

NCUEA FALL CONFERENCE

NEW ORLEANS, LOUISIANA

NOVEMBER 29-DECEMBER 2, 2023, MEETING MINUTES

Wednesday, November 29:

Welcoming Remarks – President McKim welcomed and recognized the NCUEA Executive Committee members. He also took time to recognize our NEA Executive officers, our NEA Executive Committee members, and other NEA dignitaries, Local Leaders and State Officers. Brent also thanked our NCUEA NEA staff members. He shared a few housekeeping items before the evening festivities.

Native Land Acknowledgement – Lori Buris, *Mountain Region Director*, welcomed participants and gave a meaningful and educational land acknowledgement.

Additional Remarks – Angela Patrick, *Central Region Director*, introduced Dr. Tia Mills, President, Louisiana Association of Educators. Dr. Mills warmly welcomed all participants to New Orleans.

Keynote Address: Beyond Labels- The Intersection of the “x’ in Latinx – Alfonso Salais, Jr., NCUEA Secretary/Treasurer, introduced our Keynote speaker for the evening Dr. Cristóbal Salinas, Jr., Associate Professor of Educational Leadership from Florida Atlantic University. Dr. Salinas started off with an explanation of Latino/a/x in communities. He shared additional information regarding how others of Spanish speaking origins identify themselves. He recognized the history of the X and its meaning of the unknown. He also shared how the term LATINX is rooted in economic spaces and how it has impacted politics, education and health care as well. He shared the concept of *Latin** (*Latin asteriks*) as a place holder for people to self-identify and allows people to be more fluid with their gender identity. He allowed time for questions and answers with participants at the end.

Closing Remarks – Alfonso welcomed all participants especially to our fall conference and reminded everyone of the next day’s events. He also reminded participants of the importance to remove their badges as they exit the hall.

Thursday, November 30:

Local Presidents Town Hall – Becky Pringle welcomed local presidents to an informal open Q & A session for local presidents.

Call to Order – President McKim called the meeting to order at 9:03 am, November 30, 2023.

Welcoming Remarks – President McKim recognized the NCUEA Executive Committee officers and members. He also shared words regarding the NCUEA NBIs at the fall conference. He reminded participants that all documents for members are located in the QR code at the back of the conference booklet

Adoption of Agenda – The agenda was approved with flexibility.

(Crimm/Clark)
(carried)

Adoption of Standing Rules of Order – The NCUEA Standing Rules of Order were adopted.

(Hall/Russell)
(carried)

Elections and Screening Committee Report – Kevin Hickerson spoke about the adopted NCUEA Procedures for Endorsements of NEA candidates. There are three NEA officially declared candidates.

For NEA Executive Committee:

Gladys Marquez, Illinois

Ashanti Rankin, New Jersey

Ron “Duff” Martin, Wisconsin

All but one completed the written questionnaire and returned it in a timely manner. Oral interviews were held virtually on November 11, 2023, and the members voted by secret ballot as to whether to make recommendations to the council for endorsement. Hickerson reminded the delegates that a candidate must receive 60% of the committee members’ votes to be recommended to the Council for endorsement. On Friday, the Council will hear the report of the recommendations from the Election and Screening Committee and the candidate speeches. The Council members with voting cards will have the opportunity to vote for endorsement of candidates at adjournment.

NCUEA Committee Reports

Communications Report (Deb Gesualdo, NCUEA East Region Director) – Deb asked members that if they take photos while at the conference, she would like members to upload them to our social media sites. She added that if anyone would like to share any victories locals may have to please see her so that a video can be recorded to upload as well. She mentioned that the committee is looking to revamping the process the committee works.

