

nea BOARD REPORT

Washington, D.C.

NEA—Great Public Schools for Every Child

September 2011



CALIFORNIA DIRECTORS: H. Doreen McGuire-Grigg (District 1), Claire Merced (District 2), Greg Bonaccorsi (District 3), KC Walsh (District 4), Vacant (District 5), Sonia Martin-Solis (Districts 6/14), Margie Granado (District 7), Darla Bramlette (District 8), Kendall Vaught (District 9), Elizabeth Ahlgren (District 10), Katherine Underwood (District 11), George Sheridan (District 12), Sergio Martinez (District 13), Sue Cirillo (Districts 6/14), Ron Edwards (District 15), Gilda Bloom-Leiva (District 17), Michael Musser (ESP At-Large), Jolene Tripp (ESP At-Large), Gayle Bilek (Alternate), Alexandra Condon (Alternate), Peg Myers (Alternate), and Paula Monroe (Executive Committee Member).

HEADLINE NEWS

The following NEA Constituency groups gave a brief presentation about the work they and their members are involved with. Please visit nea.org to find out more about these organizations.

National Council of Higher Education (NCHE): President Jim Rice

National Council of Urban Education Associations (NCUEA): President Leon Horne

National Council of Education Support Professionals (NCESP): President Laura Montgomery

National Council of State Education Associations (NCSEA): President Mary Lindquist

NEA-Retired Executive Council: President Tom Curran

Advisory Committee of Student Members: Chairperson Tommy Leaders

IMPLEMENTATION OF 2011 NEW BUSINESS ITEMS PRELIMINARY REPORT SEPTEMBER 2011

Due to space limitations, we are publishing only topics of NBI's from the RA. For further information, please contact your NEA Director.

- ESEA Reauthorization and Regulatory Relief
- Save Our Schools March (completed)
- Department of Education Accountability
- Professionalize Substitute Teaching
- Performance Based Teacher Assessment
- Definition of High-Performing
- Workplace Bullying
- Dream Act
- National and Regional Employment Data
- Anti-Bullying Campaign
- AARP Social Security Position
- Private Contracting of Health and Human Service Professionals
- Labor Campaign for Single-Payer Healthcare
- Privatization of the American Public School System
- Identify Potential NEA-Retired Members
- Corporate America's Takeover of the Middle Class
- Privatization
- Celebrate GLBT Contributions
- Anti-Public Education Agenda
- NEA-Retired Member Voting

- Service Delivery Models and Students with Special Needs Survey
- State Reports on Federal Funding Gap for Special Education
- Mental Health Screenings and Resources
- U.S. Constitutional Amendment on Union Rights
- 75th Anniversary of the Future Teachers of America Chapters
- Parent Teacher Home Visit Project
- Non-Classroom Educators Support
- Promoting Public Education
- Unionized Service Providers
- National Board Certification
- Media Campaigns Defending Public Education
- Global Education
- Attacks on Public Education and Public Educators
- Education Union Partnerships
- Limited Health Plans
- Age Discrimination
- Engaging the Minority Community
- World Languages in School Curricula
- Teach for America
- Individuals with Disabilities Education Act Funding
- Minority Community Outreach

CRISIS BRINGS OPPORTUNITY AS WELL AS DANGER

Executive Director, John Stocks, reported on the status of NEA's Strategic Goals and Budget as set by the NEA-RA. While there are additional needs in our Priority Schools Program, academic scores are improving and achievement gaps are closing. The next step is to study the reforms that have been used in the forty highlighted schools in an effort to scale out those successful reforms nationwide. Our focus on strong affiliates turns to use of the Ballot Measure Legislative Crisis Fund for Ohio's November ballot measure to repeal Senate Bill 5, a measure passed last Spring that rolled back collective bargaining rights for state public employees. There are strong indicators that if we can win in OH, we can forestall future attack efforts. While our membership is dropping, the prospects of layoffs mobilize our members and many affiliates are finding increased member engagement. By the end of November we will be able to project our membership for the year and prepare budget cut recommendations in

program and personnel. The expanding use of data and technology is helping us maintain our efforts through decreasing monetary resources.

