



Board Report

Washington, D.C.

NEA—Great Public Schools for Every Child

December 2009



CALIFORNIA DIRECTORS: Tamara Conry (District 1), Claire Merced (District 2), Marc Sternberger (District 3), KC Walsh (District 4), Carol Mathews (District 5), Sonia Martin-Solis (District 6), 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 (District 14), Charlie Young (District 15), Carole Bailey (District 16), Gilda Bloom-Leiva (District 17), Theresa Montaño (Higher Ed At-Large), Michael Musser (ESP At-Large), Jolene Tripp (ESP At-Large), Greg Bonaccorsi (Alternate), Alexandra Condon (Alternate), Peg Myers (Alternate), Paula Monroe (Executive Committee Member), Dixie Johansen (non-voting member).

President's Welcome

President van Roekel began the meeting with a moment of silence for the Board members we lost this year and for those Board members who suffered losses in their families.

He then reflected on the huge cuts occurring in higher education, along with tuition increases.

Last year at this time, we were euphoric and looking forward to the inauguration of President Obama. We didn't anticipate how deep this economic crisis is, and the rage in America.

U.S. Education Policy and Practice

The following is a synopsis of the current proposals: ARRA, RTTT, SIG, i3 and TIF grant programs.

ARRA (American Recovery and Reinvestment Act of 2009 enacted February 17, 2009)

- Overall Funding: \$787 billion
- Education Funding (including tax credit bonds): \$130.24 billion
- Four Reform Goals:
 1. Teacher and principal effectiveness and distribution.
 2. Standards and assessments.
 3. Data systems.
 4. Turning around low-performing schools.

RTTT: Selection Criteria

- State Success Factors, 125 pts. (25%)
- Standards and Assessments, 70 pts. (14%)
- Data Systems to Support Instruction, 47 pts. (9%)
- Great Teachers and Leaders, 138 pts. (28%)
- Turning Around Lowest-Achieving Schools, 50 pts. (10%)
- General, 55 pts. (11%)
- Competitive Preference (emphasis on STEM), 15 pts., all or nothing (3%)

RTTT: Union Role in State Success

- State judged by extent to which "participating LEAs" are "strongly committed" to the state's plan reform goals (A)(1)(ii), 45 pts.
- State also judged by extent to which participating LEAs will translate into "broad statewide impact" (A)(1)(iii), 15pts.
- "Participating LEAs" are "LEAs that choose to work with the state to implement all or significant portions of the state's Race to the Top Plan, as specified in each LEA's agreement with the State."
- A "model" LEA Agreement (MOU) includes:

Terms and conditions reflecting strong LEA commitment; scope-of-work descriptions for each LEA; and signatures from "as many as possible" of a) the LEA superintendent, b) the local school board president, and c) the local teachers' union leader ("at least one signature must be from an authorized LEA representative").
- Required Evidence for State Success Factors (A)(1):
 1. # and % of participating LEAs in each specific reform area.
 2. # and % of participating LEAs with each applicable signature (including union leader's signature) on MOU.
 3. Name of each LEA using "standard" MOU terms and conditions.
 4. Name of each LEA participating in each applicable plan criterion.
- State must show statewide capacity to implement, scale up and sustain proposed plans (A)(2), 30 pts.
- This includes: the extent to which the state has a plan to "use support from a broad group of stakeholders to better implement its plans, as evidenced by the strength of the statements or actions of support from... the state's teachers and principals, including the state's teachers' unions or statewide teachers associations; and other critical stakeholders..." (A)(2)(ii), 10 pts.
- Signatures from "as many as possible" of a) LEA superintendent, b) local school board president, c) local teachers' union leader

ARRA: SFSF State applications for Phase II of State Fiscal Stabilization Fund are due on 1/11/10.

ARRA: SIG School Improvement Grants = \$3 Billion in formula grants that must be used to address chronically low-performing schools. Choice of 4 models:

1. Turnarounds: Replace the principal + at least 50% of staff + adopt new or revised instructional strategies.
2. Restarts: Close and reopen under charter management company or educational management company.
3. Closures: Close and transfer students to another school.
4. Transformations: Replaces the school leadership; develops and rewards teacher/leader effectiveness; adopts comprehensive instructional programs; extends time and offers community-oriented services; and provides operating flexibility and intensive support. Applications due 2/8/10:

ARRA: i3

- Invest in Innovation Fund: \$650 Million.
- Eligible Applicants: Individual school districts or groups of school districts.
- Entrepreneurial nonprofits can join with school districts to submit applications.
- Colleges and universities, companies and other stakeholders can be supporters of the projects.

