

NEW BUSINESS ITEM

NBI #: 1

STATEMENT OF MOTION: I move that NCUEA ...

support NBI 88 NEA shall review and modify current practices used for all NEA sponsored events, to develop consistent practices, including below steps, in providing needed accommodations due to disability. Registration forms shall include an item that inquires if and what accommodations are needed. NEA shall insure that someone with appropriate knowledge regarding disability will determine if the accommodations are reasonable to meet in accordance with the Americans with Disabilities Act (ADA). If the accommodations are determined reasonable, NEA will have outlined actions to be taken to provide the accommodations. If the accommodations are determined not reasonable, reasons for this decision will be provided in writing and the individual will be given the opportunity to work in an interactive process with NEA to see if there are alternative means to accommodate.

RATIONALE FOR MOTION:

This would provide a consistent and streamlined process for members, and others, to request and obtain needed accommodations due to a disability. Thus, allowing full inclusion and representation in NEA, while avoiding any unintended exclusion due to disability.

SPONSOR: Christopher Anderson

SPONSOR ASSOCIATION: Stockton Teacher Association

SECONDER: Irene Amezcua

SECONDER ASSOCIATION: San diego Faculty Association



NEW BUSINESS ITEM

NBI #: 2

STATEMENT OF MOTION: I move that NCUEA ...

Support NBI #21

The NEA shall set up meetings with the IDEA Full Funding Coalition to discuss a plan to officially endorse and use its communication infrastructure to promote a national/local "day of action" to commemorate the 50th anniversary of the Individuals with Disabilities Education Act (IDEA) that highlights the \$30 billion in additional funds Congress indicated that it could provide and that discusses how existing IDEA funding can and should be accurately tracked.

RATIONALE FOR MOTION:

In our current environment of woefully underfunded schools, the additional \$30 billion annually that the Federal Government should be providing our most vulnerable students needs to be a top priority.

SPONSOR: Christopher Anderson

SPONSOR ASSOCIATION: Stockton Teacher Association

SECONDER: Irene Amezcua

SECONDER ASSOCIATION: San diego Faculty Association



NEW BUSINESS ITEM

NBI #: 3

STATEMENT OF MOTION: I move that NCUEA ...

I move that NCUEA take a position of support for NBI 5 (text of NEA RA NBI pasted below) at the NEA RA and organize a floor strategy to support it.

"As the largest labor union in the United States, the NEA shall begin the work necessary to join the UAW and other unions in organizing toward a possible May 1, 2028, nationwide day of action. To that end, the NEA shall convene a task force to study the following, with a goal of reporting out to the 2025 RA delegates:

- 1. Protocols that must be put in place to allow for the NEA President and Executive Committee to call for a nationwide day of action in the form of a one-day walkout to call for an economy that prioritizes the common good and a proposed schedule of implementation of protocols;
- 2. Proposed trainings necessary for state and local affiliates to successfully engage in a nationwide one-day walkout;
- 3. Physical resources necessary to organize toward a nationwide one-day walkout;
- 4. Proposed timeline for organizing toward a successful nationwide one-day walkout; and
- 5. Proposed opportunities for rank-and-file members to engage with one another via virtual meetings on the topic of a nationwide one-day walkout."

RATIONALE FOR MOTION:

It is essential that we, as the largest labor union in the country, engage in deep organizing across local and state affiliates and take action with other labor unions to demand and win an economy that prioritizes the common good.

SPONSOR: Deb Gesualdo

SPONSOR ASSOCIATION: Malden Education Association

SECONDER: Zach Grimm

SECONDER ASSOCIATION: The Education Association of Moore



NEW BUSINESS ITEM

NBI #: 4

STATEMENT OF MOTION: I move that NCUEA ...

I move that NCUEA take a position of support for NBI 4 (text of NEA RA NBI pasted below) at the NEA RA and organize a floor strategy to support it.

"The NEA, in solidarity with UAW President Shawn Fain's call for aligning union contract expiration dates and the broader labor movement, will assist interested local affiliates in working together to begin aligning the expiration of their contracts with one another."