The need to engage the public on priority educational issues brings us the message guide, "Reframing the Education Debate," with three main topics for use in public dialogue.

LEADING THE PROFESSION: NEA'S NEXT STEPS

NEA Secretary-Treasurer Becky Pringle and Center of Great Public Schools Director Bill Raabe gave a presentation on advocacy areas of immediate need and areas requiring long term commitments from NEA. The mission is: "In partnership with state and local affiliates and members, NEA will be the leading voice and advocate for the quality of the education profession."

Becky reported that there are six areas of focusing to make the mission happen that include partnering with affiliates and members, focusing on NEA's existing work in key areas, implementing RA directives, looking for organizing opportunities, using NEA's message as framework, and prioritizing NEA's work. Becky went on to report on the many existing programs, projects, and activities NEA currently does. However, she reported that we cannot financially afford to continue everything we do and we need to focus the resources of NEA. Some of the areas NEA will be focusing on are the NEA Policy Statement on Teacher Evaluation and Accountability and what the next steps are for the Professional Practices and Standards (PSP) Committee.

Bill reported on the charges and action principles of the Commission on Effective Teachers and Teaching. The charges of the committee include developing a teacher-inspired, student-centered definition of effective teachers and effective teaching, crafting a new vision for the teaching profession, and developing a set of recommendations for the union, education leaders, and policymakers. The recommendations will include ways to strengthen the teaching profession and the roles of teachers in leading and governing their own profession. The commission time lines include a draft report completed by October 15, 2011, the report designed and printed by November 4, 2011, and a tele-townhall preview of the report in early November. The final report is slated to be released to the public in mid-November of 2011. Bill also discussed huge amounts of work NEA will be engaged in regarding the Priority Schools Campaign, the Great Public Schools Indicators Project, and the future work of the NEA Foundation.

The last item Bill discussed was the challenge of creating a focus and direction for NEA. The areas of focus will include implementing the vision, building on what we already know and are doing, learning from our work and that of others, bringing leaders together, using research to guide our message, aligning our current work, focusing the work of the Center for Great Public Schools, and

building on the work around Education Support Professional Quality.

As these projects develop, NEA will share the information and keep members updated.

AMERICAN INDIAN/ALASKA NATIVE OBSERVANCE

The American Indian/Alaska Native Observance at the NEA BOD meeting presented Kevin Gover, the Director of National Museum of the American Indian (NMAI).

Mr. Gover wanted the audience to take a look at debunking the stereotypes of the American Indian. The fact that the American Indian has been and continues to be portrayed unacceptably indicates that there is much education needed to be to make progress in this area. Stereotyping is something very tough to overcome because he feels it is difficult to un-teach what has been taught for so many years. Throughout history Native people have been described and characterized by every group other than the Natives themselves.

Mr. Gover asked the audience to think about what modern culture says about Indians. When looking at sports, mascot images are not the image that Indians would like to be portrayed as. There are many offensive terms are used and thought to be acceptable by modern culture, when in fact, the terms are horribly offensive to the American Indians. He mentioned that Indians often show up as counter culture heroes, or Avatar heroes, these types of heroes are not any more helpful than savage Indian stereotypes. In literature and in visual art many of the myths about the American Indian are perpetuated.

As Director of the NMAI, Mr. Gover is committed to educating visitors to the NMAI so that when remarks are made, or terms are thrown out in conversations, those who have visited the NMAI will know what the Native people were really like and will be able to help debunk the stereotypes through their own knowledge. The NMAI will be replacing all of the plains exhibitions to show a truer story. The goal is to make the NMAI a place where our shared story in America can be found. Gallery names will be changed to have titles that lend themselves toward inclusivity, because the American Indian story is our American story.