ARRA: TIF

- Teacher Incentive Fund: \$200 Million.
- ED has not released its proposal to implement this ARRA competitive grant program.

NEA Ballot Measure/Legislative Crisis Fund Report

NEA has shown real leadership in the area of ballot measures. To have an idea of this effort we can look at Maine where NEA staff and members led phone banking efforts. It also identified more than 30,000 pro education voters. In the state of Washington, NEA played an important role to expand domestic partnership.

Some 350 initiatives have been filed so far, including one regarding UFOs (in Denver with the purpose of establishing an extraterrestrial affairs commission). On January 26, Oregon will have a special election and will need contributions. In November, California will have over half a dozen measures that are very negative; among these, one prohibiting payroll deductions for campaigns, and another proposing the take-away of the due process for teachers. The NEA has rated legislative crises in all states and compared them to the worst state, California.

The 2000 NEA-RA created the NEA Ballot Measure/Legislative Crisis Fund. The current special dues assessment for the Fund is \$10. An Oversight Committee consisting of the NEA Vice President, the Secretary Treasurer, the Director of Public Relations, the Director of Campaign and Elections, and an NEA non-voting member is responsible for recommending allocations.

The current balance available for ballot measures and legislative crises is \$15,575,133.

Disruptive Innovation Presentation

Scott McLeod, J.D., Ph.D., gave a presentation entitled “Disruptive Innovation.” His primary point is that as technology advances and replaces older technology, the way that people live and work is changed along with it. This ties in with our public school systems in that we are teaching kids to put pen to paper and modern technology has made this form of teaching almost completely irrelevant. For our students to be successful, they are going to have to learn in a technology environment that keeps up with the rapid changes to ensure their education is relevant to help them compete in an ever-changing world. Dr. McLeod left us with the point that “we are preparing kids for yesterday, not for tomorrow.”

Tiered Dues Report

Vice President Lily Eskelsen presented a report from the 2006-07 Advisory Committee on Membership. This committee had the charge to create a new dues structure with tiers (ranges of salaries) and determine the level of dues for each tier. If the proposal is implemented it would apply regardless of membership category or percentage of employment. The dues categories examined were the Active – Teaching Professional and the Active – Education Support Professional.

The report reviewed the history of the NEA dues structure. The current system has been in place since 1995. Background was also given on how the present dues amount is calculated.

The committee looked at a tiered dues proposal that would provide equity based on the ability to pay. The proposal also needed to not cause states and locals to have to collect any new data and the dues structure would have to be revenue neutral. Since the committee found that there was a great deal of difficulty in collecting individual members’ salaries, the committee developed a tiered dues structure using statewide averages. The tiered dues level would be the same for everyone in the state. The NEA board met in discussion groups to review and discuss the proposal. No action was taken at this meeting.

GPO-WEP Presentation to the NEA Board of Directors

The NEA Board was treated to a game of Fact or Crap with hosts, Paula Monroe from the NEA Executive Committee, and Lee Schreiner, Chair of the NEA Social Security Offsets Task Force. This was used as a tool to make sure everyone knows the truth and the myths about the GPO and WEP (Government Pension Offset and Windfall Elimination Provision) and how they affect many people in every state in the nation. One of the Crap answers was for the question how many states are affected by the Offsets? Many people know they affect those in 15 states, California being one, but what they don’t realize is that when someone retires to another state and resides there they will not receive what they paid into Social Security. A Fact was that the GPO-WEP penalizes some public employees by cutting or taking away completely Social Security benefits they or their spouse earned.

NEA is currently conducting a survey of members at <http://www.surveymonkey.com/s/GQ76GHB>

We are asking the local Presidents forward this link on to all of their members. We encourage all of our members to take NEA’s online survey when you receive it. Forward it on only to members of CTA - it is a member and state specific survey.

There are currently over 300 members of the House, and over 30 members of the Senate, signed on to the repeal of the GPO-WEP. The problem lies in getting the Social Security Fairness Act out of committee when it has a multi-billion dollar price tag on it. NEA will be

hosting a meeting of all other education and public service coalition groups affected by the GPO-WEP this spring to work together on this.

