

EEOC/CRD Employment Discrimination Charge on Behalf of The Louis D. Brandeis Center
Coalition to Combat Anti-Semitism, Inc.

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National labor union with more than 3 million members

Statutes, Bases & Issues:

1. Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*: Jewish Shared Ancestry, Israeli National Origin, Jewish Religion, Hostile Environment for Jewish and Israeli Members of Respondent. July 3, 2025 – Ongoing.

2. D.C. Human Rights Act of 1977, D.C. Code § 2–1402.11: Jewish Shared Ancestry, Israeli National Origin, Jewish Religion, Hostile Environment for Jewish and Israeli Members of Respondent. July 3, 2025 – Ongoing.

Additional Information:

Are there others, in addition to your client, who have been harmed by the acts or omissions described in this charge? Yes.

The Louis D. Brandeis Center Coalition to Combat Anti-Semitism, Inc. (the “Coalition”) is a 501(c)(3) nonprofit voluntary membership organization dedicated to supporting the Jewish people in the ongoing struggle to combat and eliminate anti-Semitism, in all its forms, throughout the United States. It defends the rights of the Jewish people against unlawful discrimination on the basis of religion, and on the basis of the Jewish people’s shared ancestry and identity rooted in their indigenous connection to the land of Israel.

The Coalition files this charge on behalf of the Coalition and Coalition members who are members or former members of the National Education Association (“NEA”) and have been harmed by the NEA’s discrimination against Jewish members and its toleration and promotion of a hostile environment for Jewish members.

The NEA’s discrimination against its Jewish and Israeli members, and the hostile environment for Jewish and Israeli NEA members, has limited and impaired the opportunities for Jewish and Israeli members to fully and equally participate in NEA affairs and policymaking and has resulted in a hostile work environment for these NEA members based on their religion, shared ancestry, and national origin.

In addition to Coalition members, other NEA members have been harmed as a result of the NEA’s discrimination, its toleration and promotion of a hostile environment, and its causing and attempts to cause its state and local affiliates and employers to discriminate against Jewish NEA members. Members have been harmed by the NEA’s promotion of a hateful and biased environment; the proliferation of inaccurate, offensive, and anti-Semitic materials and attempts at ideological indoctrination; and the NEA’s causing and attempts to cause state and local affiliates and employers to discriminate against Jewish NEA members.

Moreover, NEA members of the Coalition have been harmed by the denial of equal access to NEA participation, mentorship, training, and leadership based on unlawful racial and ethnic classifications and preferences.

Do the acts or omissions described in this charge involve a policy? Yes.

Racial and ethnic classifications and preferences are embedded in the NEA's governing documents, including in its Bylaws, Constitution, and Standing Rules. (See "NEA Constitution, Bylaws, & Standing Rules," *NEA*, <https://www.nea.org/about-nea/governance-policies/nea-constitution-bylaws-standing-rules>; Exhibit A (2025-26 NEA Bylaws); Exhibit B (2025-26 NEA Constitution); Exhibit C (2025-26 NEA Standing Rules)).

NEA's written policies require racial and ethnic quotas and preferences at all levels of leadership and representation in the NEA, as well as in its state and local affiliates.

The NEA uses the U.S. Census minority classifications to determine the percentage and numerical goals for each "minority" group and offers benefits and opportunities to its members based on these classifications. The preferred minority groups are American Indian and Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian and Other Pacific Islander, Middle Eastern or North African, and Multiracial. The NEA classifies anyone, including its Jewish members, who do not qualify as minorities as "White (not Hispanic origin)" and denies them opportunities available to members who qualify as minorities. (See Exhibit D ("Overview: NEA Bylaw 3-1(g) Policy and Delegate Representation, NEA Representative Assembly")).

Examples of the NEA's discriminatory policies:

NEA Bylaws:

- NEA Bylaw 3-1(g): Representation at the annual Representative Assembly ("RA") must match the ethnic-minority makeup of each state according to the U.S. Census minority classifications.
- Bylaw 5-7: The NEA Board must provide for ethnic-minority representation on all NEA committees.
- Bylaw 7.1: Two out of nine NEA Review Board members must qualify as minorities based on the U.S. Census definition.
- Bylaw 8-7: The one-person-one-vote principle applies to governance, **except** that local union affiliates must take steps to achieve ethnic-minority representation in their governing bodies which is proportionate to the affiliate's ethnic-minority membership.
- Bylaw 8-11: The one-person-one-vote principle applies to governance, **except** that State affiliates must take steps to achieve ethnic-minority representation in their governing bodies which is proportionate to the affiliate's ethnic-minority membership.
- Bylaw 10-5: The NEA must fill vacancies in its staff with ethnic-minorities so that the ratio of ethnic-minorities "at all levels of service" matches the U.S. ethnic-minority population.

- Bylaw 11-7: The Committee on Program and Budget must meet a strict 20% quota for ethnic-minorities. The Board may elect additional members to achieve its minority representation goals if necessary.

NEA Constitution:

- Article II of the NEA's Constitution: NEA affiliates must take steps to achieve ethnic-minority representation on elective and appointive bodies at least proportionate to the ethnic-minority membership of the affiliate.
- Article III (2)(d): The NEA will seek ethnic-minority representation in the RA.
- Article III (6): Each NEA Committee will have a minimum of twenty (20) percent ethnic-minority representation.
- Article IV (4): If a member from a specific ethnic-minority group has not served as President after 11 years, the NEA must take steps to elect a member from an ethnic-minority group.
- Article V (1): Ethnic-minorities must make up at least 20% of the Board. Additional directors may be added to ensure ethnic-minority representation. If the first three directors from a specific state do not include at least one ethnic-minority, the state will elect a fourth director from an ethnic-minority group. Board candidates will be nominated by members of the Board and ethnic-minority caucus chairpersons. Eligible ethnic-minority candidates serve on the Board until the next annual election.
- Article VI (1): Ethnic-minorities must make up at least 20% of the Executive Committee. The Representative Assembly will elect additional members to assure ethnic-minority representation.
- Article VIII (2): Affiliates must take reasonable steps to achieve proportionate ethnic-minority representation on all elected and appointed bodies.

NEA's Standing Rules:

- Rule 7: The NEA's voting procedures are designed to guarantee a specific percentage or number of ethnic-minority delegates at the RA, on the Board of Directors, and on NEA committees.
- Rule 7 (g): The number of positions voted on will be the number required to assure a minimum of 20% ethnic-minority representation on the Board of Directors.
- Rule 7 (2): Voting procedures are in place to ensure 20% ethnic-minority representation on the Executive Committee.

- Rule 7 (3): If the first three members of the Resolution Committee do not include at least one ethnic-minority, a fourth member from an ethnic-minority group will be appointed to ensure 20% ethnic-minority representation.

The NEA systematically discriminates against its members through racial and ethnic quotas, preferences, and set-asides that are facially discriminatory. Jewish members and other NEA members who do not fall within one of the NEA’s preferred racial or ethnic groups and are considered “White,” including Jewish NEA members, have been harmed and continue to be harmed and are denied equal access to opportunities and excluded from full participation in NEA governance. (“What You Should Know About DEI-Related Discrimination at Work,” *U.S. Equal Employment Opportunity Commission*, <https://www.eeoc.gov/wysk/what-you-should-know-about-dei-related-discrimination-work>).

