NCUEA

1960 - 1985

N.C.U.E.A.

An Agent of Change

Who, What, When, Where and How!

This history of the National Council of Urban Education Associations

is dedicated to Helen Bain of Nashville, Tennessee

past president of both N.C.U.E.A. and N.E.A.

for her early leadership in the urban movement from 1958 to 1971.

It was completed because of my involvement with four later

N.C.U.E.A. Presidents

Hazel Stover 1977-1978
Ken Rosenbaum 1979-1980
Leonard Anderson 1981-1982
Arlene Pavey 1983-1985.

Special thanks to Dr. Robert Bogan, Executive Director,

Metropolitan Nashville Education Association, without whose

Doctorial thesis much of our history would be lost.

Jo Mc Guire
West Orange County United Teachers
California, Pacific Region

N.C.U.E.A.

Who, What, Where, When and How!

WHAT - WHEN!

The urban movement and the beginning of the National Council of Urban Education Associations evolved from a small group of urban executive secretaries organized for the purpose of promoting the expansion of "urban" positions in the large local N.E.A. affiliates with 1,000 or more members.

1953 NEA Convention Miami Beach	John H, Starie, Director of the N.E.A. Division of affiliates and membership, recalled that the first discussion group of large city presidents took place at the 1953 convention in Miami Beach. Starie said that "this is the root of N.C.U.E.A."
1955 -1957	Margaret Stevenson, Executive Secretary of NEA's Association of Classroom Teachers (ACT), scheduled special clinics for officers of local urban associations.
1955 NEA Convention Chicago, Illinois	Margaret Perry, an N.E.A. board member from Oregon, in an attempt to increase grass roots participation presented a motion calling for a "work committee" of members from fifteen states. This committee was to "gather, analyze, and evaluate opinions regarding the services desired of the N.E.A." This motion failed over the debate of state directors representation and rights vs. "grass roots" representation or "urban input".
	Hilda Maehling, Executive Secretary for Professional Development and Welfare, reported her view on the necessity for state and national associations to begin working together in salary campaigns. The American Federation of Teachers (AFT), the competitor in the big cities, was already concentrating on salaries and welfare concerns.
	N.E.A. solution was increased research and the publication of five booklets on salary campaigns, working through the state organizations.
	The Urbans called for direct help on the more

Starie reported that some key N.E.A. staff became involved in developing leadership training programs for the big cities. They were Karl Berns, Assistant Executive Secretary; Hilda Maehling, Executive Secretary of the Department of Classroom Teachers; and R. B. Marston, Director of Membership. Sylvia Brotman was employed in 1955 for the express purpose of working solely with large urban groups.

1956 Convention Portland, Oregon	NEA leadership was aware of urban association problems and official actions were initiated in an attempt to deal with them. For example, Brotman authored the first Handbook for Building Representatives. However, there was still a question as to whether the approaches being offered were in harmony with the needs and concerns of the emerging urban leadership and their desires to participate in the decision-making apparatus of the NEA.
1957 NEA Convention Philadelphia Pennsylvania	Robert Skaife, former member of N.E.A. field staff and former Executive Secretary of Affiliate Teachers Organization of Los Angeles, felt that one of the critical urban meetings at N.E.A. convention was the large urban meeting held at the 1957 convention in Philadelphia, because it was there that commitment was made by urban staff and leadership to form a caucus within the NEA.

WHY!

As urban leaders began their efforts to mobilize in order to gain access to the decision-making machinery of the NEA, they had a definite perception of how they were viewed by state and national staff. This perception embodied the following elements:

1. The primary function of local associations was to serve as a collection agency for membership dues.

2. The local association was to rely heavily on the superintendent and principals to promote state and national membership recruitment campaigns.

3. The local association bore the responsibility of selecting delegates to the state association representative assembly in order to endorse the legislative program prepared by the state staff. Debate and dissent were severely frowned upon.

4. When appointments of local association personnel to state committees and other types of assignments of local members were being made, the superintendents were consulted rather than the presidents of the local affiliates.

5. Local associations felt they were rendered ineffective in working with the NEA because of the heavy influence administrators wielded at the state level. NEA traditionally operates "through the state association (staff)."

