

NEA Directors' Newsletter

February 2023



President's Welcome

President Pringle started her welcome to board members by grounding the Board in her strategic vision: "NEA will unite our members and the nation to lead a movement to reclaim public education as a common good, as the foundation of our democracy, and transform it into a racially and socially just and equitable system that prepares every student to succeed in a diverse and interdependent world."

She discussed her recent work to advance equity and excellence at the highest levels of government in the United States and the world as she outlined her participation in the International Summit on the Teaching Profession, The Center for Labor and a Just Economy, and other engagements where she has been able to speak to leaders about the work of the NEA to build power through partnership and innovation.

Throughout her travels and engagements, Pringle found many of the same themes and challenges. She stated, "We are under attack like we have never been before. We know their game. We know what they are trying to accomplish. They are trying to get in our way. They are trying to prevent us from having educated citizenship."

In light of the attacks educators and communities are facing, she challenged the Board: “I have work for you to do.”

Pringle previewed the work NEA has envisioned to make the vision a reality. In her words, “We are starting a campaign to save and strengthen public education.”

Through dynamic alignment, the NEA plans to strengthen local and state affiliates to protect democracy and students’ rights to a full and truthful curriculum, where they can see themselves, and students can see the power and promise of America’s journey of overcoming adversity as we are still working toward full freedom.

Pringle reaffirmed that through her role, she has used her platform to speak the truth about the work we are doing and the importance it has.

“We will not stand for them to obstruct us away,” Pringle declared, “We are not only fighting against the stupid and the crazy, but we are fighting for our students.”

NEA Board Calls In on Racial Justice

The NEA Board, joined by state leaders, participated in a Racial Justice in Education Training focused on Calling in Conversations. Dr. Hilario Benzon, Associate Director for the NEA Human and Civil Rights Department, opened the board training by reviewing key racial and social justice concepts. Then he shared a Ted Talk from [Dr. Loretta Ross](#) titled “[Don’t call people out, call them in.](#)” In the video, Dr. Ross shares the problems that calling out culture can have, especially when it shuts down conversations and “cancels” others. Instead, Dr. Ross urges viewers to call in others—what she considers to be calling out with love. She states that calling in is an “invit[ation] to a conversation instead of a fight”.

After watching the video, NEA Executive Committee members Mark Jewell and Christine Sampson-Clark prepared the board for breakouts. Sampson-Clark shared her experience being called in with love and how powerful it was for her in her own journey. She also provided board members with guidelines to follow when being called in.

The Board then separated into breakout groups facilitated by the NEA Executive Committee and NEA staff members to practice calling in, calling out, and/or calling on. Members role-played scenarios and reflected on their learning.

The board finally returned together to commit to specific steps they would individually take to engage in these calling in conversations as they do the work to advance racial and social justice back home.



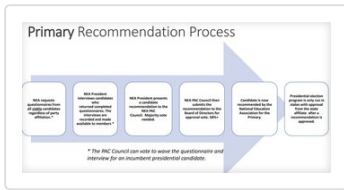
2023 NEA Representative Assembly Update

The NEA Annual Meeting & Representative Assembly (RA) will be held in Orlando, Florida, July 2-6, 2023, at the spacious [Orange County Convention Center](#). As a reminder, this RA will be entirely in-person with no virtual option. State hotels have been selected, and state elections for delegates are ongoing. All hotels are close to the convention center. The NEA team has made sure the facilities have plenty of bathrooms, water refilling stations, nurse stations, childcare, and space for delegates.

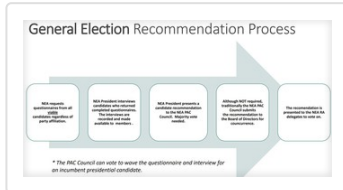
NEA Leaders and the Florida Education Association (FEA) leadership ask that anyone wishing to collectively organize to demonstrate their displeasure at recent decisions by Florida's governor and/or state legislature to please speak to NEA leadership first. The situation is delicate, and the FEA is following a very specific strategy. They are asking delegates to not go rogue, as they may indirectly cause harm to Florida educators who are already under attack. Florida NEA directors also reminded the Board of Directors that Orlando and Orange County are very welcoming and that the vast majority of hotel and convention center staff are unionized.

Find more information about the RA at [NEA RA 2023 website](#).