Remarks (Brent McKim, NCUEA President and Becky Pringle, NEA President) –

Brent gave a glowing introduction and highlighted the work Becky did with NCUEA during her tenure as an NEA Officer. He also shared her key work established with her partnership with Secretary of Education Cardona. She thanked the members because of how our members inspire her when she visits local leaders throughout the nation, and she sees all the successes. Becky

reminded members that being an activist is believing you can do something to make things better. She acknowledged the dedication that our NCUEA President Brent McKim has accomplished throughout his tenure. She also recognized the work that members achieved organizing and building coalitions that added to all the election wins. She highlighted wins from NCUEA locals in their districts and in their states. President Pringle shared the importance to protect and save public education in coordination with all our allies in the country. She enthusiastically inspired members to continue the work. She states that “hope is what reminds us of our responsibility, and it requires us to stand up and fight.” She warmly applauded the character of all NCUEA leaders as they demand what’s right for public education and our members. She allowed time for questions and answers with participants at the end.

Panel Discussion: Leveraging Organizing Alliances to Promote, Protect, and Strengthen Public Education (Moderator, Mary Kusler, Senior Director of the Center for Advocacy, NEA, Joanne Shepard, Community Organizer, Portland Association of Teachers, Amanda Hollowell, Managing Director, National Organizing, Civic Nation, Ruth Martin, VP & Chief Work Place Justice Officer, MomsRising, and Board President of MomsRising Education Fund, and Glenn Harris, President of Race Forward and Publisher of

Colorlines) – Sara Easleywine, *NCUEA Central Region Director* introduced the panel and welcomed Moderator Mary Kusler. Mary started the panel discussion recognizing Glenn Harris, President of Race Forward (RF). Glenn shared his work with RF across the nation. He asked the question “Is America Possible?” and shared his dedication and drive to continue to help communities thrive. Ruth Martin from MomsRising also spoke about the work her program is doing to erase all the work far right organizations are doing to dismantle public education. Joanne Shepard from Portland highlighted her work around organizing educators in her area. Amanda Hollowell also gave an overview of the work she does to support and lift public education. Mary Kusler emphasized the support Portland received from the Office of the Vice President of the United States of America. Joanne gave an overview of the foundation and the structure they used “*Strike School*” to work with other land train labor partners and allies to organize and accomplish their goals to support their schools. Ruth Martin from MomsRising talked about the goals the program uses to work with other community allies during local and congressional elections. MomsRising also hosted “teach ins” to educate people about the buzzwords and terminology being used to quietly dismantle public education. Amanda Hollowell also commented on all their work and success that her program had around voting registration. Mary Kusler talked about the importance of establishing multicultural community efforts to engage and stand up for our schools. Glenn also talked about the H.E.A.L (Honest Education Action & Leadership) Together initiative <https://www.raceforward.org/heal-together> The panel allowed time for questions and answers with participants at the end.

Meeting Recessed – 11:30 am

Framing Breakout Sessions (NCUEA President Brent McKim) – Brent thanked the panel for all their insightful and useful information that many of our members can use and share with others. He added important overviews of the afternoon breakout sessions.

Call to Order – President Brent McKim called the meeting to order at 3:45 pm

Remarks: Election 2024 (Karen White, Deputy Executive Director, NEA and Brandon Rettke, Associate Director of NEA Campaigns and Elections) – Robert Ellis, *NCUEA Pacific Region Director*, introduced NEA Deputy Executive Director Karen White. Karen started her presentation with an urgent call to members that this 2024 election and ALL elections are ALL equally important. She shared a quote from our NEA President, Becky Pringle, “What impacts one impacts us all.” Karen also highlighted some statewide and legislative 2023 wins. She also talked about the major threats and the major opportunities that the 2024 election holds. She reminded members that voters want to vote FOR someone and something. Brandon Rettke, Associate Director of NEA Campaigns and Elections, joined Karen and shared strategic assumptions for 2024 such as maximizing member turnout, leverage members’ standing in communities, strengthen relationships with elected officials and enhance reputation, and take relational organizing to scale (*EdActivists Program*). He talked about Relational Organizing which emphasizes establishing personal relationships and personal networks. Brandon talked about the importance of downloading the *EdActivists* app and to Text “app” to 48744 to receive updates and to get involved.

