

NEW BUSINESS ITEM 52 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications:

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

NEW BUSINESS ITEM 54 DEFEATED

NEW BUSINESS ITEM 55 DEFEATED

NEW BUSINESS ITEM 68 DEFEATED

NEW BUSINESS ITEM 79 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 86 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 90 OBJECT TO CONSIDERATION

NEW BUSINESS ITEM 91 OBJECT TO CONSIDERATION

NEA Operations

NEW BUSINESS ITEM 5 REFERRED TO THE APPROPRIATE COMMITTEE

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

The NEA will coordinate with local Boards of Nursing and accredited nursing programs in the host city to identify nursing students who require clinical or service hours. These students, under the supervision of licensed nurse faculty or clinical instructors, will provide basic first aid, initial assessment, and supportive care to attendees who require medical attention.

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

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

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

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

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

Cost Implications

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

NEW BUSINESS ITEM 14 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 23 WITHDRAWN

NEW BUSINESS ITEM 30 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications:

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

NEW BUSINESS ITEM 32 WITHDRAWN

NEW BUSINESS ITEM 45 WITHDRAWN

NEW BUSINESS ITEM 51 REFERRED TO THE APPROPRIATE COMMITTEE

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

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

Membership-recognitions may be placed on event credentials and shall be distributed based on NEA membership records.

Cost Implications

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

NEW BUSINESS ITEM 56 REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 70 REFERRED TO THE APPROPRIATE COMMITTEE

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

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

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 71

REFERRED TO THE APPROPRIATE COMMITTEE

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

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

Cost Implications

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

NEW BUSINESS ITEM 73

REFERRED TO THE APPROPRIATE COMMITTEE

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

Cost Implications

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

NEW BUSINESS ITEM 75

WITHDRAWN

**Cost of NBIs adopted
at the 2026 RA:
\$1,064,889**

**Cost of NBIs
referred to committee at
the 2026 RA:
\$6,953,479**

International solidarity with educators and unionists is more important now than ever.

Sign up for the new NEA Office of International Relations newsletter to receive:

- Updates on NEA's international programming and Education International affiliates;
- Partner resources on topics like AI, gender equity, climate change, and organizing tactics;
- Opportunities to participate in webinars and solidarity actions; and
- Member perspectives on international solidarity.



Scan the QR code
to sign up today!

For more information, visit nea.org/international



2026 REPRESENTATIVE ASSEMBLY HIGHLIGHTS

Becky Pringle’s final keynote as NEA President
— July 4, 2026.

Look at you, NEA. Here. You. Stand. Still educating. Still organizing. Still fighting.

And that means the story is not over. It means the curve of hope is still bending — because we are the ones bending it.

So today, on the 250th anniversary of the Declaration of Independence, I am asking you to make a declaration of your own . . . using these seven action words . . . seven verbs. Educate. Communicate. Organize. Mobilize. Litigate. Legislate. Elect. Because action is the only thing that has ever moved this nation forward. Delegates, I need you to:

Educate and Communicate — Declare that you will tell the truth even when opponents of public education try to silence it, and that you will cut through every lie with clarity and courage!

Organize and Mobilize — Declare that you will build power in every school, every district, every state; that you will show up wherever our students’ futures are on the line!

Litigate and Legislate — Declare that you will give us the stories we need to use every legal tool to defend rights and challenge injustice; that you will demand laws that honor students and respect educators.

And most of all delegates, Elect! The November elections are just four months away. I need you to declare that you will work like hell to elect leaders who will protect public education and pass legislation to strengthen it. This year’s election must lay the foundation for what must come: winning governors races and state legislatures; school board races and...the White House. So you know what that means: We have to win. All the things. We have to.

These seven verbs are seven commitments that I am asking you to make . . .

So we can mean every student when we say every student.

So that education professionals—all educators—have the respect and resources they need.

So our democracy doesn’t just exist. It is vibrant. It is



thriving. It is a beautiful reflection of our highest ideals. That is the promise we must defend. That is the future we must fight to see.

And as we fight, I ask that you ground yourselves in this undeniable truth: When educators stand together, there is no force in this nation that can silence us. There is no enemy who can diminish us. There is no wanna-be dictator who can stop us.

Oh, James Baldwin...You. Are. Right: “There is never a time in the future [where] we will work out our salvation. The challenge is in the moment; the time is always now.”