RATIONALE FOR MOTION:

If we are going to take on the fight to improve working/learning conditions, we need to be bold. Coordinating contracts and aligning demands is a big way to say we are here and we aren?t "just settling" anymore.

SPONSOR: Deb Gesualdo

SPONSOR ASSOCIATION: Malden Education Association

SECONDER: Sara Earleywine

SECONDER ASSOCIATION: Des Moines Education Association



NEW BUSINESS ITEM

		5
NBI	#:	<u>J</u>

STATEMENT OF MOTION: I move that NCUEA ...

I move that NCUEA take a position of support for NBI 3 (text of NEA RA NBI pasted below) at the NEA RA and organize a floor strategy to support it. "The NEA will actively work to assist state and local affiliates in ending the attacks on public education and organized labor by:

- 1. Working with local and state leaders to create a common definition of strike and action readiness;
- 2. Ensuring all state and local affiliates are aware of resources and trainings that are available through NEA on the topic of strike and/or action readiness;
- 3. Providing training to all interested state and local affiliates on the topic of strike and/or action readiness;
- 4. Helping state and local affiliates to remove potential financial barriers to accessing trainings on strike and/or action readiness;
- 5. Assisting interested state and local affiliates in connecting regionally and across the nation to build stronger solidarity and support networks; and
- 6. Providing guidance and/or information to state and local affiliates who are interested on the topic of establishing strike/action/crisis funds."

RATIONALE FOR MOTION:

The relational organizing work of rank-and-file members to become strike/action ready is vital to preserving public education as a cornerstone of democracy, creating better working and learning conditions in schools, and building/sustaining unions that lift up our communities.

SPONSOR:	NCUEA Executive Committee			
SPONSOR ASSOCIATION:				
SECONDER	:			

NBI TYPE: Support of an NEA NBI sub

SECONDER ASSOCIATION:



NEW BUSINESS ITEM

NBI #: 6

STATEMENT OF MOTION: I move that NCUEA ...

Shall make it an explicit and active priority to organize around and partner with the NEA to assist affiliates in ending the attacks on public education and organized labor by:

Ensuring affiliates are aware of resources and trainings that are available through NEA on the topic of strike and action readiness;

Offering sessions on strike and action readiness at NCUEA Fall and/or Summer convenings;

Assisting affiliates in connecting regionally and across the nation to build stronger coalitions and solidarity/support networks; and Helping to build connections between education locals and the broader labor movement.

RATIONALE FOR MOTION:

As the voice of locals, we believe it is important to support the work member locals express is important to them. Additionally, it is imperative that we continue to strengthen public education and organized labor.

SPONSOR: NCUEA Executive Committee

SPONSOR ASSOCIATION:

SECONDER:

SECONDER ASSOCIATION:

NBI TYPE: NBI for action by NCUEA



NEW BUSINESS ITEM

		7	
NBI	#:	,	

STATEMENT OF MOTION: I move that NCUEA ...

supports NBI 43 which states that if NBI 21 is passed by the Representative Assembly, NEA shall contribute up to 25% of the organizing costs (not to exceed \$250,000) related to fund a national IDEA day of action in collaboration with the IDEA Full Funding Coalition.

RATIONALE FOR MOTION:

Contributing financially towards an endorsed event is a critical gesture of good faith towards any partner organizations. More importantly, securing the additional \$30 billion annually that a fully funded IDEA would provide is worth a significant financial investment.

SPONSOR: Christopher Anderson

SPONSOR ASSOCIATION: Stockton Teacher Association

SECONDER: Irene Amezcua

SECONDER ASSOCIATION: San Diego Faculty Association



NEW BUSINESS ITEM

NBI #: 8

STATEMENT OF MOTION: I move that NCUEA ...

NCUEA opposes all attempts to limit debate on the floor of the NEA-RA.

RATIONALE FOR MOTION:

NCUEA has historically opposed limiting debate.