Is this charge related to another inquiry/charge? No.

1. *Is your client party to a lawsuit addressing the acts and omissions described in this charge?* No.
2. *Are you requesting that the EEOC immediately issue a notice of right to sue without taking any further action?* No.

Particulars:

The Parties

The Louis D. Brandeis Center Coalition to Combat Anti-Semitism, Inc.

Charging Party The Louis D. Brandeis Center Coalition to Combat Anti-Semitism, Inc. (the “Coalition”), for the benefit of its members who are members or former members of the National Education Association (“NEA”) and for all other similarly-situated Jewish NEA members, by and through the Coalition’s attorneys, The Louis D. Brandeis Center for Human Rights Under Law, charges that Respondent NEA has and continues to discriminate against Jewish NEA members on the basis of shared ancestry and religion in violation of the protections and rights guaranteed under Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e-2 *et seq.*, and the D.C. Human Rights Act of 1977, D.C. Code § 2–1402.11, and alleges as follows:

The Coalition is a 501(c)(3) nonprofit voluntary membership organization which is organized under Virginia law and has its principal office in Washington, D.C. The Coalition is dedicated to supporting the Jewish people in the ongoing struggle to combat and eliminate anti-Semitism, in all its forms, throughout the United States. It defends the rights of the Jewish people

against unlawful discrimination on the basis of religion and on the basis of the Jewish people's shared ancestry and identity rooted in their indigenous connection to the land of Israel.

The Coalition asserts this charge on behalf of its Jewish members who are current and former members of the NEA and all current and former NEA members who have been harmed by the NEA's discrimination on the basis of their Jewish ethnicity, shared ancestry, and religion. The Coalition is filing this charge for the benefit of those Coalition members in order to protect the identities of those members due to their reasonable fear of retribution and recrimination.

The Coalition members include the following:

- a. Coalition Member 1 is a social science teacher in a Southern California public school and is a member of the NEA. Coalition Member 1 was a member-delegate at the 2025 RA in Portland, Oregon. Coalition Member 1 is Jewish.
- b. Coalition Member 2 is a teacher in a public middle school in Massachusetts and was a member of the NEA until 2025 when she resigned due to anti-Semitism. Coalition Member 2 was a member-delegate at the 2023 RA in Orlando, Florida. Coalition Member 2 is Jewish.
- c. Coalition Member 3 is a Jewish member of the NEA.
- d. Coalition Member 4 is a math teacher in a public school in Oregon and is a member of the NEA. Coalition Member 4 attended the 2025 RA in Portland, Oregon, as a volunteer. Coalition Member 4 is Jewish and of Israeli national origin.

The National Education Association (NEA)

Respondent NEA is a national labor organization chartered by the United States Congress and headquartered in Washington, D.C. According to the NEA's website, it is "the nation's largest labor union" with approximately three million members.

The NEA is an umbrella organization with affiliate state unions in every state in the United States and affiliate local union bargaining groups in over 14,000 local communities in the United States. NEA membership is intertwined with state and local union representation. When a local teachers union is affiliated with the NEA, an educator joining the local union automatically becomes a member of the state affiliate and the NEA. Through this structure, the NEA plays a central role in shaping the terms and conditions of educators' employment across the country.

The NEA Unlawfully Uses Racial and Ethnic Quotas to Deny Members Equal Opportunities and Benefits.

The NEA's governing documents, including its Bylaws, Constitution, and Standing Rules, impose racial and ethnic preferences in all areas of leadership and representation. As described

more fully above, discrimination is embedded in the following provisions of the NEA's governing documents:

- NEA Bylaws requiring racial and ethnic quotas and preferences include Bylaws 3-1(g); 3-13; 5-7; 7-1; 8-7; 8-11; 10-5; and 11-7. (*See Exhibit A*).
- Provisions of the NEA's Constitution requiring racial and ethnic quotas and preferences include Article II, Section 2(d); Article III, Section 6; Article IV, Section 4; Article V, Sections 1(b) and (c); Article VI, Section 1(c); and Article VIII, Section 2. (*See Exhibit B*).
- NEA's Standing Rules requiring racial and ethnic quotas and preferences include Rule 7, Section B(2); Rule 7, Section B(8); Rule 11, Section B(5); Rule 11, Section B(6); and Rule 11, Section B(7). (*See Exhibit C*).

The NEA implements these provisions by setting numerical and percentage targets for the racial and ethnic composition of leadership and representative bodies and requiring state and local affiliates to adopt similar measures, using classifications derived from the U.S. Census Bureau. These classifications include American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Middle Eastern or North African (MENA), and Multiracial. The NEA categorizes individuals not included in these groups as "White (not Hispanic origin)," including many Jewish members. (*See Exhibit D*).

Through these policies, the NEA intentionally uses race and ethnicity as determinative factors in allocating positions, opportunities, and benefits, thereby denying members equal terms, conditions, and privileges of membership because of race, ethnicity, and shared ancestry.

As a direct and proximate result, NEA members have been excluded from or denied equal access to leadership positions, delegate roles, committee appointments, mentorship opportunities, leadership training, and other material benefits of membership based on their racial and ethnic identities. These actions constitute disparate treatment on the basis of race, ethnicity, and shared ancestry. The NEA's exclusion of Jewish educators classified as "White" because they do not fall into one of the U.S. Census minority categories has enabled anti-Semitic ideology to take root and grow in teachers' unions nationwide.

The NEA's use of race- and ethnicity-based quotas and preferences is not job-related, is not consistent with business necessity, and is not narrowly tailored to any lawful objective, and therefore violates Title VII and applicable anti-discrimination laws.

State Delegations Must Meet the NEA's Ethnic and Minority Targets in Order to Avoid Severe Penalties.

NEA Bylaw 3-1(g) states, "it is the policy of the Association to achieve ethnic-minority delegate representation at least equal to the proportion of identified ethnic-minority populations within the state." (Exhibit A, pp. 10-11). The Bylaw requires state delegations to the RA to meet the ethnic-minority numerical targets tied to the U.S. Census classifications.

The NEA enforces Bylaw 3-1(g) by imposing significant penalties on state affiliates that do not comply, including censure, suspension, or expulsion. A state affiliate's delegates may also lose the right to participate in the RA, or their participation may be limited if ethnic-minority requirements are not met. It is therefore a priority for state affiliates to take all necessary steps to meet their ethnic-minority targets. The measures taken by state affiliates are outlined in each state's annual 3-1(g) plan. For example, the California Teachers Association ("CTA") plan, which refers to Black, Indigenous, and People of Color as "BIPOC" rather than ethnic-minorities, includes re-assigning BIPOC delegate seats, supporting BIPOC-based scholarship programs, providing leadership training for BIPOC members, appointing state affiliate members with BIPOC status to NEA conferences and trainings, and including BIPOC members on all appointed committees. (*See Exhibit E (2024-2025 CTA Elections Manual)* at pp. 3, 4, 22, 31, 34, 36; *see also Exhibit F (2023-24 California Teachers Association 3-1(g) Report & Plan)* at pp. 1-17).