What can you do? Write to your member of Congress, Senator, Speaker Nancy Pelosi and/or President Obama telling them your story and urging them to get the repeal out of committee. Please visit www.nea.org/home/16491.htm for more information.

California is well represented on the NEA Social Security Offsets Task Force members with Tamara Conry, Darla Bramlette and Paula Monroe as the NEA Executive Committee Liaison.

Headline News – Reports from NEA’s Departments

NEA’s department managers presented information on what is going on in his/her respective departments. Updates were given by the following department managers (with email addresses): Education Policy and Practice (kbrilliant@nea.org), Education Support Professional Quality (rdove@nea.org), Research (rhenderson@nea.org), Field Operations (cquesada@nea.org), Collective Bargaining and Member Advocacy (braabe@nea.org), Human and Civil Rights (ssimmons@nea.org), and Campaigns and Elections (kwhite@nea.org).

Some of the updates from the Campaigns & Elections Department included information about NEA’s campaign partnership agreements, resource commitments, the “integrated PAC fundraising plan”, improvements in data collection and reporting, and member to member efforts gearing up in anticipation of the 2010 election.

The Public Relations Department highlighted NEA’s involvement in the current health care debate. In NEA Vice President Lily Eskelson’s press conference this week, she expressed NEA’s opposition to the benefit excise tax in the Senate bill, stating, “We should tax millionaires not teachers and bus drivers.” Also featured in this report were the many activities NEA initiated and participated in around country in celebration of American Education Week.

The Constituent Relationships Department noted that NEA Higher Ed membership has grown 6.5% over the past year to over 200,000. It was reported that the NEA Student Program’s new multi-year membership option has been successful and explained the steps ESP Quality is taking to reach the goal of recognizing NEA as “one education workforce”.

Education International (EI)

Education International, which will take place in South Africa in 2011 has a vision for desirable educational developments in four years. EI is questioning, just as NEA is questioning, what actions and conditions are necessary for all of Education to succeed, what can EI do to make Educators successful and what can they do to help every child to a quality education. EI is developing a Comprehensive Education Policy that will be a discussion item at the EI Executive Board meeting in October, 2010. The report will address four components:

- o Vision of desirable developments in education over the next 20 years
- o Actions/Conditions necessary to deliver quality education for all
- o Requirements necessary to be a good teacher/educator
- o Future role of education unions in the development of education policies

The theme for the 2011 World Congress will be determined at the next officers meeting in March – NEA Past President Reg Weaver is an EI Vice President and will attend the meeting.

Organizational Item: Constitutional Amendment 1

A proposed amendment to Article II, section 2(a) of the NEA Constitution dealing with eligibility for NEA membership was submitted to the Committee on Constitution, Bylaws, and Rules at the 2009 Representative Assembly.

The 2010 Representative Assembly will vote on the amendment and will need a 2/3 majority to pass this amendment.

Key issues are: 1) should any non-educational employees be eligible for NEA active membership? 2) If so- which non-education employees should be made eligible?

Currently, there are some state affiliates who include some non-educational members, such as health care workers, in their state and local union, but these individuals are not eligible for NEA membership.

NEA Hispanic Observance

On Saturday, December 12, 2009, the NEA Board was presented with the Hispanic Observance. Hispanic Caucus members sat in a special section next to the stage while caucus chair Gilda Bloom-Leiva introduced the keynote speaker, Ray Suarez.



Ray Suarez, PBS News Hour Senior Correspondent

An award-winning journalist of the PBS NEWSHOUR, Ray Suarez is a Washington-based Senior Correspondent with more than thirty years experience in the news business. Mr. Suarez came to the News Hour from National Public Radio, where you may remember him as the host of the very popular nationwide call-in news program, “Talk of the Nation.”

Along with being a highly respected television journalist, Ray Suarez has published several books and numerous essays. Ray Suarez’s most recent and much acclaimed book, *The Holy Vote: The Politics of Faith in America* was published in 2006. In it, he examined the tightening relationship between religion and politics in America. Ray also wrote, *The Old Neighborhood: What We Lost in the Great Suburban Migration (1966-1999)*. (A social commentary on the causes of destitution in the inner city.) He has

contributed essays to a number of other books, including: *How I Learned English: Las Christmas, and Brooklyn: A State of Mind*. Speaking of Brooklyn, that is where Ray Suarez grew up. The NEA Hispanic Caucus Chair noted that Ray Suarez was educated in public schools, which drew loud applause from the NEA Board of Directors! From K-12 he attended: P.S. 128, P.S. 97, Cavallaro Junior High and John Dewey High School.