SPONSOR: Becca Ritchie

SPONSOR ASSOCIATION: WEA Olympic

SECONDER: Julianna Dauble

SECONDER ASSOCIATION: Renton Education Association

NBI TYPE: NBI for action by NCUEA



NEW BUSINESS ITEM

NBI #: 9

STATEMENT OF MOTION: I move that NCUEA ...

shall publicly support the Association of Professional Flight Attendants/APFA (American Airlines Flight Attendants) fight for economic justice and fair contract via social media posts, statements from elected NCUEA leaders, and other similar actions.

RATIONALE FOR MOTION:

Flight attendants live where we work, are the parents of our students, are our former students, and are our union siblings. Labor solidarity is crucial to building worker power across sectors and winning a living wage for all.

SPONSOR: Deb Gesualdo

SPONSOR ASSOCIATION: Malden Education Association

SECONDER: Kevin Hickerson

SECONDER ASSOCIATION: Fairfax County Education Association

NBI TYPE: NBI for action by NCUEA



NEW BUSINESS ITEM

NBI #: 10

STATEMENT OF MOTION: I move that NCUEA ...

shall support NEA RA NBI 24 (text pasted below) and run floor strategy.

"NEA will convene a group of members to identify policy and practice issues shared by teachers and education support professionals and recommend strategies that can be used by state and/or local affiliates to foster respect for the education profession."

RATIONALE FOR MOTION:

Around the country educators and public education are under attack and educators are being villainized. Locals need materials they can use to promote local policies that foster respect for the education profession.

SPONSOR: Lois Yukna

SPONSOR ASSOCIATION: Middlesex County Education Association

SECONDER: Marquisha Reynolds

SECONDER ASSOCIATION: Hudson County EA



NEW BUSINESS ITEM

NBI #: 11

STATEMENT OF MOTION: I move that NCUEA ...

support and run floor strategy to pass NBI 12 at the 2024 Representative Assembly.

RATIONALE FOR MOTION:

The NEA is a labor union, yet our MTA Member Benefits offerings rely on corporations that target labor unions. We need to live our values.

SPONSOR: Kyle Gekopi

SPONSOR ASSOCIATION: Wellesley Educators Association

SECONDER: Deb Gesualdo

SECONDER ASSOCIATION: Malden Education Association



NEW BUSINESS ITEM

NBI #: 12

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support for NBI 12 as amended at the NEA RA and organize a floor strategy to support it. (NBI 12 already exists and has been filed by an NEA RA Delegate.)

(This modifies the previously submitted motion to be consistent with the expected language).

RATIONALE FOR MOTION:

The NEA is a labor union, yet our MTA Member Benefits offerings rely on corporations that target labor unions. We need to live our values.

SPONSOR: Kyle Gekopi

SPONSOR ASSOCIATION: Wellesley Educators Association

SECONDER: Deb Gesualdo

SECONDER ASSOCIATION: Malden Education Association



NEW BUSINESS ITEM

NBI #: 13

STATEMENT OF MOTION: I move that NCUEA ...

The NEA will form a task force comprised of 50% NEA Staff and 50% local and state affiliate leaders from Southern states to draft a 12 month strategic plan to strengthen the labor movement in the South, increase union membership in the 7 Southern states with the lowest labor union membership, and empower members to collectively advocate for their rights and create positive change within their school districts and communities.

RATIONALE FOR MOTION:

Unions are picking up momentum and members in the historically anti-labor South. NEA needs to join the effort to unionize the South.

Historically labor union membership is lowest in Southern states, with Kentucky and Tennessee leading the South in union membership, however, all Southern states would be stronger with increases in union membership

SPONSOR: Danette Stokes

SPONSOR ASSOCIATION: United Education Association of Shelby County

SECONDER: Maddie Shepard

SECONDER ASSOCIATION: Jefferson County Teachers Association

NBI TYPE: NBI to be submitted to NEA



NEW BUSINESS ITEM

NBI #: 14

STATEMENT OF MOTION: I move that NCUEA ...

submit the following NBI:

I move that the NEA Budget Committee audit how much NEA spends on Comp/Overtime/Assignment Based Approved Time ("overtime") for the AFSE and NEASO staff and share that information with members. If the combined overtime per center equates to or is over 1 year of worktime for 1 FTE, NEA management shall open interim bargaining with AFSE or NEASO to collaboratively rectify the understaffing that led to the FTEs' worth of overtime, and;

Furthermore, I move that the NEA Budget Committee audit how much NEA spends on contracted services and share that information with members. If a contracted service with an individual or their LLC is being renewed, the cost of billable hours by the individual can only increase at the rate of the yearly Cost of Living Adjustment (COLA) increase for AFSE or NEASO, whichever is greater. This shall not limit increases due to inflation or increased costs of goods.