PAC Council Update



Primary Recommendation Process



General Election Recommendation Process



NEA Fund for Children and Public Education
[Donate here!](#)

NEA Wins with Biden-Harris

Secretary-Treasurer Report



Tone at the Top

National Education Association			
2022-2023 Membership Counts (As of January 25, 2023)			
Total Membership	3,980,199	3,941,932	0.97%
Community Ed	11,000	11,000	0.00%
Community Ed - State	11,000	11,000	0.00%
Community Ed - Local	0	0	0.00%
Community Ed - Other	0	0	0.00%
Public Schools	3,969,199	3,930,932	0.98%
Public Schools - State	3,969,199	3,930,932	0.98%
Public Schools - Local	0	0	0.00%
Public Schools - Other	0	0	0.00%
Higher Ed	0	0	0.00%
Higher Ed - State	0	0	0.00%
Higher Ed - Local	0	0	0.00%
Higher Ed - Other	0	0	0.00%
Other	0	0	0.00%
Other - State	0	0	0.00%
Other - Local	0	0	0.00%
Other - Other	0	0	0.00%

22-23 Membership Counts



Update on NBI A

Secretary-Treasurer Noel Candelaria provided the NEA Board a comprehensive report on membership, [the strategic plan and budget](#), and progress on NEA's work to end [gun violence](#).

He began his report emphasizing the importance of tone at the top, defined as "the level of commitment by governance[,] staff leadership and the board of directors to having an open, honest, and ethically-correct organization culture."

In reviewing membership numbers, Candelaria acknowledged that membership is up compared to the end of last year; however, right now is the usual peak membership. He

continued to emphasize that retention is the key to membership, noting that NEA has lost about 1,500 members in Higher Ed.

Celebrations in membership centered on the success of the 2022 back-to-school recruitment numbers and year-round membership organizing efforts. Historic back-to-school recruitment efforts lead to a 20.8% increase in membership as compared to 2021. Eight member organizers across the country have assembled into the 2023 Lead Member Organizer National Cadre. Candelaria encouraged members to add local and state wins on educator voice and pay to the NEA map at www.nea.org/win.

From January to March 2023, the NEA Budget committee has over 13 budget engagements with groups across the nation. The Board will vote on the strategic plan and budget in May, and then NEA Representative Assembly delegates can provide input and ask questions at the Open Hearing on June 22, 2023. In July, the Board can recommend the budget to the Representative Assembly, the body that ultimately approves the strategic plan and budget. 2023-2024 dues are based on a formula and play a critical role in the budget. Based on the gains in educator pay across the nation, the 2023-2024 dues will go up for Active - Teacher members and Active - ESP members. The Board approved the 2023-2024 membership dues as outlined below.

Candelaria invited Executive Committee members Robert Rodriguez and Duff Martin to join him in order to provide an update on NBI-A. In early January 2023, NEA hosted an in-person gun violence convening leaders, members, and staff to “create a unified, national set of strategies and tactics at every level of the association that keep the threat of gun violence to our students and educators at the forefront of policy discussions until we can ensure the safety of our communities.” There were a total of 21 diverse participants who will reconvene remotely to keep up the momentum on this important issue. NEA also partnered with PDK International’s *Kappan* magazine on [an issue focused on school safety](#). For more information on NBI A and an update on all NBIs passed and referred at the 2022 NEA Representative Assembly, click the link interim report below.



INFO_Interim_NBI_Rpt_Feb_2023.pdf
Update on NBIs from NEA RA 2022

Download
620.2 KB

Key Dates & Information

NEA Final and Approved national conference dates
(as of February 16, 2023)

	2022	2024	2025	2026	2027	2028
NEA/NEA	Nov. 21-23, 2022 (Virtual)	Nov. 28-30, 2023 (Virtual)	Nov. 12-14, 2024 (Virtual)	Nov. 23-25, 2025 (Virtual)	Nov. 18-20, 2026 (Virtual)	Nov. 24-26, 2027 (Virtual)
Higher Ed	March 17-19 (Virtual)	March 15-17 (Virtual)	March 14-16 (Virtual)	March 4-6 (Virtual)	March 15-17 (Virtual)	March 17-19 (Virtual)
NEA Summit	March 10-12	March 1-3	March 7-9	March 13-15	March 12-14	March 10-12
NEA National	March 12-14	March 3-5	March 9-11	March 15-17	TBD	TBD
ESP Conference	March 24-26	March 18-20	March 21-23	March 27-29	March 19-21	March 24-26
Aspiring Ed Conference	June 20-24, 2022	June 20-24, 2023	July 2-6, 2024	Approved w/NEA	Approved w/NEA	Approved w/NEA
Global and Regional State Conferences	June 20-24, 2022	July 2-6, 2023	Approved w/NEA	Approved w/NEA	Approved w/NEA	Approved w/NEA

* 2023-2028 dates approved by the Conference Alignment Team on 2/13/2023



NEA DUES LEVEL

	Current 2022-23	Proposed 2023-24
Active - Teachers	\$204.00	\$208.00
Active - ESP	\$122.50	\$124.50
Retired - Annual	\$35.00	\$35.00
Retired - Life	\$300.00	\$300.00
Aspiring Educators	\$15.00	\$15.00
Dues Allocation to UniServ	\$35.00	\$36.00

NEA Conference Dates

NEA RA Locations

NEA Dues

Executive Committee Report

The Executive Committee introduced three recommendations for Board consideration from the Ballot Measure Fund Allocation. This fund allocation supports state affiliates with additional funding to support legislative actions that either support the passage of beneficial legislation or defend against actions that could harm NEA members.