6. Classroom teacher concerns were submerged at the state level by the preponderance of power wielded by superintendents and other school administrators who were honeycombed throughout the state positions. Urban leaders were generally regarding as "rabid malcontents or disruptive elements," by state and national leadership. They were constantly "rocking the boat."

7. Classroom teachers were screened carefully for elevation to the largely ceremonial "leadership" positions at the state and national levels.

8. When urban leaders proposed what might have been considered by most as sound and effective programs, state and national leadership would use their considerable influence to defeat them. Later, the same proposals with minor modifications would be presented

by the state leadership as "theirs" and would then be voted in with gusto.

The leaders of the urban movement within the National Education Association who banded together in the late '50s were surrounded by an educational environment of heated controversy and pressures for change. They examined the NEA, its structures, goals, and services within the context of this environment. As curriculum reform, changes in school philosophy, and direct pressures on classroom teachers mounted, urban associations leaders felt the pressures from their members. This mood was often referred to as increasing "teacher militancy."

The intense rivalry with AFT serving as an environmental stimulus, in combination with the increasing tumult in the greater society in the '60s, provided the leaders of the urban movement with an opportunity to press for broader changes in NEA than those they had considered in the earlier period of organization.

1960 marked the beginning of the collective negotiations movement in public education. That is when the United Federation of Teachers (UFT) in New York began its active drive for collective bargaining. The successes of the UFT were not lost on the leaders of the emerging urban movement within the NEA. They were able to use the AFT threat as internal bargaining leverage with the NEA Executive Secretary and staff. In the early '60's, NEA elected leaders were viewed by urban leaders more as figureheads than as effective policy-makers. Therefore, the urban leadership focused their pressure tactics on NEA staff and then onto the floor of the NEA Representative Assembly when rigid staff patterns seemed immovable.

WHERE!

April 17-18, 1958

Omaha, Nebraska

The urban movement within NEA was "officially" launched in Omaha in 1958 where urban leaders pledged to meet on a regular basis to collaborate in their efforts.

The Prime Movers:

1. Frank C. Heinisch, OEA executive secretary - 1941-1964, was the driving force behind the early organizational successes in the field of electioneering, lobbying and generating a favorable political climate for public education.

2. Arthur D. Simonds, Jr., Executive Director from Montgomery County, Maryland, was recognized by his colleagues as the organizer, the negotiator, and the major driving force for the urban movement. He had the vision to see benefits of organizing and expanding local staff positions at a time when such positions were virtually isolated from the mainstream of NEA's policy-making structure.

3. Forrest E. Walverton, Executive Secretary of St Louis Surburban Teachers Association, made clear his desire to form a definite group or organization of executive secretaries who would meet on a regular basis.

4. Six other executive secretaries attended. They were John T. Christenson, Spokane, Washington; Curtis F. McClane, Yonkers, New York; Mary Stinnett, San Antonio, Texas; Claude Welch, Wichita, Kansas; and George Womer, Cleveland, Ohio.

5. Two observers in attendance were Joshua Wheeler, Baltimore County, Maryland, and Sylvia Brotman, NEA Membership Division.

Conflict arose among those who wanted to retain informal information exchange meetings and those who saw a growing need for more formal structure with objectives, affiliations and dues. Sheer numbers of interested urban leaders attending the conferences brought about the inevitable structure. The group agreed to establish a twice-yearly meeting schedule. Summer meetings were to be held in conjunction with NEA conventions. Winter meetings were scheduled to be held in the home cities of one of the executive secretaries.

Urban Sectional Meetings:
NEA Convention
1958 - June 29, Cleveland, Ohio

The second meeting was held in conjunction with NEA Convention under the title of "Urban Leaders' Ideas Exchange."

1. Dr. Carr, NEA Executive Secretary, resisted any proposal for future meetings to be held separately from the NEA convention.

2. One topic, "Techniques for Strenghtening the Urban Association," was led by four presidents of urban locals who presented examples of some unusual urban association achievements, services, and activities.

December 11-13, 1958, the "Third Conference of Urban Executive Secretaries" held in Montgomery County, Maryland.

The next Winter Meeting was set for Pasadena, California December 29-31, 1959.

