Report of NEA-Retired Directors
NEA Board of Directors Meeting
February 10 – 12, 2011
Washington, DC

Thursday, February 10

After attending a legislative briefing, your NEA-Retired Directors headed for Capitol Hill with their active colleagues to lobby their Congressional Delegations on two major topics:

- Assessing teaching effectiveness: The primary responsibility for teacher assessment and evaluation rests at the state and local levels. States and localities should collaboratively develop, with teacher representatives, effective teacher evaluation systems. The focus of such systems should be to improve individual, as well as whole school, teaching practice so that students benefit from the best teaching. Such systems should include evidence of instructional quality, evidence of professional growth, and mutually agreed upon evidence of growth in student learning and competency.
- Funding for education: A strong public education system is critical to the future strength and economic well-being of our nation. Providing mandates without the resources necessary to implement them simply sets up schools and students for failure. Competitive grants, such as Race to the Top, do not provide the necessary funds to all states. Currently, the federal government only funds 16.9% of the promised 40% of the cost of providing services under IDEA, leaving states and local districts to fund a $15.8 billion shortfall. Title I receives about 58% of the authorized level for a funding gap of $10.5 billion.

Friday, February 11

President's Overview

NEA President, Dennis Van Roekel, began the meeting by giving an overview of the two days, why and how the days have been arranged, and the goals for the two-day meeting.

Headline News

Cynthia Swann, Director, NEA Minority Community Outreach, reported that they are creating an MCO network, supporting the Priority Schools Campaign, providing state and local affiliate resources, and broadening ethnic minority community engagement.

Bouy Te, Director, NEA Quality School Programs and Resources, reported that they have developed Keys to Excellence for your Schools (KEYS) which support schools throughout the country, English Language Learners culture and equity programs, and programs and resources to support NEA's Great Public Schools and Priority Schools Campaigns.

Donna Harris-Aikens, Director, NEA Education Policy and Practice, reported that the department has been busy providing policy analysis for state affiliates on vouchers, charter school accountability, and full-day kindergarten as well as many other activities.

Bill Thompson, Director, NEA Financial and Membership Services, works with state and local affiliates to provide membership management services, financial management services, business assistance, and regulatory compliance services.

Phil McLaurin, Director, NEA External Partnerships and Advocacy, reported that his department has been concentrating on ending the dropout epidemic, motivating students through service learning, and supporting NEA's part in the JumpStart Coalition's National Conference for Financial Literacy.

Daaiyah Bilal-Threats, Director, Governance and Policy Support, reported that NEA will be sending 50 delegates and 65 observers to the Education International Convention in Cape Town, South Africa. Governance will be participating in the International Summit on the Teaching Profession in NYC, and in the project for Great Ideas for Great Public Schools. A new online committee nominations process has been developed.

Special Presentation – State of the States

President Van Roekel asked five states to give examples of what is happening across the country in state affiliates.

Ken Swanson, President of IEA, noted that even with a Democratic Governor and legislature in IL, education is still under attack. Last year a two-tiered pension plan was put into place in a matter of hours and the legislature also passed several laws that IEA opposed, so IEA did not support many of the incumbents who had previously been their friends. Consequently, public education now faces many attacks/challenges. Legislation is proposed that would eliminate seniority, tenure, RIF/Recall Rights, collective bargaining and the right to strike. Other attacks include TABOR and pension "reform". In response IEA is proposing their own set of education reforms and working in coalitions with other education groups.

Penni Cyr, NEA Director, and Marty Meyer, Vice President, described what is happening in ID after losing the races for governor and Superintendent of Public Instruction. Proposed legislation would eliminate tenure, gut collective bargaining, provide pay for performance, cut 1000 teaching positions to pay for lap-top computers, and vastly expand virtual learning.

Paul Toner, President of MTA, stated that with a $1.5 billion structural deficit in MA, federal stimulus funds disappearing, and a $1 billion shortfall in the pension system, there is no political or public appetite for raising new revenues without reforms in healthcare spending and government efficiencies. Public sector unions have been faced with enormous pressure to change how they negotiate local healthcare which has resulted in proposed legislation which would put limits on what can be bargained. MEA is heavily involved in RTTT and proposed their own evaluation framework as well as other "reform" items.