The initial allocation considered was the approval for up to \$380,000 for the Kentucky Education Association (KEA) for a positive accountability campaign thanking Governor Beshear (D) for his work to ensure a pay raise for all educators across the state. This campaign will include a digital marketing campaign and other public outreach efforts. According to Board member Robin Brown (KY), Governor Beshear has worked tirelessly to support the educators of Kentucky. The support includes replacing non-educators on the Kentucky State Board of Education with educators. Governor Beshear has also worked to use surplus funds from the state budget to increase educator salaries and access to early childhood education.

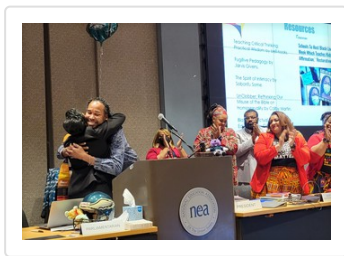
The second ballot measure approved was for up to \$500,000 for the Massachusetts Teachers Association (MTA), to support investments from the Fair Share Act. The approved funding will allow for member communication in support of these efforts. The MTA is also working to make sure that a living wage component for ESP members is part of the funding from the Fair Share Act. Some ESPs have received a 40% increase in pay as a result of MTA's efforts. Candace Shivers (NEA-MTA) reported that there has been stagnant education funding for the past several years, and this funding will allow MTA to organize efforts to secure additional appropriations from the Fair Share Act.

A third ballot measure approved was for up to \$66,100 to NEA-New Mexico. Bethany Jarrell, NEA-New Mexico Vice President, spoke about significant wins, including for salary increases across the board, and the support from the governor in his proposal to cover 100% of health insurance premiums for all educators. NEA New Mexico is thrilled about this additional investment. According to Vice President Jarrell, the added healthcare funding is potentially "life saving" for the members of NEA New Mexico.

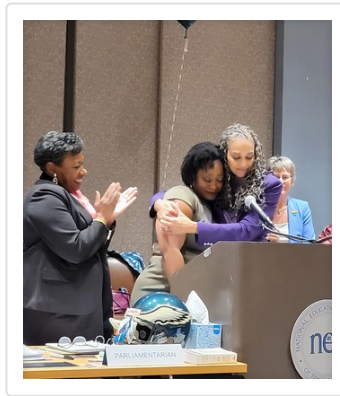
All three Ballot Measure Fund Allocations passed with overwhelming support from the Board of Directors.

The Executive Committee also spoke about enhancing NEA's 3-1(G) plans, including issuing a challenge to state affiliates to go beyond just ensuring that there is adequate representation at the NEA RA, but to extend that work and reach for inclusion in all areas and meetings of the Association. Executive Committee member Hannah Vaandering (OR) says that the 3-1(G) plans have been robust. She said that what's working can continue, and what's not working can be enhanced so that it can become successful.

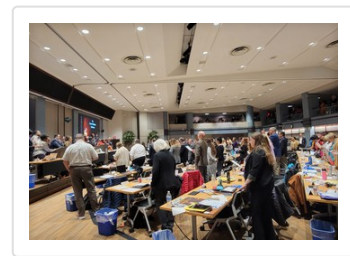
NEA Board Observances Build Solidarity



**Dr. David Johns
Embraces President
Pringle**



**Maya Wiley Embraces
Women's Issues Chair
Stephanie Johnson
(SC)**



**Many Voices, One
Union: "Lift Every
Voice and Sing"**

Black Observance: Dr. David Johns

The NEA Board's Black Observance featured Dr. David J. Johns, Executive Director of National Black Justice Coalition, "a civil rights organization dedicated to the empowerment of Black lesbian, gay, bisexual, transgender, queer+, and same-gender loving (LGBTQ+/SGL) people, including people living with HIV/AIDS." He's also served President Obama and senators, but his unwavering focus is--and always has been--"our babies--all of them."

Cecily Myart-Cruz, president of UTLA and NEA Board Ethnic-Minority Representative (CA), introduced Dr. Johns with the words, "If we don't build Black futures, all we will have is Black history." Dr. Johns acknowledged the importance of Black history in a time in which the College Board is erasing Black Lives Matter and Black queer studies from Advanced Placement African-American Studies. Calling back to Myart-Cruz's introductory words, Dr. Johns declared, "Wherever there's history, there's black history. And black history is queer AF."

In his remarks, Dr. Johns illustrated the impact of schools are not designed for “all of our babies” with statistics:

- The suicide rate of black queer children has more than doubled in the last two decades but it’s decreased in all other groups.
- More than 40% of students reported being harassed or assaulted due to both sexual orientation and race/ethnicity.
- More than 50% of students harassed or assaulted did not report these experiences to staff, because they didn’t think anyone would do anything about it.