Teacher Power

Helen Bain, Nashville City Teachers' Association, because of her frustration with local politics and the control of the school board by the existing mayor, began to move teacher power forward. The activities follow:

* Helen Bain sought information concerning a local executive secretary who would strongly represent the teachers of Nashville.

* Bain contacted the Tenneseee Educators Association where she was referred to Sylvia Brotman of NEA.

* Helen Bain was urged to attend the upcoming Urban Executive Secretaries' Conference in December, 1958, at Montgomery County, Maryland.

* Arthur Simonds sent her an observer's invitation which pointed out that the last day of the meeting would be devoted to answering questions from the observers.

* Bain attended the December Conference and was determined to go back to Nashville and "sell" the concept of a local executive secretary to the fiscal conservative group of city teachers knowing they had a $25,000 reserve.
* On her return to Nashville, Helen Bain contacted the

president of the adjoining Davidson County Association (DCA), Clara Harris, who had attend the urban sectional meeting at the 1958 NEA Convention in Cleveland. The DCA was also interested in the concept of an executive secretary. Two other groups in the county were the segregated Black associations.

* The plan for the coalition of city and county organizations was developed and distributed. A successful referendum in each of the four associations and a twenty-four member Educational Council was formed. They were ready to employ the first full-time executive secretary in the southeastern states.

June 28, 1958 - St Louis

Twelve executive secretaries met with five observers including Helen Bain and H. B. McDonough from Nashville.

* Art Simonds reported he had received twenty-one inquiries from local association regarding the position of Executive Secretary. He introduced two new local Executive Secretaries, Ralph Stevens, Seattle, Washington, and Eric Hohn, St Louis, Missouri.

* The direct roots of the formation of an organization of Presidents of Urban Education Associations can be traced back to an idea generated at the St Louis NEA Convention.

* Informal meetings of six presidents of large urban NEA affiliates met in a hotel room. They agreed that neither NEA nor the state associations were interested in the growing problems of urban local.

* Three of these became the formal leaders of the national urban group:

  John Brownell, San Diego, California
  Alan Stratton, Dade County, Florida
  Jack Bailey, Los Angeles, California

* The six delegates agreed to call for a meeting of urban association elected leaders at the Los Angeles Convention of 1960. Invitations were sent to presidents of all local associations with 1000 or more members.

* In September of 1959, Nashville, Tennesee; Baltimore, Maryland; and Tuscon, Arizona, employed their first Executive Secretaries.

* The "grass roots" team of Heinisch, Simonds and Bain linked together to spread the word on the need for large education associations to employ their own local

staff.

* At the December, 1959, Pasadena Conference, nineteen executive secretaries attended, including three new ones: Robert Bogan from the Educational Council of Greater Nashville, Leonard De Layo from the Teachers Association of Baltimore County, and Ellsworth Moe from the Tucson Education Association. There were several teacher leaders who attended as observers from California local associations which were considering employing staff.

* A Constitution of the National Association of Executive Secretaries of Urban Teachers Associations was adopted.

HOW!

1959 - NEA Convention
St Louis, Missouri

By 1959, the membership division of NEA was sponsoring a fall meeting for urban executive secretaries. Starie observed, "The current urban emphasis began to be evident in the Representative Assembly as an organized power bloc about that time."

In 1959, leaders of urban chapters met in Nashville, Tennessee, to form NCUEA.

The movement initiated by urban leaders in 1959 was followed by a multitude of significant changes in NEA with a continuing drive for a Constitutional Convention in order to develop a complete reorganization and restructuring of the NEA.

1960 NEA Convention
Los Angeles, California

A resolution was introduced on Representative Negotiations. An anti-strike provision was implied in the resolution. It was amended to endorse a mediation board for resolving impasse. The resolution was referred to the NEA Board of Directors.

1961

In December of 1961, NCUEA adopted a Constitution Nashville, Tennessee.

Urban Executive Secretaries met in San Antonio, Texas, on December 28-30, 1961.

> Resolution passed calling for all action items to take place at Open School Board meetings; public hearings on all matters considered by School Boards; and the right of teacher associations to make public presentations to School Boards.

1961 NEA Convention
Atlantic City

A resolution was proposed that would create a division of urban services for areas with population over 100,000. $ 50,000 was recommended by the NEA Budget Committee for urban research study.