RATIONALE FOR MOTION:

We cannot mirror the systems we hope to dismantle. I want to work in a district that believes workers are overworked, collaboratively problem solves, and values unionized labor. I want our NEA to do the same with our NEA staff.

SPONSOR: Angela Bonilla

SPONSOR ASSOCIATION: Portland Association of Teachers

SECONDER: Lindsay Ray

SECONDER ASSOCIATION: Beaverton Education Association

NBI TYPE: NBI to be submitted to NEA



NEW BUSINESS ITEM

NBI #: 15

STATEMENT OF MOTION: I move that NCUEA ...

create training for new Vice Presidents, Secretary, and Treasurer during the winter meeting.

RATIONALE FOR MOTION:

We have new leaders every day and our documents have specific roles and not all of us speak "deep union" and we should support up and coming leaders in our union.

SPONSOR: Yolanda Calderon

SPONSOR ASSOCIATION: Aurora Education Association

SECONDER: Aaron Phillips

SECONDER ASSOCIATION: Amarillo Education Association

NBI TYPE: NBI for action by NCUEA



NEW BUSINESS ITEM

NBI #: 16

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support and facilitate floor strategy for NEA RA NBI 9.

RATIONALE FOR MOTION:

We need our union to stand in solidarity with the Palestinian unions and demand our government end its complicity.

SPONSOR: Michelle Cardenas

SPONSOR ASSOCIATION: TSTA Region 10

SECONDER: Juliana Dauble

SECONDER ASSOCIATION: Renton Education Association



NEW BUSINESS ITEM

NBI #: <u>17</u>

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support and facilitate floor strategy for NEA RA NBI 6.

RATIONALE FOR MOTION:

We must raise awareness about injustice so that we can answer the calls to action to end injustice.

SPONSOR: Yolanda Calderon

SPONSOR ASSOCIATION: Aurora ES

SECONDER: Aaron Phillips

SECONDER ASSOCIATION: Amarillo Education Association



NEW BUSINESS ITEM

NBI #: ___

STATEMENT OF MOTION: I move that NCUEA ...

take a position of Support on NEA RA Bylaw Amendment 4.

RATIONALE FOR MOTION:

We can not be a union that serves all members if any members are unseen or left out of our union structures.

SPONSOR: Aaron Phillips

SPONSOR ASSOCIATION: Amarillo Education Association

SECONDER: Michelle Cardenas

SECONDER ASSOCIATION: TSTA Region 10



NEW BUSINESS ITEM

NBI #: 19

STATEMENT OF MOTION: I move that NCUEA ...

take a position of Support and facilitate floor strategy for NEA RA NBI 49.

RATIONALE FOR MOTION:

Climate change and ecological disaster puts all of us at risk and our union should be prepared to respond and demand sustainable futures for our students.

SPONSOR: Aaron Phillips

SPONSOR ASSOCIATION: Amarillo Education Association

SECONDER: Michelle Cardenas

SECONDER ASSOCIATION: TSTA Region 10



NEW BUSINESS ITEM

NBI #: 20

STATEMENT OF MOTION: I move that NCUEA ...

take a position of Support for NEA RA NBI 7.

RATIONALE FOR MOTION:

As Educators, it is our responsibility to understand, and teach the truth about, language to build safe learning environments in our schools.

SPONSOR: Meesh Vecchio

SPONSOR ASSOCIATION: Seattle EA

SECONDER: Miguel Lopez

SECONDER ASSOCIATION: WEA Olympia Council



NEW BUSINESS ITEM

NBI #: 21

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support for NEA RA NBI 10.

RATIONALE FOR MOTION:

We have a right to explicit facts, from our union, portraying the upside down priorities of our federal government, which the NEA should hold accountable to our values.