UMID Featured Speaker (Kumar Rashad, NCUEA Ethnic Minority Director, Dr. Tia Mills, President, Louisiana Association of Educators, and Iona Holloway, Paraeducator & First ESP member elected to the NEA Executive Committee)– Kumar shared an inspirational and entertaining poem that he wrote during his earlier career of teaching. The poem he shared provided deep meaning about life and the obstacles one faces to be successful. He introduced Dr. Tia Mills, President of the Louisiana Association of educators who introduced the UMID featured speaker Iona Holloway. Ms. Iona Holloway received a standing ovation as she made her way to the stage. Iona gave an entertaining, emotional, and historical narrative of her struggles and roles in leadership in her associations. She shared additional historical descriptions of her experiences in New Orleans.

Urban & Minorities Issues Dialogue (Kumar Rashad, NCUEA Ethnic Minority Director) – Kumar started the dialogue about “seeds” being planted in our locals to help others. He asked members to turn and talk about those “seeds.” Participants reported out and shared emotional moments of their stories also.

Closing Remarks (Brent Mckim, President of NCUEA) – President Mckim reminded the participants of the next day’s morning events, thanked all the speakers and guests of today’s conference session. He thanked both the NEA President Becky Pringle and Vice President Princess Moss for their support in a future training for local Vice Presidents. He reminded members of the reception for the evening.

Meeting Recessed – 5:54pm

Friday, December 1:

Welcome and Remarks (Shannon Rasmussen, NCUEA Vice President and Princess Moss, NEA Vice President) – Shannon welcomed the participants to the second day of the conference, along with a brief overview of the day. She welcomed first time participants and talked about the meaning that NCUEA provides for new leaders. Shannon introduced NEA Vice President, Princess Moss, longtime supporter of NCUEA.

Princess energetically welcomed participants and expressed her gratitude for the multitude of leaders at the local, the state, and the national level. She talked about NEA’s focus on protecting, promoting, and strengthening public education is a priority with the help of NCUEA. Princess highlighted local that created change together. She passionately talked about the importance to keep political leaders in office that promote our profession. Princess highlighted how the NEA is addressing the educator shortage in local levels while partnering with entities and organizations that have programs that develop educators in colleges. She lifted locals’ successes from around the country. She recognized the many leaders leading in that work.

NEA Executive Committee Greetings (Becca Ritchie, Pacific Region Director, NCUEA and Shannon McCann, NEA Executive Committee Member) – Becca introduced NEA Executive Committee Member Shannon McCann. Shannon shared “we cannot have racial justice without economic justice.” She added that it is okay to talk about money now more than ever. She shared that 75% of the public agree that teachers are unfairly paid and deserve professional pay. She reminded the members the importance to “kick ass for the working class.” Shannon energetically reminded members that our work together remains, and we need to constantly lift each other during this work against those trying to dismantle public education.

Keynote Speaker (Lori Burris, NCUEA Mountain Region Director and Dr. Pedro Noguera, Author & Dean, Rossier School of Education, the University of Southern California) – Lori introduced Dr. Pedro Noguera. Dr. Noguera started his presentation with questions around the state of our country and the world. We are going to have to learn how to confront and conquer all educational challenges. He stated, “We are going to have to learn how to talk to each other even with those we disagree with.” Education is about preparing the next generation. He asked the question How can education serve as a resource for addressing the problems facing the world today? He added, “Are we reproducing inequality or expanding opportunity in our schools? He reminded our members that equity is under attack not only by politicians, but parents too. He also highlighted the many gifted students we have that just need cultivation. Under the right conditions, students will learn. It is important to remove the barriers that limits

growth. He added that tradition is the biggest obstacle to change (sorting vs. cultivating talent). He reminded our members to expand equity in schools it is important to build shared commitment with parents and community, find resources in our district or schools to advance equity, and explain to education leaders why the change is needed. It's important to address the cause not the symptom. He states, "Ask your students who they are? Kids behave differently when they are known." He addressed the urgency to call attention to and eliminate common barriers. She shared the five essentials that can serve as a guide for school improvement; a coherent instructional guidance system, development of the professional capacity of staff, strong parent-community-schools ties, a student-centered learning climate, and shared leadership to drive change. Pedro added, "A good education is like good food, you want more. The power of education is the power of educators."