The CTA also "promote(s) participation of BIPOC members and leaders for state and local delegates at the NEA Representative Assembly," "submit(s) nominations for the CTA Human Rights and NEA Human and Civil Rights Awards," and "provide(s) incentive grants for members who are BIPOC to attend all CTA conferences." (Exhibit F, pp. 5, 7). The CTA's Diversity Panel, which is made up of minorities using the U.S. Census classifications, monitors membership participation and employment practices for BIPOC representation. *Id.* at p. 2. The NEA's Ethnic-minority Affairs Committee is responsible for reviewing state affiliate plans for reaching minority target numbers under Bylaw 3-1(g). Jewish educators who do not fall within one of the U.S. Census minority classifications cannot be members of this committee. The CTA is just one example of a state affiliate's discrimination; all state affiliates are required to meet the NEA's racial and ethnic targets. (Exhibit A, pp. 10-11).

Local Affiliates Must Also Use Unlawful Racial and Ethnic Preferences to Avoid the NEA's Severe Penalties.

Bylaw 3-1(g) also requires local affiliates' compliance. Failure to comply is "grounds for censure, suspension, or expulsion," and "the right of [the local affiliate's] delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited." The discriminatory classifications are therefore adopted at the local level, where local affiliates must take measures to intentionally increase minority representation, participation, and leadership to allow the state affiliates to achieve their 3-1(g) goals. (Exhibit A, pp. 10-11).

Jewish educators, largely classified as "White" by the NEA and its affiliates, are denied leadership and participation opportunities within the NEA as well as in their state and local unions and places of employment. By using race and ethnicity as determinative criteria for participation in representation and leadership, the NEA denies Jewish members equal terms, conditions, and privileges of membership in violation of Title VII. (*See Exhibit D*).

The NEA's erasure of Jewish participation and identity through racial classification contributes to hostility against Jews in the NEA, in its state and local affiliates, and in public schools. The erasure of Jewish participation and identity through racial classifications also contributes to false narratives and anti-Semitic tropes in the public education system. This is particularly harmful when anti-Semitism in schools has reached an all-time high.

The NEA's policies mandating racial and ethnic preferences exclude Jewish members and create a hostile environment for Jewish members who attend the Representative Assembly.

Bylaw 3-1(g) requires state delegations to the annual Representative Assembly ("RA") to meet numerical goals reflecting ethnic-minority participation equal to each State's ethnic-minority population.

The NEA's RA is the union's principal governing body. (See "RA at a Glance," *NEA*, <https://www.nea.org/professional-excellence/conferences-events/annual-meeting-and-representative-assembly/about-ra/ra-at-a-glance>). The RA functions as a nationwide forum for union governance and decision-making and enables member-delegates to participate in NEA governance by, among other things, speaking on important issues at a national level, debating issues of significant union and employment matters, and voting on NEA policy and governance initiatives. The RA votes on the NEA's strategic plans and budget and elects the executive officers, Executive Committee members, and at-large members of the NEA Board of Directors. The RA convenes during the last four days of the Annual Meeting. Approximately 7,000 member-delegates to the RA are selected by state and local affiliates and are recognized to participate, speak, and vote on matters that directly affect collective bargaining priorities, workplace protections, and union policy nationwide.

Participation in the RA is not merely expressive or symbolic; it enhances union representation both for the delegates themselves and for the educators they represent in their home jurisdictions, directly impacting the conditions and benefits of their employment. Jewish educators have been and continue to be harmed by the NEA's unlawful use of racial and ethnic preferences and by the unchecked harassment and intimidation which routinely take place at the RA. Participation in the RA is a significant privilege of union membership. It provides delegates with enhanced opportunities for representation, professional advancement, and influence over policies affecting their employment and the employment of those they represent.

The NEA's use of ethnic-minority quotas and preferences, including those governing RA participation, has created and contributed to a hostile environment for Jewish members who attend the RA.

Jewish educators at the 2025 RA were subjected to discrimination, harassment, and intimidation based on their religion, shared ancestry, and ethnicity, which was sufficiently severe or pervasive to alter the terms, conditions, and privileges of membership and to create an

objectively and subjectively hostile environment. The NEA knew or should have known of this conduct and failed to take any action to protect its Jewish members. Harm to Jewish members includes the loss of equal access to leadership and representation opportunities, diminished professional advancement, emotional distress, reputational harm, and losses. These harms extend to members' participation within their state and local affiliates and impact the terms, conditions, and privileges of their employment.

The NEA's Hostility to Jewish Members Promotes Hostility Towards Jews by the State and Local Affiliates Which Impacts the Employment of Jewish Educators.

There is a record of severe and pervasive harassment that materially altered the terms and conditions under which Jewish and Israeli educators participate in union governance, provide effective representation to state and local members, and access the protections of their labor organization.

The NEA's racial classifications and numerical goals have harmed and continue to harm its Jewish members. The NEA's discriminatory classifications cause state and local affiliates, as well as members' employers, to discriminate against Jewish members. The NEA's discrimination against Jewish members, and its tolerance and promotion of an environment that is hostile to Jewish members, sends a clear message to its state and local affiliates that they may, and in some cases must, similarly discriminate against Jewish members and tolerate environments hostile to Jewish members. Because of the NEA's influence over its state and local affiliates, the NEA's discrimination against Jewish members adversely affects the terms, conditions, and benefits of their employment.

As a result of the NEA's actions, Jewish and Israeli members have been, and continue to be, denied their rights to participate in NEA labor organization activities and, as a result, suffer financial losses, emotional distress, and other injuries in violation of their rights. (*See* 42 U.S.C. § 2000e).

Efforts to End the Discriminatory Practices Have Been Unsuccessful.

The Jewish Affairs Caucus has made efforts to address the discriminatory racial and ethnic classifications through internal NEA mechanisms, including the submission of an NBI and proposed bylaw amendments, but those efforts have been unsuccessful. The NEA Board rejected a proposal in October 2025 which would have required the NEA to recognize Jewish ethnicity, not for use in quotas and numerical goals, but for purposes of recognizing Jewish ethnicity in the collection of demographic information (NBI 28). (*See* Exhibit G (*RA Today: The Official Newspaper of the 2025 NEA representative Assembly*) at p. 20 ("New Business Item 28")). As a result of the unlawful classifications that exclude Jewish educators and erase Jewish identity, and because of the adverse impact on Jewish educators' employment, Jewish NEA members have reduced their participation in union activities or left the profession altogether. For example,

Coalition Member 2 withdrew from the NEA and resigned from her teacher position due to anti-Semitism.

Title VII prohibits unions from discriminating or classifying members based on race and from causing employers to discriminate based on race, and it protects Jewish educators from discrimination based on their actual or perceived shared ancestry or ethnic characteristics. The NEA continues to segregate, classify, and discriminate against its members, including its Jewish members, on the basis of these protected characteristics.

Members of the NEA Experienced Severe Harassment and Intimidation at the 2025 RA Due to Their Jewish Identity.