Furthermore, all three of Ray's children were educated in the public schools of Washington, D.C. His two oldest now attend Columbia University and the University of Chicago, respectively, and his youngest is a 5th grader at Janney Elementary School here in the District. Ray Suarez earned a B.A. in African History from New York University and an M.A. in the Social Sciences from the University of Chicago, where he studied Urban Affairs.

A brilliant and exemplary journalist, Ray Suarez captivated the NEA Board with his talk entitled, *The Browning of America*. In it, he described the patterns of immigration, which occurred in 1850 versus those of the late 20th century. He carefully documented how the immigrants of 1850 were predominately European white ethnics whereas the immigrants of the late 20th century have been ethnics of color. The aforementioned differences affecting the positive or negative life chances of the immigrant population.

He went on to state that *by 2042, the U.S. would be a country with a 'minority majority,' dramatically changing the way we view the average American*. As a final point, Ray Suarez stated that as our demographics evolve, *so would our schools, commerce, politics and workforce*. Suarez concluded that the *browning of America* is a positive continuation of our vigorous immigrant tradition, signifying how we all have a tremendous investment in this cultural shift.

Report of the Vice President

NEA ACADEMY

Get your district to approve the NEA Academy for continuing education credit.

The NEA Academy <<http://sites.nea.org/academy/index.htmlx>> currently includes 24 high-quality, peer-reviewed courses. The National Staff Development Council has endorsed the NEA Academy as effective online professional development.

The Academy continues to grow. There are courses for teachers of English Language Learners. The course on effective teaching for diverse classrooms has been approved for graduate credit by three NCATE-accredited universities. Ten accredited universities have submitted proposals to NEA for online masters' degrees.

All speakers from NEA's symposium on Response to Intervention are available on video at NEA Academy on Demand, along with transcripts, PowerPoints and additional resources.

BOYS AND GIRLS CLUBS

NEA has established a partnership with the Boys and Girls Clubs. If your local has teamed up with the Boys and Girls Clubs (for example, for after-school or summer programs), please share the information with your NEA director or write leskelson@NEA.org.

ESP – CLASSIFIED COALITION

NEA convened this group to pull together various state organizations working on behalf of education support personnel.

Report of the Secretary Treasurer

There has been a loss of about 17,500 active members (full-time, part-time, and others) of the NEA. ESPs have had a gain in their membership of about 600. We have had a total membership loss of about 36,600 for this year, across all categories. The retirees' membership is currently down about 4,000 members. Higher Ed is up about 2,500 and the student membership is down at the moment, but the numbers for the student membership is down (Students have to sign up each year, and not all students have filled out there memberships).

Our financial state at the NEA is good. The consolidated audit report (NEA, NEA Member Benefits, and NEA Fund) our position is good. Our asset to debt ratio is 3.6: 1. The industry average is about 2: 1, therefore our current position, based on the audit is very good. Becky Pringle indicated that we are not where we would like to be, but we are doing well overall.

NEA has worked with Bank of America in order to help our members keep their rates as they were after Bank of America tried to change their Mortgage Rates from fixed to variable. NEA worked with the executives of the Bank and was able to stop them from changing these agreements (the fine print did allow for this). After working with Bank of America, the bank decided to retract their decision to change those rates for any and all of their customers.

Strategic Planning update – Budget hearings help to convey information to the staff. There have been some very good conversations at two events. NEA has had staff training sessions, cross-departmental teams meetings to determine tactics, lead directors assuring alignment and focus, public hearings for the member who have attended NCSEA and NCUEA budget hearings (and have gone well).

The Budget Committee is meeting in February and a timeline will be available to the Board of Directors at the May Board meeting.