NEA BALLOT MEASURE/LEGISLATIVE CRISIS FUND

The fund began the 2010-11 membership year with a carry-over of \$8,056,561. Dues collections for 2010-11 are projected to be \$13,275,000. The total amount available in the 2010-11 membership year for ballot measures and legislative crises is projected to be \$21,331,561. As of August 31, 2011, NEA had approved \$9,435,660 in assistance to 11 state affiliates for ballot measure campaigns, \$10,682,768 in assistance to 23 state affiliates for legislative crises, and \$2,500,000 for national lobby-campaign efforts related to ESEA reauthorization. The NEA Board of Directors allocated \$5,000,000 for the newly approved Affiliate Defense Fund, a designated account

within the Ballot Measure/Legislative Crisis Fund. This account was set up to provide a targeted and collaborative strategy for supporting our affiliates' efforts to defend against unprecedented attacks.

The Fund has earned \$787 in interest, and paid \$1,759 in interest expenses. After disbursements and interest payments, the estimated Fund balance was \$1,212,346, which will carry over to the next membership year. The carryover, along with projected dues collections in 2011-2012 of \$25,375,354 will provide the Ballot Measure/Legislative Crises Fund with an estimated \$26,585,703 in the coming year. Due to the above, the NEA is prepared for the battles before us which includes the battle Ohio is facing now. The NEA Executive Committee and the Board of Directors voted to expend five million dollars from the Ballot Measure Crisis Fund to Ohio to defeat Senate Bill 5, which significantly rolls back collective bargaining rights.

NEA WHISTLEBLOWER AND CONFLICT OF INTEREST POLICY REVIEW

The NEA Board of Directors received information for its annual review on NEA's Whistleblower and Conflict of Interest Policy, which pertains to them in their roles as a "designated NEA official".

The term "NEA official" means an NEA Executive Officer, a member of the Executive Committee, a member of the NEA Board of Directors, a member of an NEA Committee, and any other person designated by NEA governance to represent NEA. The term does not mean an employee of, or consultant retained by, NEA.

NEA officials have a fiduciary obligation to act in the best interests of the NEA. The purpose of this Conflict of Interest Policy for NEA Officials (CI) is to provide guidance to NEA officials in complying with this fiduciary obligation.

The purpose of the WhistleBlower (WI) Policy for NEA Officials informs and provides guidance for NEA officials of their obligation to comply with all relevant legal requirements in carrying out their NEA responsibilities. A failure to meet this obligation—whether intentional or inadvertent—can have adverse consequences for the reputation and operation of NEA. The policy establishes a procedure by means of which any such failure(s) can be brought to the attention of NEA, so that appropriate corrective action can be taken.

Both policies shall become effective on the date it is adopted by the NEA Board of Directors and shall supersede all prior NEA policies dealing with the same subject. The Board of Directors may amend the policies from time to time as it deems appropriate.

EDUCATION INTERNATIONAL

One thousand delegates from over 100 countries attended the 6th World Congress of Education International in Capetown, South Africa, this summer. There were 129 participants from NEA, including 50 official delegates plus observers and accompanying persons.

NEA delegate Tom Nichols describes the importance of our participation: "Those who have been given much have a great responsibility. We met people who might be imprisoned for attending the World Congress when they return to their countries. We met people who might lose their lives for organizing a union."

We signed a letter in support of over 100 South Korean teachers who were arrested for contributing to a political party.

During the Congress we learned that our opponents are pushing five trends around the world – on every continent and on the Pacific Islands – standardization, privatization, casualization, de-professionalization, and elimination.

- They are trying to impose standardized test scores as the measure of public education.
- They are trying to divert public funds to private schools.
- They are trying to "casualize" employment in public schools, turning all of us into temporary employees or contingent faculty.
- Instead of professionals with advanced education, they want to hire hourly workers with scripts and minimal training.
- They want to eliminate education unions as a political force.