On or before the commencement of the 2025 RA, NEA leadership announced that abusive behavior would not be tolerated during the RA, but that prohibition was not enforced with respect to conduct directed at Jewish member-delegates. During the July 3–6, 2025 RA in Portland, Oregon, the NEA discriminated against Jewish members based on shared ancestry and religion, tolerated and promoted a hostile environment, and permitted Jewish member-delegates to be openly harassed by fellow delegates.

The 2025 RA took place in the shadow of several highly publicized anti-Semitic terrorist attacks, murders, and other violence, including: (i) four weeks after a terrorist attack involving a firebomb at a peaceful march in Boulder, Colorado, in support of hostages held by Hamas in Gaza, which resulted in the death of an 82-year-old woman and severe injuries to others; (ii) six weeks after two Israeli Embassy staff members were murdered outside the Capital Jewish Museum in Washington, D.C.; and (iii) less than two months after Pennsylvania Governor Josh Shapiro was the victim of an arson attack and attempted assassination in his family home following a Passover seder. In light of these and other well-known violent anti-Semitic attacks, Jewish member-delegates had a reasonable and objectively grounded concern for their physical safety, especially in an environment openly hostile to Jews.

Instead of prohibiting abusive behavior, NEA leadership allowed and, on information and belief, encouraged anti-Semitic harassment and discrimination against Jewish members.

Denial of Jewish Ethnicity and Minority-Delegate Protections

At the 2025 RA, a proposal to recognize Jewish ethnicity for purposes of minority-delegate classification was advanced but not adopted and was later rejected by NEA leadership. (*See Exhibit G at p. 20 (New Business Item 28)*). This decision denied Jewish members access to delegate representation, leadership opportunities, and governance safeguards afforded to other ethnic groups. The result is a structural imbalance in which Jewish educators are excluded from protections while simultaneously targeted at the RA for their Jewish identity. The Coalition does not support any racial or ethnic discrimination. However, if the NEA intends to represent diverse

viewpoints and include members from all racial and ethnic perspectives, Jewish ethnicity and shared ancestry must be recognized by the NEA.

Physical Intimidation and Forced Relocation

During the debate on NBI 39, which called for a boycott of the Anti-Defamation League in violation of the NEA rules, and during proceedings related to Jewish American Heritage Month, Jewish delegates were subjected to targeted hostility and physical intimidation. (See Exhibit G (*RA Today: The Official Newspaper of the 2025 NEA representative Assembly*) at p. 20 (“*New Business Item 39*”). Delegates aligned with anti-Israel advocacy physically positioned themselves near Jewish Affairs Caucus members, shouted down Jewish participants, and created an atmosphere in which Jewish delegates reasonably feared retaliation and physical harm for participating in governance. Delegates sat or stood so close to Jewish members that they felt unable to clap, which was required to vote, without risking physical contact and confrontation. Multiple Jewish delegates relocated to different sections of the hall in order to feel safe enough to raise their hands, vote, or remain present during these proceedings.

During debate on NBI 39, a Jewish member-delegate from Colorado spoke in opposition to NBI 39, and as she attempted to explain the rise in anti-Semitism, she referred to the death of Karen Diamond, the 82-year-old Holocaust survivor who was burned alive in the firebombing of a peaceful march in Boulder, Colorado, held to support hostages in Gaza. Her reference to the horrific, anti-Semitic murder was met with laughter and clapping by anti-Semitic participants in the assembly. The Jewish Affairs Caucus said of the behavior, “This was beyond political; it was inhuman and repulsive.” (See Exhibit H (Letter from the Jewish Affairs Caucus, dated July 15, 2025)).

This targeted hostility and intimidation took place in the presence of NEA leadership, including NEA President Becky Pringle. Witnesses described the collective, celebratory reactions to the attack and murder of Jews as threatening and intimidating due to the forceful nature of the gestures which were directed specifically toward Jewish delegates. Several Jewish members reported fearing that they could be struck and that any resulting contact would be dismissed as accidental. The conduct was particularly menacing because the murder was raised in the context of a discussion of violence against Jews. NBI 39 triggered such anti-Semitic hostility that Coalition Member 3 left her state delegation’s seating area because she felt uncomfortable. The Jewish Affairs Caucus reported that several Jewish delegates moved to other sections of the hall due to the shunning, harassment, and antisemitic comments they experienced based on their Jewish identity. “They felt the need to move to different sections of the hall simply to feel safe enough to raise their hands and vote.” *Id.*

The NEA Reduced Security at the 2025 RA Venue Even After Intruders Harassed and Physically Intimidated Volunteers Staffing the Jewish Affairs Caucus Table.

The NEA was aware that there was a risk of violence at the 2025 RA. At the 2024 RA, a violent clash between members of the Jewish Affairs Caucus and protesters required law enforcement intervention. Despite these known risks, the reasonable safety concerns of Jewish member-delegates, and anti-Semitic conduct observed on the first day of the 2025 RA, the NEA removed metal detectors and reduced security staffing at the venue entrance on the second day.

Jewish NEA members raised concerns with NEA leadership that they could be at risk due to escalating hostility at the RA but were informed that security screening would be discontinued for the remainder of the RA due to delays at entry. This decision increased safety risks and contributed to an environment in which Jewish delegates reasonably feared physical harm. Coalition Member 4 volunteered at a Jewish Affairs Caucus table outside the auditorium. After metal detectors were removed and security reduced, a group of individuals without the required registration badges entered the venue without challenge, harassed volunteers at the Jewish Affairs Caucus table, and rifled through materials on and around the table.

Coalition Member 4 and another volunteer reported the security breach to the NEA and raised concerns regarding inadequate security at the entrance, but no corrective action was taken. The NEA was on notice of safety risks, including heightened concerns arising from recent anti-Semitic violence, and therefore knew or should have known of the risk of harassment and potential violence at the RA. Nevertheless, NEA leadership failed to take appropriate remedial action and instead reduced security measures during the event.

Members of the Jewish Affairs Caucus Were Physically Surrounded, Harassed, and Intimidated When Attempting to Formally Acknowledge Its 50th Anniversary at the 2025 RA.

Numerous minority affinity caucuses were formally recognized by the NEA during the 2025 RA. The Jewish Affairs Caucus Executive Chair twice requested and received authorization to address the RA in order to commemorate the 50th anniversary of the Jewish Affairs Caucus. However, the Executive Chair was prevented from speaking due to physical intimidation and disruption by organized groups of member-delegates and subsequently by NEA President Pringle. Some delegates physically surrounded Jewish speakers on the floor when the Jewish Affairs Caucus Executive Chair tried to speak, creating an environment that seemed intended to intimidate them. Coalition Member 3 witnessed a group aligned with Educators for Palestine convene several rows behind the Jewish Affairs Caucus members in an adjacent aisle. Coalition Member 3 described the group's unexplained presence as feeling coordinated and physically intimidating. While watching the group grow in size, Coalition Member 3 repeatedly asked her fellow Jewish delegates questions to the effect of, "Why can't they let us have this moment?" and "Why can't they just leave us alone?" Security personnel eventually intervened and stood between the Jewish Affairs Caucus member-delegates and the individuals involved. Coalition Member 3 was visibly shaken and feared for her safety due to the close proximity of the individuals engaging in aggressive conduct, which created a reasonable fear of physical harm. As

far as the Coalition is aware, no disciplinary action was taken against those involved, even though security personnel were required to intervene.