Dr. Johns’ research identified how educators can best support all students, including those who are black and queer. First, he emphasized the importance of understanding intersectionality, so “Safe Space” stickers that call out to black and transgender students are key. Acknowledging how colorism impacts these students is also important, as it impacts their emotional well-being. He also highlighted how IEPAs (Informal Educational Programs & Activities or “community-based, educational programs offered to students before, during, and after school”) have a positive impact on students when they are accessible to black queer students. Educators can also support their students by teaching honest history and highlighting the work of black women in history and current events.

Dr. Johns closed the observance by centering the importance of youth voices: “When in doubt... ask the babies!”. He continued, reminding NEA Board that “the work is to tell the adults to shut up and listen [to the babies].”



Women’s Observance: Maya Wiley

President Becky Pringle introduced the 2023 NEA Women’s Observance presented by Maya Wiley. Wiley is the President and CEO of the [Leadership Conference on Civil and Human Rights](#).

Wiley is a visionary. She is a force to be reckoned with in the movement for education justice. The Leadership Conference on Civil and Human Rights is a partner with NEA in the fight to end

racial and social injustices. As a trailblazer, Wiley is the go-to commentator for all things civil rights for NBC News and MSNBC.

As the first Black woman counsel to the mayor of New York City, Wiley pushed for civil and immigration rights, as well as the expansion of women-owned business enterprise contracts. She is a Henry Cohen Professor of Public and Urban Policy at New School University. She also served as a senior advisor on race and poverty at the Open Society Foundations.

According to Wiley, leadership is not about recognition: "For too long women have been denied the reins of power when they have been the ones who corral the horses and move things forward." Wiley argues the core of the civil rights movement has always been education.

The frontline of the attack on democracy is the attack on education. Coordinated attacks on public education are happening across America. Vouchers are diverting resources from public schools; at the same time, educators are paid 20% less than in 1990 with inflation. Despite the critical role of Black activists and the abolitionist movement in establishing public schools for all, a Black history teacher outside of Atlanta was told recently to stop teaching Black history in her majority white school. She was told students didn't need to learn honest history because it is "too upsetting." Stories of educators teaching truth amid pushback surface daily, and Wiley reminded the NEA Board that educators are stronger together.

In closing, Wiley reminded the NEA Board that unions matter and the reason they are attacked is their collective power. She concluded her remarks by leading the NEA Board in a familiar chant, "When we fight – we win!"

Committee on Constitution, Bylaws, and Rules Update

The Committee on Constitution, Bylaws, and Rules (CCBR) Chair Elizabeth Nahl (OR) presented an update to the Board. She began by describing the care and attention the committee took in listening to members' objections about the early New Business Item (NBI) deadline. She assured the Board that CCBR's goal is to ensure every delegate understands the process so that their business can reach the Representative Assembly floor. Four NBIs had been submitted at the time of the committee update.

The deadlines for submission of business items are as follows:

- New Business Items: 4:00 pm Eastern Time (Orlando Time), June 18, 2023
- Maker Modifications of Submitted NBIs: 4:00 pm Eastern Time (Orlando Time), June 30, 2023
- Amendments to Legislative Program, Resolutions, Policy Statements: 4:00 pm Eastern Time (Orlando Time), July 3, 2023
- Amendments to items published in RA Today or on the RA website: 8:00 am Eastern Time (Orlando Time) on the day the item is to be considered

Of the three Standing Rule amendments brought before the NEA Board of Directors at their February meeting, only one will proceed to the Representative Assembly (RA) with Board support at this time.

The three proposed amendments were referred to the Executive Committee, then to the Board by the Executive Committee members Hanna Vaandering and Ron “Duff” Martin informed the Board of the Executive Committee’s recommendations, all of which the Board adopted.

The sole measure gaining the Board’s support, Standing Rule Amendment 3, seeks to create a secure digital platform designed to secure NBI makers’ email addresses and other personal information from wide access.

Several Directors spoke in favor of the amendment, including those from Illinois, Oregon and Washington. During the 2022 RA, delegates from these states and others had been named with their states in a Cleveland Jewish News article as sponsors of New Business Items (NBIs) critical of Israel’s treatment of Palestinian children and educators. The article characterized the NBIs as “anti-Israel.”

The disclosure of such personal information, often referred to as “doxxing,” was seen by many at the RA as a form of intimidation. The disclosures were removed from the online article within hours of its original publication at NEA’s request.

The amendment is set to be presented for final approval at the 2024 RA. Nahl said planning for the technical infrastructure to support the platform will not be ready in time for the 2023 RA. “That’s not soon enough,” said NEA President Becky Pringle, adding that possible interim measures to protect members will be discussed at the May Board meeting.

The Board accepted the Executive Committee’s recommendation of opposition for two proposed amendments, Standing Rule Amendment 1 and 2.

Standing Rule Amendment 1 would delay a vote on a censure motion to allow time for involved delegates and others to “meet restoratively with the Committee on Equity and Ethnic Harmony (CEEH).” Vaandering said there are already existing processes for both censure and filing complaints with CEEH. “We believe that without the appropriate time, space, and mutual agreement to meet, more harm may be caused,” she said.