The World Congress passed resolutions on The Future of the Teaching Profession, on Teacher Migration and Mobility, on Education Support Employees, and on Recruitment and Organizing union members. The World Congress also adopted a Policy Paper on Building the Future Through Quality Education.

California NEA Directors George Sheridan, Gilda Bloom-Leiva and now retired director Marc Sternberger attended.

REPORT ON LABOR RELATIONS AND THE AMERICAN LABOR MOVEMENT

In 1857, 98 men and 2 women gathered together to create the NEA. The core belief was the power of their collective voices. Through the years, the NEA has been active in a variety of ways: 1857-1892 was a period in which we were involved through our meetings with a convention in 1884 with over 5000 attendees. 1892-1918 was activism through committees. 1918-1979 was a legislative period in which NEA shaped all federal legislation on education matters. There was a US postage stamp issued commemorating NEA's 100 birthday and President Eisenhower even cut our birthday cake. However, educators still toiled under low wages and less than ideal working conditions. At the 1904 NEA convention, Margaret Haley spoke, calling for a union to improve the lives of teachers. In 1935, President Roosevelt signed the National Labor Relations Act which provided for private sector workers but not for those of us in the public sector. It took the end of World War 2 and the Korean War before we began to improve working conditions for teachers. The change came because the GI bill brought a new population of

teachers, more men, more college degrees, and younger and frustrated teachers complaining they had no voice in their profession.

By 1965, school districts were consolidated and we had one-fifth the number of school districts compared with 1940. The baby boom caused a need for more teachers but there were still no teacher unions. 1959 saw the first public employee union in Wisconsin. In 1961, New York City tipped the balance with the UFT calling the first teacher strike. 4500 members went out. The NY mayor cut a deal in order to call off the strike. The deal created a commission to explore public sector unions. In 1965, the first union election for NYC teachers took place with over 75% of the teachers voting 3-1 to support joining the AFT. In the 1960s, NEA established the urban project which developed model state collective bargaining law and established squads to assist with collective bargaining elections. In 1976, NEA also responded to bargaining needs by revamping legal services to support the 1.9 million members.

NEA developed its own lexicon to separate us from the language of the AFL-CIO. The RA also passed a policy to prohibit affiliation by states and locals with the AFL-CIO. In the 1970s, 61% of NEA members would drop membership if our organization affiliated with AFL-CIO. Since 1983, NEA has worked on developing relationships with affiliated organizations. The solidarity partnership agreement we now work under was established in the winter of 2007. We currently have a complex and changing relationship with AFT. Through the years, there have been 4 merger attempts beginning in 1968 and the last one occurred in 1998. After the defeat of 1998's principles of unity, we adopted no raid agreements and an NEA-AFT partnership agreement. At present, there are 4 merged states and 15 merged locals including 662,000 members.

Union solidarity is at an all-time high since last winter's activities. Phase 1 was a \$21 million effort. Phase 2 continues. NEA remains the largest, most powerful labor union in America. We represent 3.2 million members in every community and we have 16,800 locals. NEA must lead the labor movement. The future rests with us.

GLBT OBSERVANCE

On Friday, September 23, 2011, the NEA Board had a GLBT observance. Dennis Van Roekel began the observation stating the NEA continues to fight for GLBT rights because "every student has the right to learn and every educator has the right to work."

The speaker was fourteen-year-old Graeme Taylor, a gay student. Graeme came into the spotlight when he spoke at a school board meeting eloquently defending a teacher who was suspended for chastising a student who made a homophobic remark. His speech was filmed and played on the news. Then it went viral. It generated so much attention that Ellen Degeneres had Graeme appear on her show.

Graeme spoke to the NEA Board stating when educators speak up and defend GLBT students, they make a difference. Educators let students know that there is nothing wrong with being GLBT. When educators step in and stop the bullying, they make a positive impact on GLBT students' lives. Educators set an example. Because of his educators, Graeme has never experienced homophobia at his school.