NEA President Pringle further prevented the Jewish Affairs Caucus Executive Chair from commemorating the 50th anniversary of the Jewish Affairs Caucus by interrupting the presentation and declining to allow the Executive Chair to proceed as authorized. President Pringle instead recognized representatives of Educators for Palestine, who had just disrupted the proceedings and interfered with the Executive Chair's ability to speak. Unlike other affinity groups that addressed the RA, the Jewish Affairs Caucus was not permitted to complete its remarks at the 2025 RA. The NEA thereby allowed the disruption to prevent the Caucus from exercising its opportunity to address the assembly.

NEA Leadership Refused to Act Against Those and Other Acts of Anti-Semitic Harassment and Refused to Respond to Reports of a Hostile Environment.

The above-described and other acts of anti-Semitic harassment were neither isolated nor spontaneous. Those and other acts of anti-Semitic harassment occurred often and repeatedly in the presence of NEA leadership and were contemporaneously reported through formal channels.

The NEA repeatedly failed to intervene or otherwise discourage acts of anti-Semitic harassment taking place in view of NEA leadership, to meaningfully respond to Jewish member-delegates' reports of anti-Semitic harassment, or to take disciplinary action against member-delegates who had engaged in anti-Semitic harassment.

The NEA's tolerance and promotion of an environment hostile to Jewish members, and its refusal to discipline members who engaged in anti-Semitic harassment, has resulted in the perpetuation of a hostile environment for Jewish members.

Moreover, the NEA's tolerance and promotion of anti-Semitism at its RA, which comprised representative state and local affiliate union delegates, sent an unmistakable message to the state and local affiliate unions that anti-Semitic harassment and discrimination of Jewish members are acceptable and compatible with NEA standards.

Jewish Member-Delegates Were Prevented from Leaving the 2025 RA Early or Resigning Membership Due to the Hostile Environment They Faced.

In light of the hostile environment and aggressive actions taken against them, some Jewish members of the NEA have sought to leave the union. Others sought to leave the RA sessions early after several days of experiencing a hostile environment but were concerned they may be financially penalized for doing so. After the vote on NBI 39 which sought to boycott the ADL, Coalition Member 3 wanted to leave the remainder of the day's activities. However, her state union required her to document her presence at the RA in order to be eligible for

reimbursement. She did not want to put her reimbursement at risk due to the financial hardship of covering her own costs for the RA.

On December 18, 2025, Sen. Bill Cassidy, Chairman of the U.S. Senate Committee on Health, Education, Labor, and Pensions, sent a letter to NEA President Pringle, outlining allegations of anti-Semitic discrimination and harassment within the NEA, and requested information from the NEA in aid of its investigation. (*See Exhibit I (Letter from Chairman Cassidy, dated December 18, 2025 (Cassidy Letter))*). Cassidy reported that Jewish member-delegates who sought to resign their NEA membership were told by the NEA that “their decision to leave was ‘short-sighted’ and that they must continue to pay approximately \$1,000 in annual NEA dues because of internal application deadlines. Additionally, others who have tried to leave the NEA but remain in their state and local unions have been told they cannot do so, despite approximately 80 percent of annual union dues going to state and local union membership.” *Id.* at 4. Coalition Member 3 felt compelled to retain her NEA membership to preserve her ability to participate in the affairs of the NEA’s local affiliate and to preserve her state affiliate benefits. A lump sum of Coalition Member 3’s paycheck is deducted and paid to the NEA through state and local affiliates. It is Coalition Member 3’s understanding that if she sought to limit her deduction only for dues payable to the local affiliate, she would lose union protections, including the state affiliate’s provision of legal defense in the event of a student accusation, and would lose her right to participate as a delegate in national RAs in setting policies that have an impact on her union rights and terms and conditions of employment.

The NEA Failed to Acknowledge that Six Million Jews Were Targeted and Murdered in the Holocaust.

The NEA published official handbook language for International Holocaust Remembrance Day that removed Jews as the primary and uniquely targeted victims of the Holocaust, reframing the genocide as a generalized tragedy affecting more than twelve million victims. The Handbook stated, the “NEA shall promote the celebration of International Holocaust Remembrance Day on January 27 annually on its website and through other appropriate media to recognize the more than 12 million victims of the Holocaust from different faiths, ethnicities, races, political beliefs, genders, and gender identification, abilities/disabilities, and other targeted characteristics.” (*See 2025 NEA Handbook, p. 355, https://defendinged.org/wp-content/uploads/2025/07/nea_handbook_online_2025.pdf*). Although the language was later revised following public backlash, the NEA did not issue an apology for the erasure of Jewish history from its handbook materials and provided no corrective guidance to members or affiliates.

The NEA Promoted Erasure of Israel from the Map and History.

On October 8, 2025, one day after the anniversary of Hamas’ October 7 attacks, the NEA sent a mass email to nearly three million members celebrating indigenous lands and distributing

a Native Land Digital map that erased Israel entirely, labeling the territory solely as Palestine and linking to materials associated with organizations that have expressed support for Hamas' attacks. After public backlash, the NEA removed the resource and issued a statement that the external resource did not meet its standards, but it did not advise members to stop using the materials or issue an apology to Jewish members. (Exhibit I (*Cassidy Letter*), pp. 1-2).

In addition, the NEA approved NBI 6 which calls for its members to “educate members and the general public about the history of the Nakba,” described in the NBI as “the forced, violent displacement and dispossession of at least 750,000 Palestinians from their homeland in 1948 during the establishment of the State of Israel.” There is no mention of the violence against Jews during the 1948 Arab-Israeli war. (*See 2025 NEA Handbook*, p. 355, https://defendinged.org/wp-content/uploads/2025/07/nea_handbook_online_2025.pdf).

As part of a broader agenda to erase the ancestral connection between the Jewish people and the Land of Israel, the NEA approved NBI 7 entitled Anti-Zionism and Antisemitism Information, which aims to “educate members about the difference between anti-Zionism and antisemitism.” Because anti-Zionism is an ideology that opposes Israel’s existence and denies the Jewish right to self-determination in their ancestral home, it is often a proxy for anti-Semitism. The International Holocaust Remembrance Alliance (IHRA) Working Definition of Anti-Semitism is widely used by educational institutions and government agencies, including the U.S. Department of Education, to identify when anti-Zionism is anti-Semitism. NBI 7 does not incorporate the IHRA definition and therefore fails to give NEA members the tools to protect Jewish educators and students from potential anti-Semitism masked as anti-Zionism.

Despite Notice, the NEA Has Consistently Refused to Address Anti-Semitic Discrimination.

For years, the NEA has had actual notice of anti-Semitic discrimination through direct complaints, letters from the Jewish Affairs Caucus, communications from delegates, and widespread media scrutiny. Its consistent response has been minimization, procedural deflection, delayed or merely cosmetic revisions, and silence, which together constitute deliberate indifference as a matter of law under Title VII. This is precisely the type of institutional labor organization discrimination that Title VII was designed to protect against.