Anita Gibson, Alabama EA President, described the process AEA followed in response to the loss of dues deduction . With only 90 days to switch over to a different system, they have been assisted by NEA to develop a face-to-face contact campaign with every member to re-sign them as members. In one week they resigned 40% of their members.

John Stocks, NEA Assistant Executive Director, reported on what has happened in WI after the election of a very anti-union governor and legislature. The governor has introduced a bill that will: eliminate dues deduction, bargaining rights, due process, fair share, and the right to strike; proposes detrimental pension "reform"; and contains many other articles that are geared toward attempting to destroy the WEA.

Organizational Response

John Stocks reported on NEA's response to all of the attacks on public education and its state affiliates. NEA affiliates face aggressive anti-union attacks on collective bargaining, on tenure and fair dismissal, and on our pensions and benefits. We also confront well-funded and bold anti-teacher and anti-public education school activists who advocate vouchers, devalue teaching, and disrespect the importance of the voice of educators in their own professions. All of this is made even more difficult by the severe economic conditions in our states and at the federal level. Goals of the NEA campaign are to:

- Assist states in responding to current significant threats
- Integrate & align resources to build support for public education
- Take the offense by advocating for a positive public agenda that involves NEA led education reforms and school transformation projects like the Priority Schools Campaign
- Elevate & maximize the time and visibility of NEA officers as spokespersons for public education
- Work in partnerships with other groups to accomplish our goals

For more information on what NEA is doing and how you can be involved and help, watch for a follow-up communication.

Priority Schools Campaign

Princess Moss, Len Paolillo, and Greg Johnson, NEA Executive Committee Members, updated the Board on the progress of NEA's Priority Schools Campaign and the positive impact that it is having on selected schools nationwide. It is proof that union-led, collaborative school transformation programs are highly

successful in improving student achievement, morale, and attendance, and having an impact on entire communities.

Member Engagement Through Social Media

President Van Roekel again exhorted all Board members to encourage all members to sign up for www.EducationVotes.NEA.org. On Education Votes, members will be able to see what the hottest issues are nationwide, and what is being done in response. Social media can help us to inform and mobilize our members. NEA maintains a database of member political activists that all state affiliates can access when needed.

Women's History Month Observance

June Zeitlin, women's rights advocate and director of the CEDAW Ratification Campaign, spoke to the Board about CEDAW (Convention on Elimination of All forms of Discrimination Against Women). The landmark international agreement was adopted by the United Nations in 1979. It affirms the principles of fundamental human rights and equality for women around the world. CEDAW has been ratified by 186 out of 193 countries in the world. The United States, Sudan, Somalia, Iran, and three small Pacific Island nations (Naura, Palau, and Tonga) have not ratified CEDAW. The agreement would: reduce sex trafficking and other forms of violence against women; provide access to education and vocational training; end forced marriage and child marriage; help mothers gain access to maternal health care; and ensure women the right to vote, work, and own a business. NEA strongly supports the ratification of CEDAW treaty by the U.S. Senate. It has never been brought to the Senate floor for a vote, and it will take two-thirds of the Senate (67 votes) to ratify. NEA urges members to contact their Senators and voice their support for CEDAW. For more information go to www.CEDAW2011.org.

Standing Rules Reorganization

Bill Bjork, Chairman of the Committee on Constitution Bylaws and Rules, presented a special report on the reorganization and restatement of the Standing Rules. No rules will be changed, simply reorganized to make them more user-friendly and easier to locate. The Board voted to support the changes and submit to the RA for adoption.

UniServe Grants

Mark Shively, NEA Director and Chair of the UniServe Committee, reported that the projected amount for UniServe grants for next year will be $36,858, which is $75 less than this year. There will be no UniServe rebate next year. The final report will be acted on by the Board at the May meeting.