1. Dr. William G. Carr, NEA Executive Secretary, defined the $50,000 as a "special one-year project for 1961-1962 on services to urban members of the profession" and further this project should be placed under his direct supervision.

2. Alan Stratton of Dade County, the first elected President of NCUEA made an impassioned plea for the plan.

3. Floor strategy by the urbans brought to the microphones delegates from Spokane, Washington, Minnesota, Delaware, and Oakland, California who announced that California the second largest delegation in attendance unanimously endorsed the pending motion.

4. Along with the move for an urban division, reorganization of NEA for greater involvement by teachers in politics, and the promotion of NEA's negotiation programs; the matter of NEA's position of desegregation in the schools and integration of NEA affiliates was to become a major focus of the urban movement.

December 20, 1961
Nashville, Tennesee

Sixty urban leaders registered for the Nashville meeting. Thirty-eight associations from twenty-two states were represented.

* E. Wald Turner, NEA president and John K. Norton Director of the Special Project on Urban Services were observers.

* <u>NCUEA adopted a Constitution</u> - Executive Secretaries were to attend NCUEA meetings as full participants with voting carried out by associations through raising of voting cards.

January, 1962
Denver Convention

A Joint Committee of the Urban Executive Secretaries and the Urban Presidents proposed the following goals:

(1) to seek a training program for professional staff

(2) to present a specific program for an Urban Division of NEA headed by an NEA Assistant Executive Secretary

(3) to have NEA share in planning and financing recruiting and training programs for urban association leaders.

NCUEA nominees for the Committee on Urban Projects were Alan Stratton, John Bailey, Harley Evans, Helen Bains, and Tom Bush.

January 20-21, 1962

1962 NEA Board convened in Washington to hear preliminary report on Special Project on Urban Services.

February, 1962

NEA Board adopted resolution on new Urban Project.

March 20, 1962

The appointment of Allan M. West, Past State Executive Secretary from Utah, as Director of Urban Services Project was announced. "Professional negotiations" and "professional sanctions" were terms used in the Urban Reporter.

1962 NEA Convention
Miami, Florida

* Growing conflict among the various Los Angeles associations was a focus of the NCUEA sessions. The Los Angeles Unity Committee of urban executives and presidents conducted a six-day on-site investigation. Their attempt to resolve the differences failed.

* Coalitions were formed with other groups within the NEA structure with common urban goals. These coalitions included:

"Black" Associations
Department of Classroom Teachers
Political Action Groups
Civil Rights Activists

* Prospective candidates for NEA elected leadership who shared urban goals were actively supported in their campaigns.

* George Fischer, Des Moines Education Associaiton, became involved in Atlantic City in the floor fight to begin the Urban Project.

* 1963 NAESUTA met in Lansing, Michigan - Carl Bair, President

* 1963 NCUEA met in Tucson, Arizona - Helen Bain, NCUEA President
Robert Bogen, NAESUTA President

1. The matter of relationships between elected leadership and the expectation of paid Executive Secretaries was attempted to be resolved in formalized procedures.

2. Pat Tornello, President of Dade County CTA, leading proponent of stronger civil rights position by NEA was one of the chief spokesperson for complete restructuring of NEA for more classroom teacher involvement.

1963 NEA Convention
Detroit, Michigan

Resolution on "Desegregation in Public Schools" was considered. An amendment extended the principle of desegregation so that "it applied to professional membership in organizations affiliated with NEA" thereby bringing about the beginning of the merger of "Black" and "White" segregated local and state affiliates.

Urban Project Review

1963 saw the impact of the Urban Project Review including:

* Twenty-two Urban evaluations took place.

* Research Division published Urban publications dealings with urban news and programs.

* Legal Services provided by Don Wallett developed model legislation and contract language.

* Cooperative projects were established in cities where AFT had

an affiliate.

* Some programs for the improvement of education in urban areas were developed.

1964

* Karl H. Berns retired, Allan West succeeded, in position of Assistant Executive Secretary for Field Operations.

* Helen Bain and other urban leaders notified NEA Executive Secretary Carr of their support for Art Simonds as Director of Urban Project. However, Arnold Wolpart, NEA West Coast Field Representative, was named Director of Urban Project.