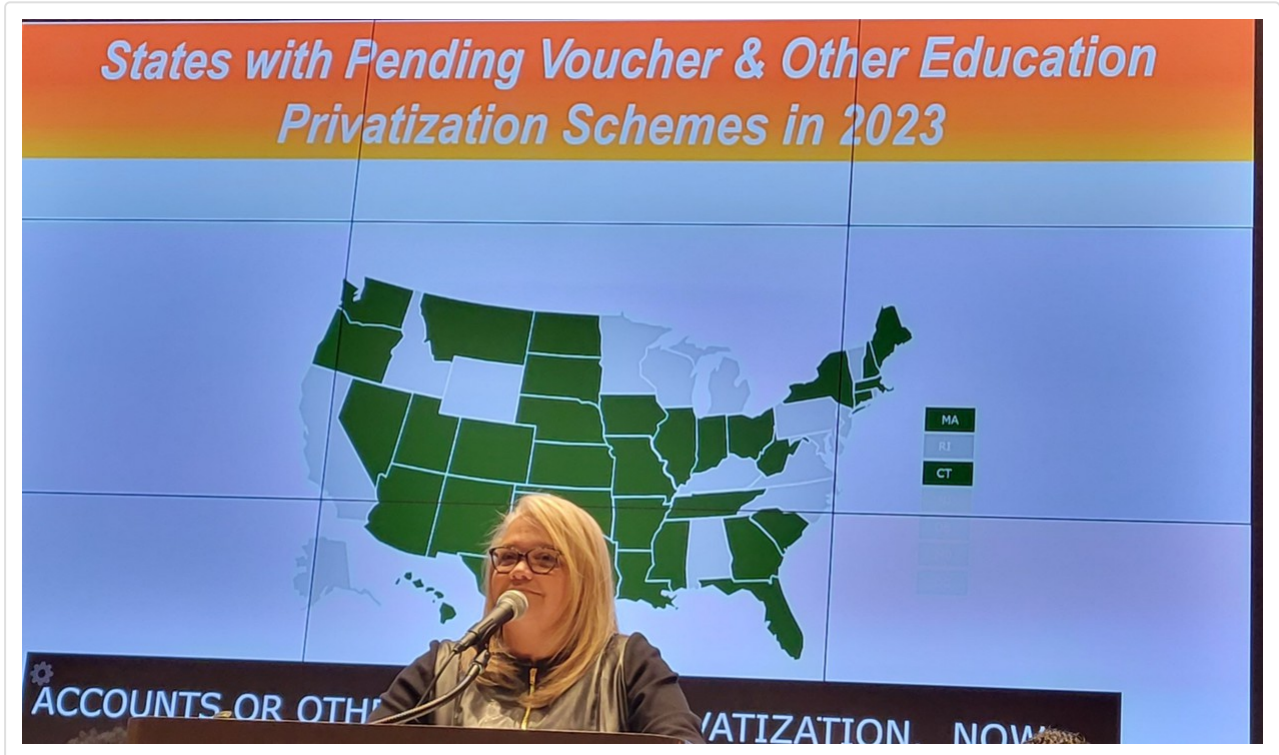
Standing Rule Amendment 2 would require NEA to establish a website for RA delegate questions and answers prior to the Representative Assembly. Consulting such a website would satisfy the requirement to consult with the World of Information prior to making a request for information from the floor. Executive Committee member Mark Jewell said such a website would lack mechanisms for monitoring, ordering, or otherwise managing the large volume of questions the World of Information routinely receives. “The workload would expand exponentially,” Jewell said.

A fourth proposal, which would set a June 15 filing deadline for at-large seats on the Board, will come before the Board at its May meeting. Nahl said the ESP Caucus asked for more time to assess the impact of the change and discuss potential updates.

Standing Rule amendments are voted on by delegates at the beginning of the Representative Assembly.



Executive Director's Report



From Resilience to Rising Up: Storms Make Us Stronger

NEA Executive Director Kim Anderson shortened her comments to reflect the most important aspects of the Association's work. Anderson highlighted four prioritized areas for 2022-2023:

1. Advancing Our Strategic Vision
2. Uniting Our Members
3. Creating, Safe, Just, and Equitable Schools
4. Securing the Environment

By advancing the strategic vision, NEA is addressing the educator shortage by educating about and advocating for solutions that elevate education professions, ensuring that American Rescue Plan Funds address students' needs, support affiliates to create practices and processes for educator voice and share responsibility for student success, become the go-to source for professional learning, build NEA's visioning muscle, engage more members than ever, and expand partnerships to advance the vision.

When NEA unites members, the organization supercharges its member recruitment efforts and infrastructure, activate members early in their careers, intentionally grow the current and next generation of leaders, seize opportunities to organize Higher Education, develop opportunities

and resources to strengthen local affiliate capacity to engage in innovative bargaining campaigns, and ensure members stay active.