Transition to Breakouts – Vice-President Shannon Rasmussen reminded participants about our time frame with breakouts.

Second Business Session Call to Order – President McKim called the meeting to order at 3:18 pm, December 1, 2023.

Adoption of Minutes from 2023 Summer Conference – Minutes from the 2023 Orlando Summer Conference Meeting adopted.

(Hill/Young)
(carried)

NCUEA Committee Reports

Internal Structures Report (Becca Ritchie) – Becca gave an overview of the work of the committee. There are no changes at this time. If there are any suggestions that need to come up to the body at this time, it allows for us time to see the proposal and discussion i.e. elections. She recognized the committee members and thanked them for their thoughtful conversations around our governing documents.

Membership Report (Shannon Rasmussen) – Shannon shared a report of current membership numbers. She gave an update of what our numbers were in the past. At this time, we have 178 member locals that have renewed their membership. She reminded members to connect with our leaders to remind them of the benefits NCUEA membership has for local leaders. Shannon encouraged member locals to recruit other locals, and thanked state leaders who support NCUEA membership and activities.

Conference Planning Report (Shannon Rasmussen) – Shannon highlighted the Fall Conference registration goal was at 431 participants, we have exceeded our goal. She mentioned that we are working on making sure the voices of our locals are heard. She talked about the survey that was created for our members to complete so that we can have feedback of what is valuable to our members.

Budget Report (Alfonso Salais, NCUEA Secretary/Treasurer) – Alfonso reported on the 2022-2023 NCUEA budget and provided an update on the current 2023-24 budget. He shared that our Summer and Fall Conference expenditures exceeded our summer and fall revenue due to the rising costs of Audio Visual, Food & Beverage, and industry wide hotel and transportation price hikes for their services. He added that our partnerships with many NEA Centers and organizations have assisted in supporting our goals and programs. The Executive Committee, as always, will continue to explore cost-saving measures with other partnering organizations.

Standing Rules – Before NCUEA Business, President Brent McKim reminded the members of Standing Rules 8 (must have a card to speak), Standing Rule 10 (voting card visible when approaching the mic), Standing Rule 11 (select appropriate debate card), and Standing Rule 16 (time to speak on a motion and sub motions). He also reminded members to speak passionately in debate, but with respect.

NCUEA Business

Action on NCUEA New Business –

NBI #1: The NCUEA support ceasefire in Occupied Palestine and Israel; call on the officers, executive committee, and directors of the NEA to also support ceasefire; and call on NEA leadership to pressure the Biden administration and Congress to support ceasefire with a letter campaign in the online NEA Action Center.

(Phillips/Anderson)

(carried)

(Amended by Flowers; failed)

NBI #2: NCUEA will create an inclusive environment for participants by ensuring there are audio speakers in all meeting rooms, requiring all presenters to use microphones, and updating registration forms to identify those who use ASL to communicate and having ASL translators for those participants.

(Prior/Young)

(Motion)

(Amended by Areola; failed)

(Tabled to the next day)

NCUEA Elections and Screening Committee Report (Kevin Hickerson, NCUEA

East Region Director & Elections and Screening Chair) – Elections and Screening Committee Chair Hickerson introduced the candidates for NEA Executive Committee. Gladys Fátima Márquez and Ronald “Duff” Martin gave their campaign speeches. Mountain Region Director Ang Anderson was the timekeeper. Kevin Hickerson then introduced the appointed committee. Kevin reported that the following candidates received the necessary 60% vote to be recommended to the Council for endorsement; Gladys Fátima Marquez received 100% of Elections and Screening committee for recommended

endorsement, Ronald “Duff” Martin received 87.5 % of Elections and Screening committee for recommended endorsement, and Ashanti Rankin received 0% of Elections and Screening committee for recommended endorsement.