* May, 1964, Helen Bain, Bobbie Keiter, NCUEA President, and other urban leaders met on future of Urban Project.

* Negotiations produced the formation of an advisory committee - two NCUEA members and two NAESUTA - to work with NEA staff on urban problems.

* Ralph Joy, Executive Secretary from Des Moines, was added to staff of the Urban Project.

* 1964-1965 sixty-five Urban Executive Secretaries were employed.

June 1964
NCUEA Seattle

* Helen Bain drafted as a candidate for NEA Executive Committee Member to run in 1965.

* Approximately three hundred urban leaders attended meetings.

* NCUEA changed from "pressure group" role toward the "political party" role.

* Amending NEA Bylaws to guarantee classroom teacher representation at the convention in 1965.

* Initiated a study of the structure of the NEA. This action led to the NEA Development Project under direction of Kennenth Hansen of Western State College, Gunnison, Colorado. Amendment to Resolution 12.

* Affiliates whose membership were segregated were given until July 1, 1966 to integrate.

NCUEA Meeting
Montgomery County, Maryland
November, 1964

Thelma Davis, President of NEA Department of Classroom Teachers, and George Fischer, NEA Executive Committee, were both listed as program participants.

1965 NEA Convention
New York City

* Statistics showed that classroom teachers represented less than 50% on all mentioned governance bodies; including, Boards, Committees, and Commissions.

* Motion passed to raise classroom teacher representation to majority as rapidy as practicable.

* Amended NEA Bylaws

At least one of the two members elected by the Board of Directors to Executive Committee shall be a Classroom Teacher and two of four elected by Representative Assembly shall be Classroom Teachers.

* 1965 - elected Alfred Cordova of New Mexico to the Executive Committee.

* NEA President-Elect - Irvamae Applegate, Minnesota.

1966 NEA Convention
Miami, Florida
Richard Batchelder, NEA President

* NCUEA increased the budget item for the Division of Urban Services by $120,000 on the floor of Representative Assembly.

* Toughened the resolution on desegregation by calling for disaffiliation of locals and state associations which failed to merge

with segregated affiliates. Outcome - NEA and A.T.A., the Black American Teachers Association, merged.

* Change in the NEA Charter:

Federal legislation to change the NEA Charter was called for to permit revision of the NEA Bylaws to enable a change in the manner of selecting the NEA Executive Secretary.

* Sam Lambert, NEA Research Division, was selected by the screening committee as NEA's sixth Executive Secretary. Lambert was the only non-superintendent among the three finalists.

1967 NEA Convention
Minneapolis, Minnesota

* Ivamae Applegate, Minnesota, was NEA President

* Elizabeth D. Koontz, NEA President-elect was a past officer of the Department of Classroom Teachers.

* Lambert was installed as new NEA Executive Secretary.

* Helen Bain, was reelected to NEA Executive Committee.

* Helen Krause of Lincoln, Nebraska, past Treasurer of NCUEA, was elected to NEA Executive Committee.

* Resolution 67-28 firmly established the Representative Assembly as the policy-making body and all executive units as the implementing body.

* Ron Paul was President of NCUEA.

* Louise Alfrod of Florida, former NCUEA officer, and Janet Dean, President of Miami CTA, were leaders in floor debate concerning urban issues.

NEA Executive Changes:

* George Fischer, Des Moines, Iowa, was elected President-elect.

* Don Morrison, Past President of San Diego Teachers Association and NCUEA, was elected to the Executive Committee.

* Wade Wilson, President of Chayne State College, Pennsylvania, who was well aware of NCUEA support of the National Committee for Human Rights was elected to the Executive Committee.

* Nelson Kreuze, Michigan, who was strongly-oriented toward urban problems was elected to the Executive Committee

* David Schulz, Racine, Wisconin was elected to the Executive Committee.

* 1966-67 - The Division of Urban Services reached an expenditure of over $1 million (including $379,566 spent from general fund surplus account).

* 1967 - CPOD The Committee on Planning and Organizational Development - Board of Director to develop models for organizational change.

1968 NEA Convention
Dallas, Texas

Braulio Alonso was NEA President. Gary Watts headed the Field Services Division (consolidating the Office of Field Operations and Urban Services) with responsibility for eleven Regional Offices and an Organizing Team.