Creating safe, just, and equitable schools activates members to end gun violence. NEA must partner with affiliates to deepen their health and safety work and lead the movement for racial and social justice.

As NEA secures the environment, the organization increases its capacity for political action through training and engaging members. By partnering with affiliates and allies, NEA accomplished major victories in Election 2022. The Biden Administration has listened to educator voices, increasing policy wins. Local and state affiliates have won salary and compensation increases, protected member retirement/pensions, and improved their healthcare.

In the last two years, NEA has helped members, students, and affiliates in many ways including an increase in community schools dollars, an increase in funding for student mental health, an increase in educator voice, and most importantly, by keeping money in educators' pockets through the student loan forgiveness program and NEA Member Benefits products.

Vice President's Report



Vice President Princess Moss covered several important topics in her update to NEA Directors, observers and staff.

In discussing conference standardization, Moss shared that the goal is to create a better conference experience for members. In 2020-2021, COVID caused NEA to cancel, reschedule, and repurpose hotel contracts, often with very short notice. It also highlighted gaps in NEA's conference planning protocols. Moss announced that for all conferences, NEA is developing a guide of best practices for NEA conference planning. She also shared the conference dates for 2024-2028.

The Task Force on the Future of Assessment met in November 2022. Vice President Moss acknowledged co-chair Hanna Vaandering and NEA board members Becca Ritchie (WA), Betsy Preval (MA), and Denise Sheehan (NM) for their hard work. Moss explained that NEA is working to maintain a list of model policies to propose policy and regulatory changes in their states that align with the principles and NEA's position on standardized testing. In partnership with [FairTest](#), task force members are developing guidelines for developing, staffing, and implementing high-quality performance assessment methods for schools and districts across the country. In collaboration with the NEA Leaders for Just Schools (LJS) program, members are hosting listening sessions to gather ideas, input, and future-focused suggestions on how to ensure grading and assessment equity. NEA and National Council of Urban Educators Associations (NCUEA) have four locals in the pilot program and are expecting more to sign on in the near future.

As NEA Vice President, Moss is also Chair of the NEA Member Benefits Board (MB) and introduced Leona Lindner, the newly hired CEO and President of NEA Member Benefits. Moss elaborated that NEA MB is 55 years old and has always been committed to making members' lives better. She shared that research demonstrated member retention increased by engaging and participating in MB programs. Moss revealed in 2022, members saved over \$22 million across all MB programs and helped to support members during disasters. For more information about these programs visit www.neamb.com/strongertogether.

Vice President Moss also announced that on December 16-18, 2022, NEA members began developing professional learning for mid-career educators, focusing on the 5 Keys of Transformation: a passion for learning, authentic autonomy, the culture of collaboration, assessment of excellence, and the worth of persons and community. The anticipated end product will be member-designed professional learning opportunities delivered via micro-credentials, face-to-face workshops, webinars, independent learning, and blended learning.

Signaling to the slide behind her that read "Love is love.", Vice President Moss declared that the period at the end of that statement was intentional. "You're going to hear from me over and over that there are some core values that I center myself around: truth, love, and justice. The fact that love falls in the middle of those three is no mistake. As we endeavor to experience and understand truth, we find love. And through love and empathy we find justice," said Moss.

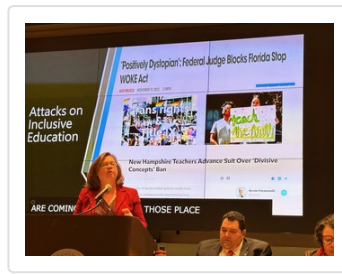
Moss also shared that she spoke at the Human Rights Campaign (HRC) Time to Thrive Conference last weekend, where she discussed how NEA is fighting in Florida, Iowa, and many other places across the nation against hate and discrimination in schools. She will also be reading at the Human Rights Campaign (HRC) for Welcoming Schools National Day of Reading.

Highlighting Black History Month, she ended with a quote, "Sojourner Truth tells us that truth is powerful and it prevails." Moss declared, "How we lead, how we show up matters. What we stand for matters. When we start with our truth, and the truth of our members. When we lead with truth, love and justice."

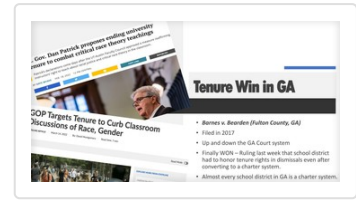
General Counsel's Report



NEA Celebrates Voucher Win in KY



Alice O'Brien Updates Board on Legal Landscape



NEA Celebrates Tenure Win in GA

NEA General Counsel Alice O'Brien provided an update on the impactful attacks on public education due to the conservative majority on the Supreme Court, along with the many conservative judicial appointments that occurred prior to the Biden administration. She said Supreme Court attacks on voting rights, labor rights, civil rights, and affirmative action are looming. This year the Court will hear cases about racial and partisan gerrymandering of voting districts, the right to strike, affirmative action in college admissions, and student debt forgiveness. This comes after the recent toppling of abortion rights, state and local gun control measures, environmental regulations, private workplace organizing, class action rights for workers, and fair share union fees.

