

NEA RA 2025 REPORT TO SOUTH BAY UNITED TEACHERS

By Temisha Brame Carter, Jacquie Lewis Wang, and Samantha Weiss



[Link to Pictures](#)

Dear Members:

It has been our honor to represent you at this year's NEA Representative Assembly, July 1st through the 7th, in Portland, Oregon. President Becky Pringle delivered powerful remarks to the Assembly of approximately 6000 educators from all across our great nation. You can read her entire speech [here](#). (*You may need to log in with your member ID to access the links in this report.) She reminded us why public education is so central to the current administration's attacks. "Because a public, free, universal education that is grounded in teaching critical thinking is a threat to authoritarianism." And she affirmed the importance of our DEI principles. "Diversity. Equity. Inclusion. Say the words, NEA! Say the words!" And we did. Being in that space together for a week was incredibly uplifting and invigorating. Despite current efforts to dismantle the Department of Education, and despite the rolling back of civil rights protections for so many people in our communities, we were reminded that the work must go on, and we must not give up. We were reminded that educators have faced hard times in the past, and when faced with fascist forces, it is the trade unions, it is the workers, it is we who have ultimately prevailed.

Highlights of our time in Portland include a Human & Civil Rights Awards dinner, California Night at the Portland Zoo, and a Day of Teaching, Learning, and Organizing in which delegates attended wonderful workshops on organizing to build power and to counter authoritarian overreach.

Many New Business Items (NBI) were debated and voted on, including NBI 7 that Samantha Weiss moved forward regarding a Day of Action to raise awareness about the lack of funding for our students with special needs. While the Day of Action was approved, her NBI (which asked for money to help implement the Day of Action) was ultimately defeated, as there were many different ideas vying for the money set aside for NBIs. This year the Executive Committee reorganized how they would conduct our business, by "bucketing" the NBIs into different topic categories. This meant that even ideas that were submitted early on in the process, were sometimes not heard until near the end of the RA.

More than 90 NBIs were debated and voted on. Some of those that successfully passed included NBI 77 whereby NEA will publicize broadly their support for Single Payer Healthcare. We all know how the rising cost of healthcare is affecting our salary schedules. NEA understands the importance of bringing down the costs of healthcare while still committing to affordable healthcare for all. The solution is clear and amplifying that solution so that people can be more informed about it is an important step. NBI 86 also passed, making a virtual toolkit available by January of 2026, to all chapters. This toolkit will help to identify reasons for student absenteeism. NBI 90 will have the NEA prepare language for when we are bargaining and to offer best practices in dealing with the effects of AI. Artificial intelligence has many implications for educators. NEA will study and craft language to address employee protections, ethics, professional development, bias, and data privacy, surrounding AI. NBI 84 asks the NEA to provide members with a “Know Your Rights” guide to recent SCOTUS decisions. Thanks to NBI 12 there will now be a National Black Teacher Appreciation Day on May 7th, in honor of our black teachers and to grow the black teacher pipeline.

One NBI has created nationwide controversy: NBI 39. The issue is a complex one and it asks “that the NEA not use, endorse, or publicize materials from the Anti-Defamation League (ADL) or participate in ADL programs.” It has been referred to the Executive Committee to look into as the Assembly passed it by a narrow margin. A lot of misinformation has been swirling regarding this action. We are including an update and explanation of the issue by President Pringle from July 12 at the end of our report so our members can be fully informed about what truly is happening on this issue.

On the final day of the Representative Assembly, our Chief General Counsel attorney, Alice O’Brien, gave us an overview of over 300 lawsuits that have been filed by NEA in response to the Trump Administration's numerous illegal actions. Members should rest assured that NEA is pushing back hard with litigation against the assault on our most trusted institutions. Thousands of education jobs have been lost, and many more are at risk due to the current administration’s actions. Ironically, many jobs that were lost were in red states where, for example, a grant to fund teachers in hard-to-fill rural school districts was deemed wasteful spending. If you’d like to read about some of the latest legal decisions and how they are likely to impact education, please visit this [link](#).

Should you have any questions about this report or about this year’s NEA Representative Assembly, then please do not hesitate to reach out to one of the 3 of us. Our emails are listed below.

In solidarity,

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Letter From Becky Pringle Regarding NBI 39:

My fellow leaders,

I write to you following our historic and successful Representative Assembly (RA). Historic because we made time and space for both our governing responsibilities as delegates, as well as learning together and building the skills we need to meet this moment when our nation confronts an authoritarian, some would say fascist, Administration. Successful because we demonstrated our commitment to ensuring students of every race, religion, or national origin have safe and welcoming spaces to learn and grow. We remain unequivocally committed to the cause of educating, organizing against, and combating all forms of hate and discrimination, including antisemitism and anti-Palestinian bigotry. These are fundamental principles we will never walk away from.

You may receive questions and comments about the action taken on NBI 39 on July 5th. In a narrow vote of the over 6,000 delegates to the 2025 NEA Representative Assembly, delegates voted to forward to the NEA Executive Committee a recommendation that the NEA not use, endorse, or publicize materials from the Anti-Defamation League (ADL) or participate in ADL programs. As I announced to delegates before the debate on NBI 39 began, a vote to support NBI 39 would result in an automatic referral to the NEA Executive Committee for an impact study and further consideration in accordance with our rules.