Graeme asked all educators to take the bully free oath and prevent bullying in schools. If the bullying stops, lives are saved. Graeme Taylor may only be fourteen, but each time he speaks, he makes the world a little better.

APPOINTMENTS TO NEA STANDING AND ADVISORY COMMITTEES

The NEA Board of Directors approved all of President Van Roekel's appointments to the NEA Standing and Advisory Committees.

REPORT OF THE EXECUTIVE COMMITTEE

Executive Committee member Joyce Powell presented a \$5 million dollar request to the Board from the Ohio Education Association (OEA) for assistance from the Legislative Crisis Fund. The Ohio legislature passed and Governor Kasich signed Senate Bill 5 (SB 5), which is an all-out attack on collective bargaining rights. SB 5 would result in public employees forced to pay more in health and pension benefits, drastic changes in conditions of employment, for example, merit pay, prohibition of seniority-based layoffs and the loss of legal right to strike and contract arbitration. If SB5 is enacted it will "silence the voice of OEA members" according to NEA Executive Director John Stocks. Subsequently, OEA and a labor coalition have acted swiftly to force a citizens' veto of SB 5. The vote will be taken on November 8, 2011. The NEA Board of Directors approved the \$5 million request for the Ohio Education Association. For more information, please go to weareohio.com. NEA is requesting that you contact friends and relatives in Ohio to repeal SB 5.

SOCIAL SECURITY REPORT

Social Security Fairness Taskforce met on Wednesday, Sept. 21, 2011. Al Campos brought us the update. HR1332 has 116 Co-Sponsors. Berman introduced it and continues to push its importance to repeal. Feinstein still refuses to move it on from the Senate side. She states it has to be a smaller package and won't go for a full repeal. However, Senator Kerry will take it forward after the "Super Committee" meets in November. We are currently fighting "NO" Mandated Social Security or the Universal Social Security Coverage of State and Local workers. **What impact will mandatory coverage have on existing public retirement plans and public workers?**

- It will cost states, localities and public workers \$53.5 billion in the first five years to buy only a short-term extension of Social Security solvency.

- It will raise the cost of maintaining current benefit levels.
- It will likely result in reduced public plan benefits and limit the ability of employers to replace retiring baby boomers in the workplace.
- It will affect more than newly hired public employees.
- It ignores the diverse work-force requirements of the public sector.
- The current law contains benefit guarantees for public-sector employees.

Universal coverage will require public employers to restructure their retirement plans, divert necessary away from existing retirement plans, raise operational costs and reduce the flexibility that public employers need to design retirement options for their diverse workforce. Moreover, the \$53.5 billion in new costs will compete with the funding of necessary public services and programs.

SECRETARY-TREASURER'S REPORT

The Secretary-Treasurer Becky Pringle stated there were 2,267,385 members: 2,173,210 full-time and 94,175 part-time. This is a decline of 2.2% of FTE. ESP membership totals 498,885; there was a small decline of 0.07% in that membership. These groups were up in membership: retired, students, and higher ed. There will be a full audit to be presented to the NEA Board at the December meeting. The contingency fund had a beginning balance of \$3,000,000 as of September 9, 2011. The Executive Committee approved \$10,000 for the HIN-Disaster Relief Fund. The NEA Board of Directors approved \$90,754 from the 2011 Representative Assembly for New Business Items.

VICE PRESIDENT'S REPORT

Lily emphasized how we need to shift the discussion and attacks on teachers. When we get attacked on "tenure" and why we are keeping "bad" teachers, we need to say, "Don't confuse evaluation systems with a RIF policy. We believe that every child deserves a great teacher and we are working on it." **"Why have politicians cut school budgets so ANY teacher is laid off?"** Our students can't wait until Wall Street repairs itself and the bad economy turns around. Bring the conversation back to the need to pass Obama's Jobs Act. "Schools aren't our favorite charity. They are our most strategic, economic investment."