Actions of the Board

Over the course of the two-day meeting, the Board debated and voted to:

- Support adoption of the reorganization of the Standing Rules at the 2011 NEA RA
- Approve appointments of members to the Board Steering Committee and several other committee appointments (Linda Somo represents retirees on the Committee)
- Postpone approval of the proposed changes to the NEA Fund Council Guidelines
- Pass a motion to request a change in the NEA Fund Council Guidelines that would change the Fundraising Advisory Committee from "6 state affiliate presidents" to "6 Fund Council members" to be appointed by the NEA President
- Approve the 2011-2012 dues: $168 active certified (a $2 increase); $96.50 ESP (no increase); no change for student dues; no change for Retired dues which will stay at $200 lifetime and $25 annual, but will probably increase for the 2012-2013 membership year.
- Adopt the Financial & Operational Standards for state affiliates developed in cooperation with NEA and NCSEA
- Adopt a proposed modified structure for the 2010-2012 budget
- Support amendment to CA 1 to delete the words after "at least" and insert "fifty (50)"
- Support CA1 if amended to change "at least fifty (50) to at least seventy-five (75) percent" to "at least fifty (50) percent" classroom teachers on all NEA committees

- Oppose Bylaw 1 which would establish that NEA could not lobby for or against legislation regarding abortion
- Oppose Bylaw 2 which would establish that the specified objectives in achieving association goals be broad, overarching statements of purpose
- Support Standing Rule 1 which would emphasize that adopted new business items texts may be edited to replace K-12 with Pre-K-12 under specific circumstances
- Oppose Standing Rule 2 which would require main motions, modifications, and amendments to be submitted in writing prior to the time the maker is recognized to speak
- Took no position on Standing Rule 4 (which will be renumbered to 3) which would prohibit the distribution of material and information contrary to NEA Resolutions on Curriculum Content in the Annual Meeting exhibit area by NEA affiliates, delegates, and caucuses
- Approve the Executive Committee recommendation to submit a Bylaw amendment to increase the dues for the Ballot Measure/Legislative Crises and Media Campaign Fund amount from $10 - $20 and to have a five-year Sunset Clause for the increase
- Approve the proposed changes to the Campaign and Elections Regulations for NEA Officers
- Approve the recommendation of the Executive Officer Compensation Review Committee to freeze the Executive Officers' salary and the Executive Committee stipends for the 2011-2012 fiscal year
- Approve the recommendations of the Annual Meeting Review Committee regarding all New Business Items involving the Annual Meeting that were passed at the 2010 RA

Read Across America

Penni Cyr, NEA Director, and Greg Johnson, Executive Board, reported on the year-around activities of Read Across America. NEA now has a registered trademark for Read Across America, which cannot be used without giving credit to NEA. RAA has a FaceBook site, still has calendars available, and will have their kick-off event on March 2nd that will include Sect. of Education Arne Duncan, Pres. Van Roekel, and possibly First Lady Michelle Obama. NEA will again promote Earth Day with the "Lorax" program. Go to www.nea.org/ReadAcross for more information and to sign your pledge.

Commission on Effective Schools and Effective Teaching

Joyce Powell, Executive Committee member and Commission Chair, gave the Board an update on the progress of the Commission and its efforts to identify, study and promote union-led, teacher-led reforms that are being successful in advancing quality public education.

NEA Anti-Bullying Campaign

Rocio Inclan, Director of NEA Human & Civil Rights, reported on the development of resources and training for members to help them create safe school environments for all students. NEA will launch an anti-bullying campaign called "Bully Free, It Starts With Me". The mission of the campaign is to identify and support caring adults in schools and communities who will listen and act in the interest of bullied students. This will predominantly be an online campaign. Go to www.nea.org/bullyfree for more information.

Saturday, February 12

Report of Secretary Treasurer

Becky Pringle, NEA Secretary Treasurer, reported that total membership is down by 46,363 from last year at this time. However, Retired membership gained 7369, with Student and Higher Education membership also showing increases. Total membership is still almost 3.2 million, with Retired comprising 10% of that total. The financial picture is still solid with net assets of over $65 million and sufficient funds to meet all budgeted items. The contingency fund has a balance of over $1.9 million and there have been no recent deductions. Because of membership losses and a smaller dues increase than was anticipated last year (at the beginning of the two-year budget cycle), NEA is now expecting a budget shortfall of approximately $14 million in the second year of this two-year budget. A revised 2010-2012 budget, based on the modified structure adopted by

the Board at this meeting, will be presented to the Board at the May meeting. Additionally, the Board will begin to discuss a proposed 2012-2014 budget.