NEA Candidate Speeches

- Gladys Fátima Márquez running for NEA Executive Committee
- Ron “Duff” Martin running for NEA Executive Committee

UMID Featured Speaker (Kumar Rashad, NCUEA Ethnic Minority Director and Tommy Orange, Author, “There There” and “Wandering Stars” Release

date: Feb. 27, 2024 – Kumar introduced Tommy Orange, author from the book “There There.” Kumar asked Mr. Orange questions related to his book. The process of how his book developed and the meaning behind his writing. Tommy talked about the importance of writing the book. He also shared his purpose of writing the book was to represent the most contemporary feeling of society. Kumar asked about reactions or push backs Tommy has received from his book. Mr. Orange talked about the joy his book has brought to Native people and their connection to his book. Tommy shared how his personal story telling strategy led to the success of his book. He also shared a synopsis of his upcoming book “Wandering Stars.” Kumar and Tommy opened the floor to questions and answers from the participants.

Closing Remarks – NCUEA President Brent McKim recapped the next day’s events and reminded everyone about the voting.

Meeting Recessed – 6:00 pm. Voting for NCUEA endorsement of NEA Candidates immediately upon recess.

Saturday, December 2:

NEA Resolutions & Legislative Program Dialogue (Brent McKim, NCUEA President) – Brent introduced Shannon McCann (WA) and Rebecca Ritchie (WA) to share and update our members with an overview of NEA Resolutions and the NEA Legislative program.

Welcoming Remarks – NCUEA Secretary/Treasurer Alfonso Salais, Jr. welcomed and thanked everyone for taking the time to attend our 2023 Fall Conference. He warmly recognized the relationships built and rekindled. He reminded the participants of the work that we will continue to work together.

Remarks and NEA Budget Conversation/Engagement (Ang Anderson, NCUEA Mountain Region Director and Noel Candelaria, NEA Secretary/Treasurer)

– Ang welcomed the participants and introduced Secretary/Treasurer Noel Candelaria. Noel recognized the engaging work that members have been doing across the nation to lift the voices. He reminded the members of the importance of NCUEA and the work we do at the local level. Noel invited some NEA Budget Committee members to the stage during his presentation that were in the room; Will Page (CA) and NEA Vice-President Princess Moss. He shared the

strategic framework and gave time for Will and Princess to add to the presentation bit.ly/NEASPBinput. He wanted to inform the members of what the tactic activities that we are going to accomplish over the next two years. He opened the floor for questions from members. Some priorities that NCUEA members brought forward were bargaining for the common good and becoming strike ready, training for local vice-presidents and extra support at the local level, training on organizing, financial ways to get members engaged in national conference, Uniserve Grants, impact of NBIs passed, organize small locals, and need for greater assistance for NCUEA Fall and Summer Conference.

Keynote Speaker (Deb Gesualdo, NCUEA East Region Director and Brendan O’Conner, Author, “Blood red Liines: How Nativism Fuels the Right”) – Deb energetically welcomed participants and keynote speaker Brendan O’Conner. He shared information about the crisis that are exploiting and impacting marginalized communities around the country, specifically New York. Brendan also talked about additional implicit and explicit fear mongering threats communities are facing today, particularly against educators. He shared key components about inclusion. Brendan informed us about the concept of additional infrastructures of race and racism and the problems of who should benefit over others is prevalent in a racial capitalist world. He closed with an anecdote of his efforts to organize a union. He left some time open for questions and answers.

Third Business Session

Call to Order – President McKim called the meeting to order at 11:31 am, December 2, 2023.