1968 - Established the Center for Human Relations.

1969 - Watts elevated to Assistant Executive Secretary for Field Services. (The Affiliates and Membership Division & Staff Development Academy were added).

1969 - Bylaws and National Charter changed.

1969 - Ralph Joy headed newly organized NEA Staff Development Academy.

November, 1968

NCUEA supported $600,000 for Leadership Development for the United Teaching Profession.

1968-69 - NCUEA was included in the setting of priorities along with other top level decision-making groups in NEA during program budgeting process.

1969 NEA Convention
Philadelphia, Pennsylvania

Calling of Constitutional Convention spearheaded by Pat Tornillo, Executive Secretary of Dade County CTA.

Janet Dean of Miami, President of NCUEA, strongly supported the slogan "Con Con '70" in her race for President-elect of NEA.

Changes have taken place within the National Education Association on an accelerated basis since 1969-70. Many of these changes can be credited to the major philosophical shift in the Association due to urban leadership. The changes brought about more emphasis on teacher rights, collective bargaining, program and policy changes, professional and economic services, reallocation of financial resources, efficient and effective governing bodies, a change in dues structure, and political action. Some of these changes are highlighted below:

1968-69 - Representative Assembly Bylaws change - Unified Professional membership mandated for all new members.

1969 - Bylaws Amendment changed for purpose of selection of the Executive Secretary of NEA.

1969-70 - Pilot projects established by teacher involvement in political action.

1969-70 National Foundation for the Improvement of Education (NFIE) was established. A past leader of NCUEA has sat on the Board of Directors since 1976. (Wally Orr, Ken Rosenbaum, Len Anderson, Arlene Pavey).

1970 - San Francisco UniServ adopted a unified service staffing plan with guaranteed funding by NEA.

1970 - Higher Education Council established bringing this group into the fold of NEA.

1971 - Con Con (Constitutional Convention) Fort Collins, Colo.

1972 - Con Con - Completed Minneapolis, Minn.

1973 - Talks of merger between United Federation of Teachers and NEA.

1973 - Life memberships in NEA terminated. Bill of Teacher Rights.

1974 - Merger talks break down.

1975 - Equal Rights Amendment supported.

1975 - Code of Ethics of the Education Profession adopted

1976 - End of merger movement.

1977 - ERIRA - NEA members Insurance Plan and Trust.

1977 - Allocation of no less than $2 million per year to General Fund Reserve until a maximum of 5% operation cash reserve is reached.

1978 - 8J passed. guarantees that .00055 of the national average annual salary of classroom teachers (rounded to the nearest dollar) will be allocated to Uniserv grants

1978 - Presidential endorsement procedures adopted.

1979 - Collective Bargaining and Grievance Procedure Resolution passed.

1980 - Strike Resolution passed.

1980 - Civil Rights Resolution 69-80 passed.

1981 - Profile of Excellence adopted.

1983 - Urban grants I.P.D.

1984 - 2% maximum cap on Uniserv reserve.

1985 - Urban Coordinator.

The largely voluntary nature of the urban movement, with no permanent location for a headquarters during its formative years, meant that records of the organization and its leaders were scattered to various places around the nation. As officers of the urban movement changed, records were transferred in makeshift boxes and packets with the loss of information quite high. Some information gaps persist.

The following list does outline since 1968:

1. The convention sites
2. NEA President and Vice President, or President-elect
3. NCUEA President and Vice President

WHO!