Despite these challenges, O'Brien said the Biden administration is providing hope with historic judicial nominations. Biden has put forward 148 judicial nominees and those numbers include a record number of Black women appointments, including Supreme Court Justice Ketanji Brown Jackson.

The NEA is standing up against these attacks, ready to support educators in states such as Florida and Georgia, where Biden's judicial appointments will play a key role in these states.

The NEA is also fighting the teacher pay penalty which excludes teachers from qualifying for overtime protections. Created in 1967 through the expansion of the Fair Labor Standards Act, educators were placed in the same unprotected category as professions such as doctors and lawyers - professions that pay far higher than teaching. NEA is calling for an end to this penalty in a new [white paper](#) discussing how this policy hurts educators and the education profession. If the teacher exclusion regulation were rescinded, 31% of educators would qualify for overtime pay.

The NEA had a huge win in Georgia regarding educator tenure. In *Barnes v. Beardon*, the court ruled districts must honor tenure rights even after converting to charter systems, which impacted almost every district in Georgia.

O'Brien also reported another big win in Kentucky where the Kentucky Supreme Court unanimously struck down a \$125 million voucher program. The court ruled the proposed

voucher scheme violated the state's constitution by raising monies for private schools without seeking voter approval.



The poster features a vertical column of logos on the left: NEA American Indian Alaska Native Caucus (eagle), National Education Association Black Caucus (African head), and NEA Hispanic Caucus (flower). The main title 'NEA JOINT ETHNIC CONFERENCE' is written in large, bold, yellow-outlined letters. To the right, there is an illustration of two chili peppers (one green, one red) and a Zia sun symbol. Text on the right encourages attendance and provides information about funding and scholarships. At the bottom, it says 'Save the Date June 16-18, 2023 Albuquerque - New Mexico -' and includes the Indian Pueblo Cultural Center logo, contact information, and a QR code.

NEA
JOINT
ETHNIC
CONFERENCE

All NEA members are encouraged to attend

Locals and states may have funding opportunities. NEA does not fund caucuses events. Caucuses are interest groups that are not governed by NEA. Some of the Caucuses offer scholarships, however.

Save the Date
June 16-18, 2023
Albuquerque
– New Mexico –

 **Indian Pueblo Cultural Center**
Gateway to the 19 Pueblos of New Mexico

For additional information visit the
*NEA American Indian/
Alaska Native Caucus*



Update on NEA Retired CORAL Program

NEA Director Anita Gibson (Retired-AL), chair of the Coalition of Retired and Active Leaders Committee (CORAL), reported to the NEA Board of Directors regarding a new grant opportunity for membership recruitment and engagement for state affiliates. Gibson also provided background information about the CORAL program.

Approximately two years ago, Retired President Sarah Borgman (IN) established CORAL to develop a comprehensive plan to increase membership in every NEA membership category and improve membership engagement among these new members. CORAL is comprised of state and local leaders from each of the membership categories working collaboratively to

recruit and engage new members. The plan was approved, and funding to cover grants for ten pilot states was placed in the NEA Strategic Plan and Budget. Twenty-four states responded and 15 were interviewed, with these states selected based on interview scores: Alabama, New Jersey, Georgia, Delaware, Michigan, Iowa, Ohio, Connecticut, Federal, and Virginia.

Members of the CORAL Committee are NEA-Retired President Sarah Borgman; NEA Board Retired Directors Barb Schram (MI), Gibson, Judy Rhode (MN), Julie Horwin (AZ), Ed Foglia (CA), and Linda McCrary (TN); President of the National Council for Higher Education Caucus Dwayne Shaeffer (CA); ESP representative Janis Eggert (OR); Retired Executive Council member Tom Wellman (NV); state retired presidents Joan Wright (NJ) and Rev. Willie Ramey (NC); state affiliate president Keith Gambill (IN); state affiliate executive director Todd Jaeck (SC); and state affiliate staff Brooke Mattox-Ball (WA).

Read Across America Report



NEA's Read Across America program continues its year-round focus on diverse books with celebration of the Freedom to Read. NEA Director Christina Bohringer (VA), chair of the Read Across America Committee, delivered a program report at the February Board of Directors' meeting.

Bohringer shared that NEA is currently in an advertising campaign to clearly connect RAA to NEA to help educators and families defend access to diverse literature. The campaign is

operating through many social media channels to promote awareness and build NEA's email and SMS lists for calls to action.

Congratulations to Megan Sterling of Maryland State Education Association—the grand prize winner of the 2022-23 NEA Read Across America Sweepstakes! In late December, she won more than 500 Read Across America books for her school, including a set of books for every classroom teacher, differentiated for primary and intermediate grade teachers.