She was at the White House that morning to be there when Obama announced and outlined the NCLB Waivers. She is member of NCCSEU which is a national coalition of classified unions which works on issues revolving around ESP. Executive Committee member Paula Monroe (CA) is also a member.

Lily was appointed to be a commissioner on the White House Commission on Educational Excellence for Hispanics. She shared statistics on the challenges our Hispanic students face. This commission is charged to find solutions.

She reported on NEA's Task Force on For-Profit Colleges and Universities. NEA Academy is in its infancy (online courses for members). **Should we be working with for-profit universities and if so, to what extent?**

EXECUTIVE DIRECTOR'S REPORT

John Stocks, Executive Director, introduced Jim Testaman, who chaired the Work Group that surveyed and analyzed member and general public surveys. Results form the basis for NEA actions which need to ensure that the public is aware that teachers are deeply committed to the success of every child and NEA's agenda puts students at the center of reform. Teachers are the most trusted group when it comes to improving public schools. Testaman gave the Board recommendations for communicating NEA's positions on education reform. The NEA believes that: 1) *all* (including public officials) must be held accountable for our children's success; 2) we must invest in the classroom priorities that build the foundation for student learning; 3) we must ensure every student has a qualified, caring, committed teacher.

GENERAL COUNSEL REPORT



There have been several legal changes around the country that effect out members. A few states have had changes in collective bargaining laws for public sector employees. Tennessee and Wisconsin are currently going through a repeal process due to recent problems with collective bargaining laws, and there are significant limits to

collective bargaining in Florida, Idaho, Indiana, Ohio, Michigan, and Nevada.

Smith case discusses an employee's first amendment rights to ask for bargaining, but it does not make any reference to an employer having to listen. WEAC (Wisconsin) v. Walker challenge argues that some of the recent changes in the law violates the first amendment and that it was also inequitable in who it affected. There seems to have been a very specific group that was "immune" to the legal restrictions placed on other groups.

Twelve states have significantly altered their Due Process Protections. These alterations vary from eliminating Due Process altogether to linking the rights of Due Process to teacher evaluations. Several of these states have also extended the probationary periods for members gain their permanent status. There are rising significant legal concerns. There are also several cases pending that affect our affiliate's ability to collect their dues through payroll deduction.

The NEA is also challenging several Voucher programs that are popping up in several states across the county. There are also several anti-immigrant laws that are affecting our members. The worst of these laws is in Alabama where school employees are now required to

“report” to the appropriate authorities when they suspect that students or their parents are in the country and working illegally.

SPECIAL PRESENTATION FROM PAT DOLAN

Pat Dolan, noted consultant for school reform and author of *Restructuring Our Schools, A Primer on Systemic Change*, discussed the evolution of the decision-making structure of public education. He believes that the main purpose of unionism is to provide “voice” for members. With the implementation of No Child Left Behind, a very narrow interpretation of academic achievement (with emphasis on only a few academic areas), shifted the focus of public education away from the other traditional areas of development of the child, social justice, and citizen democracy. Now with the development of Common State Standards for all academic areas, the decision-making has again been shifted away from the local and site to the federal and state. With Race to the Top and School Improvement Grants, the power and decisions have been taken away from the local level and shifted to the top, yet teacher evaluations are tied to classroom performance at the site level. This has enormous implications for NEA and all of its affiliates. Dolan warned the Board that education systems are being forced to move entirely too fast to restructure education with little or no resources, and that NEA needs to slow the process down for the sake of the students. He also emphasized that members need to be able to understand and utilize research to aid in the process of school reform.

A Message from Margie

The last NEA Board meeting was packed with much information and many, many reports. Much of the information had to do with the RA NBI’s and where they were in the process. I do have the status of each bulleted item and if you are curious about them, please contact me at msmmeg@aol.com and I will forward you the report.

I hope your year is off to a great start!

Margie Granado
NEA Board, District 7