SPONSOR: Julianna Dauble

SPONSOR ASSOCIATION: Renton Education Association

SECONDER: Aaron Phillips

SECONDER ASSOCIATION: Amarillo Education Association



NEW BUSINESS ITEM

NBI #: 22

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support for NEA RA NBI 8.

RATIONALE FOR MOTION:

If we want to be in solidarity with our union siblings worldwide, we need to be aware of their causes. NCUEA must remain the moral compass of the NEA.

SPONSOR: Sav Bair

SPONSOR ASSOCIATION: Federal Way EA

SECONDER: Michelle Cardenas

SECONDER ASSOCIATION: TSTA Region 10



NEW BUSINESS ITEM

NBI #: 23

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support and run floor strategy for NEA New Business Item 73 which states "NEA shall convene an advisory committee of members with disabilities to advise the Representative Assembly Committee about accessibility issues."

RATIONALE FOR MOTION:

Members with disabilities have found the Representative Assembly not always to be a welcome place, including inaccessible shuttle buses, immunocompromised individuals being denied remote access, and a lack of wait time for members to approach microphones.

SPONSOR: Ang Anderson

SPONSOR ASSOCIATION: Jefferson County Education Association

SECONDER: Yolanda Calderon

SECONDER ASSOCIATION: Aurora Education Association



NEW BUSINESS ITEM

NBI #: 24

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support and facilitate floor strategy for NEA RA NBI 42.

RATIONALE FOR MOTION:

The panel we had at this Summer Meeting was extremely impactful, and NEA needs to create similar opportunities for all of our union siblings.

SPONSOR: Miguel Lopez

SPONSOR ASSOCIATION: WEA Olympic Council

SECONDER: Kelley Cunningham

SECONDER ASSOCIATION: Jefferson County Teachers Association



NEW BUSINESS ITEM

NBI #: 25

STATEMENT OF MOTION: I move that NCUEA ...

Submit the following NBI for consideration at the NEA RA:

The NEA, using existing resources, will draft model legislation to be brought to policymakers at the state and federal level; calling for the design and implementation of incentive programs for educators pursuing training and/or certification in multi-lingual education.

RATIONALE FOR MOTION:

The Federal government and many state governments recognize the need for incentives to encourage educators to pursue training in high needs areas. Incentives such as student loan forgiveness exist at the national and state levels for high need areas such as Math, Science, and Special Education. In many states and locals, the need for educators to be trained in multi-lingual education is increasing exponentially, sometimes over night. The NEA needs to be a leader in working with state governments and the federal government to design incentive programs to encourage more educators to obtain training and certification in multi-lingual education .

Additionally, we know that small class sizes mean more opportunity for humanizing the learning experience and personalizing learning for and with each learner. This is especially true for multi-lingual learners who are working on learning all the 'grade-level' standards and skills as well as working on language acquisition.

SPONSOR: Maddie Shepard

SPONSOR ASSOCIATION: Jefferson County Teachers Association

SECONDER: Cassie Lyles

SECONDER ASSOCIATION: Jefferson County Teachers Association

NBI TYPE: NBI to be submitted to NEA



NEW BUSINESS ITEM

NBI #: 26

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support and facilitate floor strategy for NEA RA NBI 74.

RATIONALE FOR MOTION:

We are in a fierce political climate and we must have more transparency and accountability for politicians who are against and even those asking for our support.

SPONSOR: Aaron Phillips

SPONSOR ASSOCIATION: Amarillo Education Association

SECONDER: Yolanda Calderon

SECONDER ASSOCIATION: Aurora Education Association



NEW BUSINESS ITEM

NBI #: 27

STATEMENT OF MOTION: I move that NCUEA ...

Support NBI 65 which reads. The NEA shall use existing resources to acquire contracts with dual enrollment language between K-12 and higher education to develop an NEA template for dual enrollment contracts.

This NEA template will be digitally published and shared with state presidents, executive directors, staff, state higher education board members, and affiliates.