Report of the Committee on Constitution, Bylaws and Rules

Bill Bjork, Chair of the CCBR, presented the proposed changes to the NEA Campaign and Election Guidelines. Because of new rulings from the federal Department of Labor easing prior restrictions, the CCBR recommended amendments to the guidelines that remove current restrictions that prohibit the use of subjective statements on campaign materials. Currently, campaign materials are restricted to only objective statements. The Board voted to approve the revisions.

Black History Month Observance

Baruti Kafele, nationally recognized teacher, administrator, and education innovator, was the keynote speaker. Coming from a family of teachers, he started out in the corporate world, but found his way to education as a calling. He spoke about transforming thinking and attitudes of young Black students to foster a confidence that they can achieve their goals by teaching them about the heroes who came before them and persevered against all odds.

Several recent studies report that Black youth are struggling along all points of the academic continuum. Forty-two percent of Black students attend schools that are under-resourced and performing poorly. Black boys are three times more likely to be suspended or expelled from school than their White peers. Black and Hispanic males constitute almost 80% of youth in special education programs. Less than half of Black male students graduate from high school on time, although many eventually complete a GED. In 2008, 4.6 million Black males had attended college, but only half graduated. Nationally, only 11% of Black males complete a bachelor's degree.

Report of the Vice President

Lily Eskelsen, Vice President, reported on efforts to present a Regional Resolution on Haiti at the Education International Congress this summer in Cape Town, South Africa. The resolution would create ways to meet the educational needs of students. She detailed the work of the NEA For-Profit Task Force for the Online Academy, which continues to investigate ways to benefit our members through the Online Academy.

Executive Director Report

John Wilson, Executive Director, reported that President Obama's budget proposal will include an increase for IDEA, an increase for Title 1, and a move away from state-based and toward individual districts for Race to the Top funds. The NEA Foundation has voted to endow $2.5 million for preserving NEA Archives at George Washington University. This year marks the 45th anniversary of the ratification of the 26th Amendment, which gave eighteen-year-olds the right to vote. NEA was instrumental in the passage of this amendment. NEA will be celebrating with "Rock the Vote" activities geared toward voter education and registration.

Report of the General Counsel

Alice **O'Brien**, General Counsel, reported that: 1) the Ninth Circuit affirmed the district court's dismissal of the class action lawsuit *Daniels-Hall v. NEA,* which sought to proceed with breach of fiduciary and alleged ERISA violations against NEA, NEA Member Benefits Corp., Nationwide Life Insurance, and Security Benefit Life Insurance Co.; 2) NEA drafted a section of joint NEA/AFT/NYSUT Amicus Brief in support of UFT's lawsuit to prevent the disclosure of value added estimates for thousands of New York City teachers to the New York media; 3) NEA continued to monitor legal developments surrounding Arizona's controversial new law aimed at ethnic studies courses; 4) NEA assisted the Alabama Education Association with legal analysis regarding S.B. 2, both during the legislative process and after the legislation passed, conducted extensive legal and legislative research, provided significant written guidance to AEA regarding potential claims and litigation issues, worked with AEA to develop an overall legal strategy, and is currently helping AEA to develop a federal court challenge to the payroll deduction ban; 5) NEA provided all state affiliates with significant guidance regarding the legal framework that governs the provision of payroll deductions for dues payment and PAC contributions, as well as suggested legal and legislative strategies to defeat attempts to eliminate payroll

deduction arrangements; 6) NEA provided analysis of a bill imposing severe restrictions on political activity of unions in AZ; 7) NEA provided advice and assistance to attorneys in 23 states on a wide range of legal issues; and numerous other activities.

Report compiled by Linda Somo

Respectfully submitted by your NEA Directors:

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Important Reminders

Register for NEA Retired East or West Regional Conferences at www.nea.org/retired and click on the appropriate link

East Regional Conference: March 25-27, 2011
Omni William Penn Hotel, Pittsburgh, PA

West Regional Conference: April 9-11, 2011
Hyatt Regency-Tamaya Resort & Spa, Santa Ana Pueblo, NM (Albuquerque)

NEA Retired Grant applications due by February 15, 2011
NEA Retired Grant Progress Reports due by February 15, 2011

NEA Retired award nominations due by April 15, 2011

Sign up as an education advocate at www.EducationVotes.NEA.org

The NEA Toolkit for protecting pensions is now available through the NEA.org website. Use the search window at the top of the NEA.org website to locate "Retirement Protection".