Fellow unionists, the time is always now to dare to be powerful. Delegates, the time is now to lead with courage! NEA, the time is now to rise up and demand liberation! For everyone!

Leading this union has been the honor of my life. But the future — the power — the responsibility —

now rests with you. So, I need you to move forward, in union together.

I began by sharing Nate’s love letter to me. This is my love letter to you:

Dearest NEA, You are a treasure. Your wisdom and strength...your voice...you speak to me, my soul, when I need it. And so often it is your words that fuel and instruct my quixotic pursuits, my dreams. Forged over so many years and countless trials, our connection is nothing short of a quantum entanglement. You are the strongest people I know. And I am stronger because of you.

Thank you for the privilege of taking this joyous journey with you. The best chapters of NEA’s story are still to be written—by your hands, your voices, and your unwavering dedication to public education, to our students, to each other, and to this union. You are my heroes. You are...my heart.



NEA Executive Director Kim Anderson’s
Address to Delegates — July 5, 2026

Every time one of you has given me a reason to hope, I write it down. I’ve traveled to a lot of states, a lot of locals — and these pages are full of your stories.

This is where I go to feel hope again. I open them, and I find you. I find what you’ve done. And I feel stronger — because of you.

I’ve written down the small things. A ride home for a student who needed one. A lunch quietly paid for that no one ever saw. Extra hours counseling someone about a thesis or a career path.

And I’ve written down the more visible things. Locals banding together, shoulder to shoulder, at the bargaining table and at school board meetings, refusing to be ignored. Thousands of you in the streets. Educators standing between power and the people they are trying to silence. Small acts of compassion.

Major acts of solidarity and defiance.

Both are in here.

When you stand up together, you are magnificent.

I hope you are proud of the union you belong to. Proud of the delegates sitting next to you. Proud of the members you represent. And behind all of it — your fam-

ily, your community.

You belong to the most noble professions on the planet. And I need you to hear that — without you, none of it is possible. Without you, there is no future full of engineers and artists and musicians and nurses and educators.

You are the foundation everything else rests on. So you’re not just noble.

You’re powerful — because you build the future.

And do you know what your secret sauce is? It’s the love — unbridled, boundless love that no one has to ask you to give, because that’s how you’re built.

It’s walking kids to school to keep them safe from ICE. It’s educators delivering groceries to people too afraid to leave their house.

You’re magical.

You’ve been heroes and lifelines — because of your love, your passion, and your unbelievable courage.

That is your superpower.

Putting your love, passion, and collective power into action.

That’s the superpower of this union.

2026 REPRESENTATIVE ASSEMBLY HIGHLIGHTS

NEA Friend of Education Award accepted by Wanda Llorens on behalf of Al Llorens — July 5, 2026

Even when he had a call at 9:30 at night from a constituent or a colleague — and if you were one of them, you know who you are — I understood because I too had been a teacher.

I remembered the late evenings that I rushed to close my school library, grabbed my briefcase, and ran to the door before the maintenance people left and locked me in the school for the night. I had graded papers on Friday and Saturday nights so I could at least have Sunday night free. I wrote lesson plans, I delivered them, I accommodated differences, counseled kids when they needed it, and listened to them cry when they needed that and on and on.

I worked so hard as a school librarian, and yet I stood in awe of classroom teachers I worked with every day. They performed miracle after miracle.



Because I had spent so many years as an educator, I understood how important my husband’s work was. You see, teaching is demanding. I nor my colleagues had time

to advocate for ourselves. That is where the union workers came in.

My husband understood that his job was to stand in for teachers and support personnel to make sure they were fairly treated, that someone was looking out for us when we were doing the very hard work of educating our children.

Al believed that the job you did, your life’s work mattered in this world, and he fought for you every day of his life. Some of his last words, in fact, were about you.

And so he selected a wife who understood. I really don’t know how my husband did all that he did, but I knew he didn’t need a nagging wife on top of it all, and so I didn’t nag — not much anyway.

Somehow Al did all that work, and yet he still made me feel like a princess in a fairytale.

I loved that man, and I always will.

2026 National Teacher of the Year, Leon Smith — July 5, 2026

You know you are having a threshold moment with a student when you can see they are inspired because of the work of the classroom. What may be less noticeable is how they create threshold moments for us, too.