Report of the Executive Committee

The Executive Committee had five items that they presented to the Board of Directors for action. The recommendations are listed below:

- Recommend to the Board of Directors that NEA boycott only the following Columbia Sussex hotels included on the Unite Here boycott list: Hilton Anchorage, Hilton Crystal City-National Airport, and Sheraton Baltimore-City Center. This motion was made because there is a cancellation without penalty clause if there is a labor dispute. NEA can honor Unite Here's boycott of these three hotels because there is a labor dispute there. Any other hotel owned by Columbia Sussex hotels does not have labor disputes at this time; canceling contracts with them would cost NEA huge penalties. This motion was passed unanimously.
- Recommend for the Board of Directors' approval that up to \$500,000 be allocated to NEA Human and Civil Rights to move forward with the necessary foundation work to ensure that the Priority Schools Campaign is ready to support the state affiliates and targeted local affiliates by September 2010. This motion passed 180 – 0 with 6 absent.
- Recommend for the Board of Directors' approval an allocation of up to \$200,000 from the NEA Contingency Fund as an NEA contribution to the Edward M. Kennedy Institute and \$200,000 each year thereafter for the next four years for a total of \$1,000,000. This motion passed 139 – 39 with 8 abstentions and 2 absent.
- Recommend for the Board of Directors' approval an allocation of \$550,000 from the NEA Ballot Measure/ Legislative Crisis Fund to the Oregon Education Association (OEA) for efforts to approve two tax fairness measures on the statewide ballot to maintain tax increases to protect funding for education and other public services. This motion passed.

- Recommend for the Board of Directors' approval that the terms of the AFL-CIO/NEA Labor Solidarity Partnership Agreement be extended through June 30, 2010, during which time the parties will negotiate the terms of a successor agreement. This motion also passed.

Report of the Executive Director

NEA Executive Director, John Wilson, began his report by mentioning that he represented NEA at the Gala Celebration of the 40th Anniversary of the merger of teacher associations in Alabama.

He continued by extolling the virtues of an upcoming national conference in New York that celebrates teaching and learning. It is open to any NEA member who wants to attend. The emphasis is on transformation and the best practices that can be employed to transform school sites and school districts. This effort is part of the NEA Priority Schools Campaign.

Mr. Wilson continued his report by commenting that President Obama and Secretary of Education Arne Duncan do understand the importance of good relationships between management and teacher associations. There has been an emphasis on urban schools, but rural school districts will be coming online soon. The challenge is fostering collaborative relationships in both settings. Mr. Wilson believes that RTTT applications that don't clearly indicate that there is a strong collaborative process in place will not make it through the review process.

President Obama has set aside \$5 billion for School Improvement Grants, which is a far cry from the \$17 million allocated by President Bush during his administration. Most of this money is part of the AARA program.

Mr. Wilson reported to the Board the implementation of NBI 2009-65, which called for submitting a report to the NEA Board of Directors on the plans and timeline to institutionalize the current ELL Project into the NEA structure. His report indicated that the work of Project English Language Learners will be integrated into the NEA Strategic Plan for 2010-13.

Mr. Wilson briefly mentioned that work with Mark Tucker's organization has, for the most part, been sidetracked by RTTT. However, he did comment that there is still collaboration between his organization and NEA on Early College and Teacher-led Schools. Both efforts only proceed with the permission of the state affiliates involved. CTA is not involved in either effort.

Mr. Wilson concluded his report by recognizing the retirement of Carmen Cassada, Director of NEA Field Operations and Director of National Membership Strategy.

Technology Update

Executive Committee member Princess Moss conducted a mini in-service on I Google and its various features including the ability to create one's own homepage in only 30 seconds. There is also You tube capability which many individuals and groups are utilizing for communication to their members or for information. President Van Roxel informed the body that one could even view retiring NEA Legal Counsel Bob Chanin's final farewell to the NEA Representative Assembly in San Diego. Princess also pointed out that Google offers free email service known as Gmail.