NEA state affiliates consider applying for next year's "Read Across America Event Grant" to enhance state affiliate coordinated Read Across America events. Emphasis is placed on diverse books from diverse authors that will appeal to an increasingly diverse student population. Affiliates may apply for any amount up to a maximum of \$15,000. Ideally, event(s) or activities should occur on or about "NEA's Read Across America Day," which is Thursday, March 2, 2023. NEA had 17 applications for Read Across America Grants – for up to \$15,000. There is \$165,500 for the grant program. The grant's program encouraged more proposals to put more emphasis on getting diverse books into communities and getting those diverse books into the hands of students and their educators. The grants will help any members celebrate Read Across America throughout the year with events and activities in all the corners of the country.

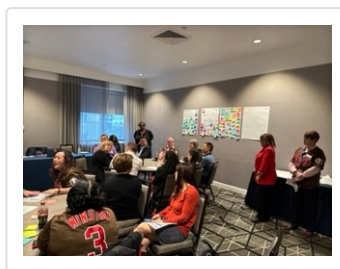
To participate in the Freedom to Read and explore all that Read Across America offers, members are encouraged to visit nea.org/readacross.

Think Tank World Cafe



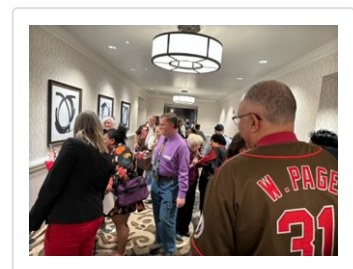
Think Tank Highlights

Tara Jeana (CA) and Anthony Pennock (MI) from the Reimagine the Public Education Think Tank share highlights from the group's work



Enterprise Leadership Development Think Tank

Scott DiMauro (OH) and Candace Shivers (MA) solicit feedback from NEA Directors on leadership development



NEA Directors Think on Their Feet

NEA Directors had the opportunity to think on their feet, as they provided feedback to three think tanks

ICC Report

The Internal Concerns Committee (ICC), chaired by Director Candace Shivers (MA) exists to help the Board work smoothly. The ICC provides training, support, and in-state budget oversight. Shivers began her report by recognizing NEA staff who support the ICC and board members including manager Patricia Tallington, and Donyé Ellis, who left the department to take a different management job in the NEA. Shivers also recognized the work of fellow ICC members Ami Prichard (CO), Dirk Andrews (WY), Karen Moore (IL), and Michelle Denard (MN-ESP At Large) who are available to help directors get the answers they need to do the work as easily as possible.

Shivers reminded Board members that each time they fill out a voucher, they should log in to EdCommunities and download the newest version of the voucher since things do change between meetings. She also informed Board members that there is a new dependent care form that they can use for related expenses along with the previous form that can be used to claim dependent care expenses that are provided without a printed receipt. Shivers reminded directors that those who need letters for their districts to substantiate their release time to contact Patricia Tallington with the request and expect the letter within two weeks of their request. Directors hoping to attend more than one conference in their role as NEA Directors should fill out the form also located on the Board EdCommunities Group site. Any questions about conferences should be directed to Tallington before Directors fill out the form.

Directors will vote on updates to the Board Policy Book, commonly referred to as “the gray book” at the next Super week meeting. The policies were presented at a previous board meeting but were not officially voted upon due to tight agenda management resulting from President Biden’s visit.

ICC members will hold “office hours” to help Directors with any voucher, in-state budget, or related concern on February 22, March 1, and March 2 via zoom at 6:30 PM EST. Shivers invited Directors to reach out if they need help before that time.



"When We Fight" Documentary

NEA DIRECTOR CHECKLIST



Early Enrollment

Check with your state & local affiliates on their participation in early enrollment.



Keep on Calling In

Continue honing your ability to "call in" with Dr. Loretta Ross: <https://lorettajross.com>.



Explore a Resource

Check out one of the resources Dr. David Johns recommended to further the conversation:

- *Teaching Critical Thinking: Practical Wisdom* by Bell Hooks
- *Unclobber: Rethinking Our Misuse of the Bible on Homosexuality* by Colby Martin
- *Intersectionality* by Patricia Hill Collins
- *The Spirit of Intimacy: Ancient Teachings in the Ways of Relationships* by Sobonfu
- *Some The Untethered Soul: The Journey Beyond Yourself* by Michael A. Singer

NEA Director Newsletter Feedback (Feb 2023)
Please provide your newsletter team feedback for the Feb 2023 newsletter and what you want in future newsletters.

Name: _____

Rate your agreement with each statement for the Feb 2023 newsletter.

	Strongly agree	agree	Disagree	Strongly Disagree
Useful information to the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The information is relevant and accurate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



NEA Director Newsletter Fee...

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Please provide your newsletter team feedback on the Feb 2023 newsletter and what you want in future newsletters.



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Rudy Burruss Go Fund Me

Help support NEA Director Rudy Burruss (PA)!