I am a product of my own education. And this was the first time I’d learned this piece of Sofia’s personal history. In my quest to provide representation, I taught myself about Inuit history, not knowing it would be a mirror for Sofia the way Mr. Haines was a mirror for me.

I created a mirror for Sofia, but she reminded me that the quest — as educators and learners — to make sure all students feel connected to their educational environment is ongoing. For the rest of the semester, she was even more engaged in class and often brought in stories of other groups pushed to the margins of traditional U.S. history courses.



From that day forward, I was more committed to creating opportunities like this for all of my students. The way her experience revealed the power of seeing yourself in the curriculum ignited my mission to support the recruitment and retention of high quality, innovative and diverse educators into our schools by starting a Grow Your Own program at my school.

This year at graduation, I saw the first students from our Grow Your Own and Future Educators Academy graduate. Sitting there in the audience, I reflected upon the many individuals from our school community who contributed to that moment.

Our students were there because of people who understand the power of education, just like all of us in this room.

My hope is for these students to recognize the tremendous impact public education and educators have on creating a more perfect union.

This is what gives me hope — that the environments of dignity and belonging that we create for students will inspire them to go out and create a better world, the kind of world Mr. Haines, my mom and Sofia would be proud of.

Together, we can create a student-learning experience grounded in dignity, equality and the infinite potential of all learners.



2026 ESP of the Year, Rick Calhoun — July 6, 2026

I want to thank you, NEA siblings, for recognizing every member of our education family and making space for all of us to thrive. We come from different backgrounds, beliefs, and roles, but we share the same passion, student success,

and the belief that every person in our school matters.

As a campus supervisor at Inglemoor High School in Kenmore, Washington, I see that every day.

I want you to think for a moment about your own workday. Who do you see?

I see bus drivers getting students to school safely.

I see custodians creating a clean learning environment.

I see teachers and paraeducators and counselors checking in.

I see food service workers providing healthy meals.

And I see students who come to us for guidance, support, and sometimes just a steady presence.

A safe, welcoming, inclusive school never happens because of one person. Every role matters. Every interaction counts.

School safety is more than providing supervision. It’s about building strong relationships. It’s learning students’ names. It’s showing up beyond the school day. And it’s bringing missing voices into important conversations and

staying committed to this important work.

Because every educator and every student, no matter what they look like, who they pray to, or who they love, deserves to be seen, respected, and supported.

My daughter, Veronica, shared that same commitment to the people and passions that she loved.

Veronica passed away in 2024, after a two-year battle with brain cancer. On June 27th, just a few days ago, she would have turned 21.

She had a bucket list that she was determined to finish. Things like seeing Paris and swimming with dolphins, getting tattoos. Now my wife, my sons Nick and Robert, and I spend our breaks completing one more activity she did not get to do. Celebrating her life and our family.

It’s that sense of purpose, of showing up for the people you love even in the hardest circumstances. Those are lessons that I learned from my family.

2026 Higher Educator of the Year, Dr. Clinton Smith — July 6, 2026

And when they come for our contracts, when academic freedom gets attacked, when tenure gets treated like a suggestion, we litigate. We bring the facts, and then we bring the lawyers.

Look at NEA’s injunction against the higher education Dear Colleague letter.

That decision protected real people. Faculty who would have lost protections they’d spent careers earning.

That’s what it looks like when we stop asking politely and we start drawing lines in the sand.

I want to tell you about one of my Special Olympics athletes. His name is Sam. I coached him at the 2022 USA Special Olympics Games.

Sam was in a track event, and right after the starting gun, another runner went down hard. Just fell. And the field took off.

Sam stopped. He turned around, went back, and helped that athlete up. And then instead of sprinting for the finish line, he linked arms with him and they walked across the finish line together.

Sam didn’t want the medal more than he wanted that person to finish the race.

That is solidarity.

I think about Sam a lot when the work gets hard, because it does get hard. And it’s tempting when it’s hard to run your own race. Remember, an individual is a spark. A collective is a wildfire. Alone, they can ignore us. Together, they have to face us. Be someone’s Sam.

That’s our mission.

Stand up for each other.

Protect academic freedom. Make sure every educator has what they need to do the work, and then go find the person who doesn’t know that there’s a place for them and bring them in.