RATIONALE FOR MOTION:

High school and higher education partnerships are essential to the success of dual enrollment programs. At a time when public education is under attack, all stakeholders must come together to ensure stability for students, educators, and the communities being served.

SPONSOR: Tia Mills

SPONSOR ASSOCIATION: East Baton Rouge Parish

SECONDER: Tanya Coats

SECONDER ASSOCIATION: Knox County Education Association



NEW BUSINESS ITEM

NBI #: 28

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support for NEA RA Legislative Amendment 2.

RATIONALE FOR MOTION:

Human rights must be protected for people regardless of citizenship or borders.

SPONSOR: Meesh Vecchio

SPONSOR ASSOCIATION: Seattle EA

SECONDER: Michelle Cardenas

SECONDER ASSOCIATION: TSTA Region 10



NEW BUSINESS ITEM

NBI #: 29

STATEMENT OF MOTION: I move that NCUEA ...

I move that NCUEA submit the following NBI to the NEA-RA:

NEA will use existing free tools and resources from the non-profit initiative Attendance Works to publish data on the worsening national crisis of chronic absenteeism as well as the local and state success stories highlighting the coordination of restorative, family-centered approaches. NEA will call on union and government state leaders to work with school districts to create or integrate at least one multicultural family event in the 2024-2025 school year which works to identify and communicate in multiple languages possible local reasons for student absence and ways families and communities can support students. These events would emphasize how families and communities benefit from educated students, develop workable non-punitive solutions to student absenteeism, and call attention to the existing local resources to support families experiencing household hardship. School districts and state leadership would share the engagement experience before and after via digital family media communication to maximize outreach.

RATIONALE FOR MOTION:

In face of the rising costs of living and worsening housing conditions, families need to be engaged in the positive reasons students are in school, including the concept of social mobility, and need to be aware of existing community resources.

SPONSOR: Lindsay Ray

SPONSOR ASSOCIATION: Beaverton Education Association

SECONDER: Angie Powers

SECONDER ASSOCIATION: Olathe NEA

NBI TYPE: NBI to be submitted to NEA



NEW BUSINESS ITEM

NBI #: 30

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support for NEA RA NBI 50.

RATIONALE FOR MOTION:

When the NEA takes positions, those positions should be shared broadly with members.

SPONSOR: Aaron Phillips

SPONSOR ASSOCIATION: Amarillo Education Association

SECONDER: Christopher Anderson

SECONDER ASSOCIATION: Stockton Teachers Association



NEW BUSINESS ITEM

NBI #: 31

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support for NEA RA NBI 29.

RATIONALE FOR MOTION:

We have members under threat of losing their jobs due to speaking up for human rights and our union must be ready to protect us.

SPONSOR: Aaron Phillips

SPONSOR ASSOCIATION: Amarillo Education Association

SECONDER: Christopher Anderson

SECONDER ASSOCIATION: Stockton Teachers Association



NEW BUSINESS ITEM

NBI #: 32

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support for NEA RA NBI 17.

RATIONALE FOR MOTION:

This is an easy tool to be able to support our Aspiring Ed members.

SPONSOR: Aaron Phillips

SPONSOR ASSOCIATION: Amarillo Education Association

SECONDER: Michelle Cardenas

SECONDER ASSOCIATION: TSTA Region 10



NEW BUSINESS ITEM

NBI #: 33

STATEMENT OF MOTION: I move that NCUEA ...

take a position of support and facilitate floor strategy for NEA RA NBI 34.

RATIONALE FOR MOTION:

We must hold our elected officials, including the President of the United States, accountable if they want our endorsement.

SPONSOR: Aaron Phillips

SPONSOR ASSOCIATION: Amarillo Education Association

SECONDER: Juliana Dauble

SECONDER ASSOCIATION: Renton Education Association



NEW BUSINESS ITEM

NBI #: 34

STATEMENT OF MOTION: I move that NCUEA ...

support NBI 104

RATIONALE FOR MOTION:

Binary anything is limiting.

SPONSOR: Julianna Dauble

SPONSOR ASSOCIATION: Renton Education Association

SECONDER: Meesh Vecchio

SECONDER ASSOCIATION: Seattle EA