	N.C.U.E.A.	N.E.A.
1967	Arthur D. Simonds, Jr. Urban Associations Consultant Field Services Division	Minneapolis, Minnesota Irvamae Applegate, President Braulio Alonso, Pres.-Elect Sam Lambert, Exec. Secy.
1968	Ronald E. Paul, President Tacoma, Washington	Dallas, Texas Braulio Alonso, President Elizabeth Koontz, Pres.-Elect
1969	Janet Dean, President Dade County Miami, Florida Marvin Liberson, Pres.-Elect Livonia, Michigan	Philadelphia, Pennsylvania Elizabeth Koontz, President (resigned January, 1969) George Fischer, Vice Pres. (presided at 1969 Convention)
1970	Marvin Liberson, President Livonia, Michigan Robert L. Johnson, Pres.-Elect Lincoln, Nebraska	San Francisco, California George Fischer, President Helen Bain, Vice President
1971	Robert L. Johnson, President Lincoln, Nebraska Robert Gould, Pres.-Elect Denver, Colorado	Detroit, Michigan Helen Bain, President Donald E. Morrison, Vice Pres.
1972	Robert Gould, President Denver, Colorado Marjorie Beach, Pres.-Elect Oakland, California	Atlantic City, New Jersey Donald E. Morrison, President Catherine Barrett, Vice Pres.
1973	Marjorie Beach, President Oakland, California Jay Soley, President-Elect Racine, Wisconsin	Portland, Oregon Catherine Barrett, President Helen Wise, Vice President
1974	Jay Soley, President Racine, Wisconsin Ellen Logue, President-Elect Richmond, California Carl F. Elvin, Consultant for Urban Associations, Affiliate Services	Chicago, Illinois Helen Wise, President James A. Harris, Vice Pres. Terry Herndon, Executive Secy.

1975	Ellen Logue, President Richmond, California Wallace Orr, President-Elect Fort Lauderdale, Florida Charles O. Kuzminski, Consultant for Urban Associations, Affiliate Services	Los Angeles, California James A. Harris, President Willard McGuire, Vice Pres.
1976	Wallace Orr, President Fort Lauderdale, Florida Gerry Matthews, Vice Pres. Lutherville, Florida	Miami Beach, Florida John Ryor, President Willard McGuire, Vice Pres.
1977	Hazel Stover, President Orange, California Ken Rosenbaum, Vice Pres. Louisville, Kentucky * How to Work the R.A. Manual was developed * Monitoring of NEA Executive Committee * NCUEA input to NEA Budget Committee through Regional Hearings	Minneapolis, Minnesota John Ryor, President Willard McGuire, Vice Pres.
1978	Hazel Stover, President Orange, California Ken Rosenbaum, Vice Pres. Louisville, Kentucky * 8J UniServ dues made part of NEA dues structure * R.A. Floor Strategy Sheets developed	Dallas, Texas John Ryor, President Willard McGuire, Vice Pres.
1979	Ken Rosenbaum, President Louisville, Kentucky Ada Williams, Vice Pres. Dallas, Texas * UniServ funding increased	Detroit, Michigan John Ryor, President Willard McGuire, Vice Pres.
1980	Ken Rosenbaum, President Louisville, Kentucky Ada Williams, Vice Pres. Dallas, Texas * Regular monitoring of	Los Angeles, California Willard McGuire, President Bernie Freitag, Vice Pres.

	NEA Executive Committee, NEA Board, and NEA Budget Committee * Monitoring of NEA UniServ Committee	
1981	C. Leonard Anderson, President Portland, Oregon Arlene Pavey, Vice President Garden Grove, California * Instituted NCUEA Guide to the R. A. * Regular NCUEA Newsletter reporting actions of the Executive Committee and NEA Board of Directors	Minneapolis, Minnesota Willard McGuire, President Bernie Freitag, Vice Pres.
1982	C. Leonard Anderson, President Portland, Oregon Arlene Pavey, Vice President Garden Grove, California * Organized membership drive * NCUEA Budget put on a strong financial base	Los Angeles, California Willard McGuire, President Bernie Freitag, Vice Pres.
1983	Arlene Pavey, President Garden Grove, California John Kurpjuweit, Vice Pres. Arnold, Maryland * Membership growth * Effective monitoring of NEA Budget	Philadelphia, Pennsylvania Willard McGuire, President Bernie Freitag, Vice Pres.
1984	Arlene Pavey, President Garden Grove, California John Kurpjuweit, Vice Pres. Arnold, Maryland * Urban Grants - IPD * 2% maximum cap on UniServ Reserve Fund	Minneapolis, Minnesota Mary Hatwood Futrell, President Keith Geiger, Vice President Don Cameron, Executive Director
1985	Arlene Pavey, President Garden Grove, California Harold R. Dunn, Vice President Denver, Colorado * Release time for local presidents * Urban Coordinator * Increased UniServ Funding	Washington, D.C. Mary Hatwood Futrell, President Keith Geiger, Vice President