Numerous complaints put the NEA on actual notice of ongoing discriminatory conduct. Despite this notice, the NEA has failed to conduct timely or meaningful investigations, has not implemented corrective measures, and has not provided complainants with any substantive response or resolution. This pattern of inaction reinforced a hostile environment for Jewish members and signaled institutional tolerance of anti-Semitism within the union, materially impairing Jewish educators’ ability to participate equally and safely in union governance and activities.

Following the 2025 RA, NEA leadership received notice of reports of anti-Semitic discrimination and harassment in the form of numerous direct complaints. On July 9, 2025, Coalition Member 1 sent an email to NEA President Pringle and members of the NEA Executive Committee requesting that the Board reject the resolution to boycott the ADL. In his July 9 email, Coalition Member 1 also recounted the hostility Jewish members faced at the 2025 RA. He received no response to his email. (*See Exhibit J (Coalition Member 1's email, dated July 9, 2025)*). Coalition Member 1's letter to the NEA leadership says, "When Jewish members voiced their opposition to [NBI 39], they were met with boos and jeers from fellow educators, many of whom wore keffiyehs and Palestinian flag scarves. This behavior is a chilling indication of how these NEA members treat Jewish and Israeli students and colleagues." The letter continues, "America's schools are facing significant challenges, and students' academic performance has not yet returned to pre-pandemic levels. The NEA's focus on partisan politics and divisive issues does nothing to support students and erodes trust among parents and taxpayers."

On July 12, 2025, in an email to NEA leadership entitled "What I Witnessed at the NEA Representative Assembly Shook Me to My Core," Coalition Member 1 recounted the hostility Jewish members faced at the 2025 RA. Coalition Member 1 reported, "I watched as delegates lined up wearing keffiyehs, donned in Palestinian flags, and sporting shirts accusing Jews of genocide—ready, coordinated, and rehearsed to speak against anything remotely Jewish. These were not spontaneous remarks. They were strategic efforts to erase and vilify. It was a preplanned coordinated attack to demonize, vilify and make Jews feel unsafe." (*See Exhibit K (Coalition Member 1's email, dated July 12, 2025)*).

While Coalition Member 1 felt safe in his delegation, he recounted that "many of my Jewish colleagues did not. Educators from Oregon, Los Angeles, the Bay Area, Maryland, Massachusetts, New Jersey, and Illinois felt unsafe in their assigned seating sections. Some had to relocate just to find a sense of safety among friends and allies. There were tears. Panic attacks. Silent breakdowns." He added, "The NEA Jewish Affairs Caucus and our allies did everything they could behind the scenes—working within convention rules to prevent hate from getting the microphone. But by Day 3, the floodgates opened. And the room voted to: Ban collaboration with the Anti-Defamation League (ADL); Discredit statistics on antisemitism in schools; Silence Jewish voices by falsely labeling them as racist. Delegates cheered. They clapped. They danced. Some even celebrated the murder of a Jewish American in Colorado. I was stunned. Heartbroken. Horrified." Coalition Member 1 received no response.

On November 12, 2025, Coalition Member 1 filed a Standards of Conduct Complaint about anti-Semitic material distributed at the 2025 RA. On December 8, 2025, NEA Deputy General Counsel Jason Walta responded to Coalition Member 1's Standards of Conduct Complaint and rejected the complaint on the ground that it "does not allege a violation of the Standards of Conduct" because of free speech protections. (*See Exhibit L (Coalition Member 1's Standards of Conduct Complaint)*). Coalition Member 1's complaint was formally closed without

action. After Coalition Member 1 objected to the NEA's dismissal of his complaint, Walta replied that the complaint would "remain closed" and that there is "no appeal procedure as such in the Standards of Conduct policy." (See Exhibit M (email correspondence between Coalition Member 1 and Jason Walta)).

On July 15, 2025, the Jewish Affairs Caucus sent a letter to NEA leadership to complain about anti-Semitic hostility at the 2025 RA. The Jewish Affairs Caucus stated, "Individual Jewish delegates were vocally mocked, harassed, and threatened in ways that dishonor our union. We are counting on your leadership to denounce these behaviors and to set an example by faithfully confronting Jew-hatred today." (See Exhibit H (Letter from the Jewish Affairs Caucus, dated July 15, 2025)).

The Jewish Affairs Caucus letter explains to President Pringle how "this was a deeply painful experience for our Jewish delegates. You have the chance to use your voice to protect thousands of marginalized teachers, students, families, and communities across the country, who are facing similar struggles within their local communities, and we are here to support you." The letter urged the NEA to make changes, including implementing fair consequences for hostile and discriminatory remarks and proposals, recognizing the need for urgent education within the union, and adopting policies that allow Jewish NEA members to identify as ethnically Jewish. The letter concludes, "Together, we can model what it truly means to stand against antisemitism and all irrational, provocative prejudice to ensure that all educators and students feel safe and valued." *Id.*

Moreover, the NEA's record of anti-Semitic discrimination and hostility for Jewish members, particularly as reflected during the 2025 RA, has prompted at least two Congressional investigations. On August 21, 2025, Rep. Tim Walberg, Chairman of the House Education and Workforce Committee, sent a letter to NEA President Pringle describing concerns about the NEA Handbook and reports of anti-Semitic discrimination and harassment at the 2025 RA. (See Exhibit N (Letter from Chairman Walberg, dated August 21, 2025)).

As discussed, in a December 18, 2025, letter to NEA President Pringle, Sen. Bill Cassidy, Chairman of the U.S. Senate Committee on Health, Education, Labor, and Pensions, outlined allegations of anti-Semitism within the NEA. Cassidy expressed concern about "deeply troubling" reports of "allegations of antisemitism within the National Education Association (NEA)." (See Exhibit I (*Cassidy Letter*), p. 1). After detailing a litany of additional anti-Semitic incidents and policies, the *Cassidy Letter* says about the RA, "It is reported that Jewish delegates were vocally mocked, harassed, shunned, and threatened at the RA" and "Jewish delegates at the RA were repeatedly cornered, booed, and asked 'gotcha' questions such as, 'How do you feel about the babies dying in Gaza?' and 'Do you support Israel?' solely because of their Jewish identity." *Id.* at p. 3.

Sen. Cassidy concluded, “[T]he NEA’s policies are hostile to its own Jewish NEA members by condoning antisemitic behavior and sidelining aired grievances, making them feel ostracized as a result.” *Id.* at p. 5.

Conclusion

The NEA has engaged in a sustained pattern and practice of discrimination and harassment against Jewish members, including the use of unlawful racial and ethnic classifications, the toleration and amplification of anti-Semitic hostility, and the failure to take prompt or effective remedial action despite repeated notice. These actions and omissions have created and perpetuated a hostile environment and deprived Jewish educators of equal opportunities within the NEA, in its state and local affiliates, and within the workplace. Accordingly, Complainants respectfully request that the EEOC investigate these practices, require the NEA to cease and desist from unlawful conduct, implement appropriate corrective measures, and provide all relief available under the law.