As a union and as an organization that stands for social and racial justice, attacks on us are nothing new. As you know, the NEA Representative Assembly is a closed meeting. Despite this, we are aware that member names and other information related to the floor debate on NBI 39 have been publicized online. First and foremost, we want to acknowledge the seriousness of what occurred. The leaking of this information from the RA and placement of it online was a serious breach, not only of the rules of the RA, but also of one of the most fundamental obligations that NEA members owe to one another. As I explained several times from the podium throughout the RA, NEA has a zero-tolerance policy for the doxxing of fellow delegates because of the extreme risk of harm and harassment it creates.

We are making every effort to address the situation. First, we have utilized available tools to report social media posts containing delegates' information. We are also investigating other legal options that may be available to have the offending material removed, although our recourse on that front will likely be limited due to the absence of strong legal protections against doxxing of this nature. Second, we will continue to investigate the leak of this information to determine its source. If we are able to reliably identify the source as an NEA member or Association staff person, we will take appropriate disciplinary measures. Finally, we want to assure you of NEA's commitment to protecting you in the face of this breach. We will share resources with you to help protect your safety online. And NEA will obviously come to your assistance if your employer attempts to take any action against you for your First Amendment-protected advocacy at the RA.

Remember who we are: we are educators who believe in hard and honest conversations that nurture growth and understanding. We pride ourselves on being able to model the type of respectful dialogue and discourse we want to see in the world, in our classrooms, and on our campuses. We will not and cannot shy away from difficult or complex issues that are important to our members, our students, or our schools.

I don't have to tell you, because you already know: NEA unequivocally denounces all forms of hate speech, bigotry, bias, hostility, violence, and prejudice against all groups—whether it is vile words or symbols etched out on a bathroom wall meant to stoke fear; a Nazi victory salute used by a representative of the US federal government; or when our educators and students are vilified for exercising free speech. We will not stand for baseless accusations about our members and their freedom of speech.

Antisemitism has never had a home in our union, and we stand in solidarity with our Jewish members' expression of their faith, identity, and culture. We have a long history of lifting Jewish voices, valuing and respecting Jewish faith and identity, sharing resources that help us remember and teach about the atrocities of the Holocaust, and providing resources educators can use to help identify and denounce antisemitism.

Although NEA currently does not have a partnership with the ADL, the Executive Committee will consider the recommendation from delegates following the process outlined by our governing rules. As such, the NEA Executive Committee will compile needed research, deliberate and formulate a position related to this new business item. In fact, I have already begun outreach to inform that deliberation, by listening and engaging with a wide group of leaders in the Jewish and civil rights communities.

Despite the name-calling and misinformation we see on social media, we will not succumb to that behavior ourselves, for it cheapens and stains the democratic process inside our union and distracts our gaze and effort to fulfill our mission and vision for public education. We are a union of educators, and we firmly believe in free speech, democracy, and the right to organize. Those beliefs are expressed through our core values and are demonstrated by the very existence and execution of the Representative Assembly. Those aren't just words on paper. Our core values represent who we have been, who we are in this moment, and who we will continue to be.

In Unity,
Becky

P.S. You may share the entirety of this email with members, partners, and allies.

Background and Process Required By NEA Standing Rule 6(G)

New Business Item 39 called for the following:

“NEA will not use, endorse, or publicize any materials from the Anti-Defamation League (ADL), such as its curricular materials or its statistics. NEA will not participate in ADL programs or publicize ADL professional development offerings.”

As you recall, this NBI was narrowly approved after a call for division. The Committee on Constitution, Bylaws and Rules determined that the NBI gained the majority support of the delegates. The language of this New Business Item, however, is interpreted as calling for a boycott or sanction of an organization or entity, which means that Standing Rule 6 (G) is applicable:

“G. Boycotts and Sanctions

New business relating to a boycott or sanction shall be referred to the Executive Committee. Prior to further action, NEA shall communicate with the state affiliate and local affiliate in which the affected company headquarters, organization, or governmental entity is located. Affected state affiliates that do not concur with the recommendations of the Executive Committee regarding a boycott will be allowed to file a rebuttal position paper that will be circulated to the Board of Directors together with the report of the Executive Committee. Further, the state president of any affected affiliate will be allowed time to address the Board of Directors before a vote is taken.

The Board of Directors shall act on the report of the Executive Committee or transmit it to the Representative Assembly. In making such a referral, the Representative Assembly may take a position for or against the action proposed in the new business item. The Board shall implement this position unless, after consideration of legal and other relevant factors, it deems by two-thirds (2/3) vote that such implementation would not be in the best interest of the Association. If the Representative Assembly takes a position on the new business item, the Board of Directors shall act on it at its initial meeting of the new fiscal year. Information and rationale regarding the boycott or sanction shall be provided to the affected affiliate(s) prior to public notification.”