NCUEA Business

Action on NCUEA New Business

NBI #2: The NCUEA will create an inclusive environment for participants by ensuring there are audio speakers in all meeting rooms, requiring all presenters to use microphones, and updating registration forms to identify those who use ASL to communicate and having ASL translators for those participants.

(Prior/Young)
(motion)

(Young/Hewitt; Referred to Executive Committee)

NBI #3: The NCUEA will include a breakout session at the summer meeting that educates members about historical and ongoing ethnic cleansing/genocide including: the role of the United States government in these events (both domestically and internationally), the actions organized labor has taken and can take to impact U.S. policy to end financial and military support for ethnic cleansing/genocide.

(Dauble/Phillips)
(Carried)

NBI #4: The NCUEA President will write a letter to the NEA President and NEA Executive Committee in support of: - distributing materials developed by NBPTS to

expand and deepen educators 'understanding of what the process is; - highlighting the positive opportunities NBCTs experience and the importance to the academic success of students; - promote the NEA 5 Core Proposition Micro-Credential Course; and – highlight NBCTs at the RA and other conferences.

(Benamy/Houston)
(failed)

NBI #5: The NCUEA will create a process in providing input from the president of any NCUEA member affiliate located in the same city and/or region as the listed address shared with NCUEA by all external general session, external keynote speakers, and external presenters.

(Myart-Cruz/Page)
(Carried)

NBI #6: The NCUEA will ask for volunteers from its locals to convene a roundtable discussion, before the 2024 summer meeting, to share and uplift actions being taken by member locals in support of city, council, or statewide ballot measure initiatives or other grass roots campaigns that seek to change policy on:

- Revenue/wealth tax options to increase education and health care funding
- Social housing and renters protection initiatives
- Living wage for the lowest paid members of our unions and/or the broader community
- Food security and elimination of food deserts

Information gathered from this roundtable may be used in service of writing a NBI for the summer meeting to seek additional NEA resources to support these direct democracy campaigns taking place.

(Dauble/Myart-Cruz)
(motion)
(Amended by Reichenbecher/Dauble)
(carried)

NCUEA Elections and Screening Report (Kevin Hickerson) – Chair Kevin Hickerson introduced the Elections and Screening Committee: Vice-Chair Robert Ellis, Kumar Rashad, Central Region, Ang Anderson, Mountain Region, and Becca Ritchie, Pacific Region. He announced the results of the endorsement election as follows: 90 legal ballots were cast. 54 votes were needed for the 60% threshold to endorse.

The NCUEA body endorsed Gladys Fátima Márquez and Ronald “Duff” Martin for NEA Executive Committee.

For NEA Executive Committee the results of the NCUEA endorsement election were as follows:

Gladys Fátima Márquez received 86 votes for 96%.
Ronald “Duff” Martin received 82 votes for 91%.
Ashanti Rankin received 8 votes for 9%.

The NCUEA body endorsed Gladys Fátima Márquez and Ronald “Duff” Martin for the office of NEA Executive Committee.

At the NCUEA Summer Meeting, elections will be held for the following NCUEA offices:

- NCUEA President
- NCUEA Vice-President
- NCUEA Secretary/Treasurer
- One East Region Director
- One Central Region Director
- One Mountain Region Director
- One Pacific Region Director

In order to run for NCUEA Office, the candidate must submit a letter of endorsement from their local association to the NCUEA Elections Chairperson by the May 1, 2024 deadline.

UMID Report (Kumar Rashad) – Kumar recapped his report with the many UMID presentations throughout the conference. He along with Dr. Tia Mills lead the participants out of the conference with a traditional Louisiana march by Young Heroes.

Closing Remarks (Brent McKim) – Brent allowed for the traditional march performed by Young Heroes to lead us out of the conference hall. He thanked everyone for being present and for making this 2023 NCUEA Fall Conference in New Orleans a fabulous event.

Adjournment –President McKim adjourned the meeting at 1:05 pm December 3, 2023.