The Final Bob Chanin, NEA General Counsel, Report

NEA General Counsel Bob Chanin, made his last report to the NEA Board before his retirement celebration that followed our meeting this time in Washington, DC. Bob discussed two previous cases that he, on behalf of NEA, has been involved with. The first is the Pontiac School District (NEA) versus the Department of Education, a case involving the unfunded mandates of NCLB. The 6th Circuit Court of Appeals in January of 2009, agreed to a re-hearing of the case. In that hearing, the Court ruled in our favor but the decision was then appealed. Bob reported that on October 16th, 2009, the court issued its decision. It was a 93 page decision. In the case there were two issues. The first one was on procedural grounds. In other words, is this case properly before the court? The second one was about the merits of the case itself. The question here is whether or not State and local School Districts are to fund NCLB if Federal money falls short. There were 16 judges on this case. On the issue on the procedural question, 13 of the 16 judges agreed that the case does hold on the procedural question. However, on the merits of the case, it was a split decision of 8 to 8 and in that case, the previous decision is upheld and we lose the case at this level. The NEA Executive Committee has voted to Appeal the case to the Supreme Court at this time. The last case that Bob reported on was the Alabama Education Association (NEA) versus the Department of Education., This case has been a 6 year litigation journey. The case involves the Landrum-Griffith Act. NEA, along with 33 other pure public sector organizations, are seeking to continue a policy that has existed for over 40 years until the last Bush Administration stepped in. The Act would require reporting requirements that would be extremely costly to both NEA and CTA and could limit our political activities if upheld. In February 2009, the Federal Court ruled against us. The case now resides in the Court of Appeals and a decision is pending. However, the Obama Administration Department of Labor has agreed to hold the decision in abatement so that implementation is not going forward. On May 4th, the Department of Labor asked the Court to put the case on hold. On December 7th of 2009, the Department of Labor issued that they will move forward in January, 2010 to revise their interpretation of this Act and it is believed by NEA that it will be in our favor. Let me end this report by thanking Bob Chanin for all of the work he has done on behalf of all of us and NEA over his past 41 years. We had a retirement celebration for Bob at the end of our NEA Board Meeting in which the room we hold our NEA Board Meetings in was re-named, "The Robert H.Chanin Auditorium," in his honor. Bob had a lot of his family in attendance as well as many of his colleagues and friends. The NEA Board wore our Bob Chanin t-shirts in tribute as well. A reception followed the ceremony in the NEA Building after our meeting. The California NEA Directors and CTA Officers were also treated by Bob Chanin when he dropped by our Holiday Dinner while we were in DC this time as well at the urging of our invitation and his good friend Carolyn Doggett. Bob can never be replaced and we will miss him terribly, not only for his brilliant mind but also for his endless sense of humor that he brought to his

legal reports. He was a tireless advocate for us all and we can never thank him enough. Goodbye. Bob, and enjoy your retirement but know you will be missed by all of us!

Strategic Discussion: Tiered Dues, 150 CAP and Constitutional Amendment I

The culmination of the day's discussion on the following issues: Tiered dues, a reapportionment proposal limiting the NEA Board of Directors to 150 and Constitutional Amendment 1 were a series of focus groups composed of members of the NEA board. The tiered dues dialogue centered on the advantages and disadvantages of a proposed dues formula and what the proposed dues formulas, if implemented, would mean to states. The discussion on the 150 limit focused on three scenarios. California directors favored a reapportionment scenario that would yield a decrease in one board member, over time, but would insure greater representation for California. The other proposals would greatly reduce the number of Board seats. The two proposals above will NOT be presented to the Representative Assembly (RA) this year, allowing more time to engage in dialogue with members. Finally, the strategic discussions concentrated on the pros and cons of Constitutional Amendment (CA1), which will be voted upon at the 2010 RA. CA1, also referred to as the Gateway Amendment, would amend the NEA bylaws to permit persons who are Active (or equivalent) members of a state affiliate to be eligible for membership in NEA. In other words, if passed, NEA membership would open to persons "who are engaged in the profession of teaching or in other educational work or members of a state affiliate in the state affiliate's membership category that is equivalent to the Association's Active membership category. All members of the Association [who] shall agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws." The Board members shared opinions on positive or negative impact on our states, short-term and long-term benefits, and what we needed answered before reaching a decision on the proposed amendment.

Reduced Dues Program

In December 2005, the Board of Directors approved an action item, NEA bylaw 2-7(m), directing the Executive Committee to review the Reduced Dues Program annually. The Executive Committee may establish reduced membership dues for persons eligible for Active membership who are included in a group of employees that is attempting to become an affiliate of the Association; for which an affiliate of the Association is attempting to become the recognized organization; for which an affiliate of the Association is the recognized organization, but has not yet negotiated an initial collective bargaining agreement; in which a competing organization is attempting to solicit members by charging a lesser amount of dues; or who are not eligible for membership in a state or local affiliate of the Association. The amount of dues charged to such persons, and the Association services and benefits for which they are eligible, shall be determined by the Executive Committee on a case-by-case basis. The December report consisted of 21 Teacher Associations and 28 Education Support Professional Associations. Total amount of new members at reduced dues is 5699 ESPs and 9434 Teachers.

FROM CAROL AND MICHAEL

CAROL'S QUIPS

Happy New Year to all of you. Michael Musser and I visited our congressional offices in DC in December and we were discussing the excise tax on the Healthcare Bill. Please feel free to contact Michael or me if you have any questions.

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