WHEREFORE, Complainant respectfully requests that the Commission:

- (i) find probable cause to believe that Respondent has violated Title VII by discriminating against Jewish and Israeli members of Respondent based on Jewish ancestry and Israeli national origin;
- (ii) find probable cause to believe that Respondent has violated Title VII by discriminating against Jewish members of Respondent based on their religion;
- (iii) find probable cause to believe that Respondent has violated Title VII by subjecting Jewish and Israeli members of Respondent to a hostile work environment;
- (iv) find probable cause to believe that Respondent has violated Title VII by intentionally subjecting Jewish and Israeli members to unlawful racial and ethnic classification and segregation, and by limiting their opportunities;
- (v) find probable cause to believe that Respondent has violated Title VII by intentionally causing state and local affiliates as well as employers to discriminate against Jewish and Israeli members by subjecting them to unlawful racial and ethnic classification and segregation, and by limiting their opportunities; and
- (vi) find that Complainant is entitled to injunctive relief compelling: (a) Respondent to cease and desist from classifying NEA members based on race and ethnicity for purposes of leadership and representation opportunities; (b) Respondent to cease and desist from discriminating against Jewish and Israeli members; (c) Respondent to adopt a nondiscrimination policy and procedures that meaningfully protect Jewish members and Israeli members against unlawful discrimination, including the incorporation of the

International Holocaust Remembrance Alliance’s working definition of anti-Semitism with its working examples; (d) Respondent to provide annual training for members of the NEA Board of Directors, Executive Committee, and Officers, and make such training available to NEA members; (e) Respondent to engage a suitable independent monitor responsible for reviewing and investigating all complaints of discrimination, recommending dispositions of such claims, and providing quarterly reports on Respondent’s performance of its obligations under Title VII; and (f) such other and additional relief as the Commission may deem just and equitable, including attorneys’ fees and costs.

I declare under penalty of perjury that the foregoing is true and correct



Emma Enig

Executive Director

The Louis D. Brandeis Coalition to Combat Anti-Semitism, Inc.

Date: 04/29/2026

Exhibit A

Bylaws of the National Education Association of the United States

1. Objectives

1-1. Specific Objectives.

The specific objectives directed toward the achievement of the stated goals of the Association shall be:

- a. To improve the structure of the Association to ensure the full and effective participation of all members, thereby establishing and maintaining an independent, self-governing organization;
- b. To promote continuous improvement of instruction and of curriculum;
- c. To promote and to protect the rights and welfare of its members;
- d. To advance professional rights and to enhance professional responsibilities to further the consistent development and improvement of the profession and its practitioners;
- e. To work among the American people for broad support of education and for improved attitudes toward the profession;
- f. To secure adequate financial support for public education;
- g. To promote the rights and welfare of all students;
- h. To assist students in realizing their maximum potential;
- i. To develop and provide leadership in solving social problems; and
- j. To protect and support its members as employees in disputes with employers or with those acting on behalf of employers.

2. Membership

2-1. Categories.

a. There shall be seven (7) categories of membership in the Association: Active, Aspiring Educator, Retired, Substitute, Reserve, Community Ally, and Staff.

b. Active membership shall be open to any person (i) who is employed by or in a public school district, public or private preschool program, public or private college or university, or other public institution devoted primarily to education, regardless of the specific nature of the functions that the person performs at the work site and regardless of who actually employs the person; (ii) who is employed by a public sector employer other than a school district, college or university, or other institution devoted primarily to education but who is employed primarily to perform educational functions; (iii) who is on limited leave of absence from the employment described in items (i) and (ii) above; (iv) who is a member of a state affiliate in the state affiliate's Active (or equivalently designated) membership category; (v) who is serving as an executive officer of the Association or of a state or local affiliate; or (vi) who is elected to serve as an Executive

Committee member and whose employment as described in (i) or (ii) above is subsequently involuntarily terminated before the end of their current term. The Association shall continue to allow Active membership to those Active members (i) who have been laid off due to a reduction in force for as long as such persons are eligible to be recalled, or for three (3) years, whichever is longer; or (ii) who have been discharged for as long as a legal challenge to such discharge is pending.

Notwithstanding any other provision in these Bylaws, a person who is an Active member of the Association pursuant to Bylaw 2-1.b(iv) may continue such membership only while remaining a member of the state affiliate in the Active (or equivalently designated) membership category.

An Active member who is engaged in or on a limited leave of absence from professional educational employment shall hold or shall be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational, or technical certificate required by the member's employment or shall be an exchange teacher who is regularly employed as a teacher in another country.

Active membership is limited to persons who support the principles and goals of the Association and maintain membership in the local and state affiliates where eligible. The Association shall not accept as Active members persons who are not eligible for Active membership (or the equivalently designated membership category) in the state affiliate, unless the state affiliate (i) by action of its board of directors (or equivalent governing body) approves such acceptance and (ii) enters into an agreement with the Association pursuant to which the state affiliate agrees to function as the Association's agent for the delivery of Association services and programs to the members in question. Approval by and a service agreement with the state affiliate shall not be prerequisites to the Association's acceptance into Active membership of persons who are not eligible for active membership (or the equivalently designated membership category) in the state affiliate if said persons are members of a local affiliate that (i) is comprised predominantly of persons who are not eligible for active membership in the state affiliate and (ii) was a local affiliate of the Association as of the effective date of this amendment.

c. Aspiring Educator membership shall be open to any aspiring educator (i) who is enrolled in a postsecondary program that is preparatory for employment in a position that would make the aspiring educator eligible for Active membership or (ii) who is serving as chairperson of the NEA Advisory Committee of Aspiring Educators. An aspiring educator who is eligible for Association membership in both the Aspiring Educator and Active membership categories may, with the approval of the Executive Committee, join the Association as an Aspiring Educator member. Aspiring Educator members shall be eligible to be voting delegates at the Representative Assembly. Aspiring Educator members shall maintain membership in the state affiliate provided the affiliate has a membership category for Aspiring Educator members.

d. Retired membership shall be open to any person who is at least forty-five (45) years of age or who is eligible to receive a pension from an educational employment retirement system (including Social Security), and who was employed for at least five (5) years in a position that qualified the member for Active membership but who is no longer so employed or who retires and returns to either day-to-day or regular full- or part-time educational employment as part of an early retirement agreement with the local school district. Retired membership is limited to persons who support the purposes and programs

of the Association. Retired members shall maintain membership in the state affiliate provided the affiliate has a membership category for retired members and provided the affiliate grants such members at least the right to serve as delegates to its delegate assembly or equivalent body and to be counted toward the representation entitlement for such body.

Retired members shall have the right to vote, to hold elective or appointive positions in the Association, and to be counted toward the representation entitlement for the Board of Directors and the Representative Assembly as provided in the Constitution and Bylaws.

Retired members shall be eligible to receive Educators Employment Liability Coverage and other benefits and services of the Association authorized by the Board of Directors.

Unless these Bylaws provide otherwise, a person who is eligible for Association membership in both the Retired and Active membership categories shall have the option to join the Association as a Retired or as an Active member.

An Active Life member who is eligible for Retired membership may join the Association as a Retired member while retaining Active Life membership, provided that during the period of such membership, the member shall be counted for the allocation of delegate credentials, be eligible to participate in Association governance, be eligible to receive Association benefits and services, and be treated for all other Association purposes only as a Retired member.

e. Unless otherwise provided herein, an educational employee employed on a day-to-day basis who is eligible for membership in the Active category shall have the option of joining the Association as a Substitute member, unless said employee is eligible for NEA Retired membership. The option to join the Association as a Substitute member shall be available only to an educational employee who is employed in a state in which the state affiliate has a substitute membership category and who maintains membership in the state affiliate's substitute membership category. Substitute members shall receive Educators Employment Liability coverage and other benefits and services authorized by the Board of Directors. Educational employees employed on a day-to-day basis who are included in a bargaining unit with full-time educational employees shall be eligible only for Active membership.

f. Reserve membership shall be open to any person (i) who is on a leave of absence of at least six (6) months from the employment that qualifies the member for Active membership or (ii) who has held Active or Education Support membership in the Association but whose employment status no longer qualifies that individual for such membership.

g. Community Ally membership shall be open to any person interested in advancing the cause of public education, who supports the mission, vision, and core values of the Association, and who is not eligible for any other NEA membership category. The NEA Board of Directors shall adopt rules to implement this membership category. Community Ally members shall not have the right to nominate or vote for candidates for elected office, nominate or vote for delegates to the Representative Assembly, or hold any elected office or appointed committee position in the Association.

h. Staff membership shall be open to any person employed by the Association or any of its affiliates in a staff position.

i. Unless these Bylaws provide otherwise, a person who is eligible for more than one (1) membership category shall join the Association in the membership category that provides the greatest degree of participation in Association governance.

j. A member may appeal the assigned category of membership to the Executive Committee, which shall have authority to make the final determination in this regard.

2-3. Rights and Limitations.

a. Membership in the Association shall be determined by the local or state affiliate. Where Association membership is denied on the local level by virtue of educational position, the state may provide for such membership by vote of the state delegate assembly. Educational positions eligible for membership shall be determined through secret ballot in all local or state affiliates. Those local associations limited in membership to classroom teachers may be exempt from such determination.

b. The right to vote and to hold elective or appointive position shall be limited to Active members except as otherwise provided.

c. All members shall be eligible to receive special services, assistance in the protection of professional and civil rights, and reports and publications of the Association in accordance with the policies and procedures of the Association.

d. An individual who is a member of a negotiating team representing a school board or representing a board of trustees of a higher education institution shall be denied membership if such denial is requested by a governing body of an Association affiliate in the school district or higher education institution in question. The Executive Committee shall adopt rules for implementing this Bylaw.

e. An individual who is expelled or suspended by a local or state affiliate for violation of the affiliate's code of ethics or other sufficient cause shall be expelled or suspended, as may be appropriate, by the Association, unless the individual was expelled or suspended by the affiliate without being accorded due process or for conduct in support of a goal, objective, or written policy of the Association.

f. Active Life members at the time of adoption of this document by the Representative Assembly shall continue to hold Active membership for life; Associate Life members shall continue to hold Associate membership for life. A past president of the Association shall hold Active membership for life. If the employment status of a past president does not meet the requirements of Bylaw 2-1.b, the education position of said individual shall be category 2.

g. Any member, other than a Life member, whose profession or occupational position changes shall be transferred to the class of membership applicable to the new position; the member shall not remain in a class of membership for which the member is no longer eligible.

h. Membership shall be continuous unless terminated for sufficient cause, including but not limited to the unjust use of administrative authority to break a strike, to lock out, to reduce in force, to fire, or to harass an NEA member. Sufficient cause, including "unjust use," shall be decided by the Review Board on a case-by-case basis.

i. Members who fail to adhere to any of the conditions of membership as stated in Article II of the Constitution shall be subject to censure, suspension, or expulsion.

2-5. Membership Year.

a. The membership year shall be from September 1 through August 31. A person who is not a continuing member of the Association who joins the Association for a particular membership year shall become a member of the Association as of September 1 of that membership year, or the date on which the member joined the Association, whichever is later.

b. If a person who is not a continuing member of the Association joins the Association for a particular membership year prior to September 1 of that membership year, and the school year that corresponds to the Association membership year begins for that person prior to September 1, the member shall be eligible to receive the benefits and services of the Association authorized by the Board of Directors during the portion of the school year between the date that the member joined the Association and September 1.

2-7. Membership Dues.

a. Dues of Active members engaged in or on limited leave of absence from professional educational employment shall be .00225 times the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) plus .00055 of the national average annual salary of classroom teachers in the public elementary and secondary schools (rounded to the nearest dollar) to be allocated to UniServ grants according to the policy of the Board of Directors. The computation shall be based on salary data for the prior year as determined by NEA Research.

The dues of an Active member who has left professional educational employment to serve as an executive officer of the Association or of a state or local affiliate shall be equal in amount to the dues of an Active member engaged in or on a limited leave of absence from professional educational employment.

Dues of Active members who are employed in or on limited leave of absence from education support professional positions shall be determined in the same manner as the dues of Active members engaged in professional educational employment except that the national average annual salary of school employees in education support positions shall be used in the formula and the dues shall in no event be less than one-half (1/2) the dues of Active members engaged in professional educational employment. The portion of said dues allocated to UniServ grants shall be equal in amount to that allocated on behalf of Active members engaged in professional educational employment.

The dues of an Active member who has left an education support professional position to serve as an executive officer of the Association or of a state or local affiliate shall be equal in amount to the dues of an Active member employed in or on a limited leave of absence from an education support professional position.

The dues of persons who are Active members of the Association pursuant to Bylaw 2-1.b (iv) shall be equal in amount to the dues of similarly situated Active members who are either (i) engaged in or on limited leave of absence from professional

educational employment, or (ii) employed in or on limited leave of absence from educational support positions, based on the categorization used by the state affiliate to determine the state affiliate's dues for such persons.

Any person (i) who joins as an Active member after the commencement of the membership year, (ii) who becomes eligible for Active membership after the commencement of the membership year, or (iii) who returns to professional educational employment or to an education support professional position from a limited leave of absence after the commencement of the membership year shall be enrolled in full standing for the remainder of the membership year by paying the amount of annual dues which is commensurate with the remaining portion of the membership year.

b. The dues of an Active member who is an exchange teacher from another country shall be waived, provided that the exchange teacher continues to hold membership in a national teacher organization in the country of residence, the national teacher organization grants full membership rights and a dues waiver to any NEA member who is an exchange teacher in that country, and the relevant state and local affiliates grant full membership rights and a dues waiver to the exchange teacher.

c. The Association shall allow credit to first-year Active members who join the Association during their first year of membership eligibility, the reduction of their dues being twenty dollars (\$20) per year for each year of their membership in Aspiring Educator NEA and/or for each year of their NEA Aspiring Educator membership up to four (4) years. The first-year Active member shall provide proof of membership in Aspiring Educator NEA to be eligible for credit, and the Association shall verify NEA Aspiring Educator membership.

d. The membership fee for persons eligible for Active membership who are regularly employed for fifty (50) percent or less, but greater than twenty-five (25) percent, of the normal schedule for a fulltime employee, who are not employed as substitutes, and who are not eligible for membership as a full-time employee through another local association (as verified by the local association) shall be one half (1/2) of the Active dues, as appropriate. The membership fee for persons eligible for Active membership who are regularly employed for twenty-five (25) percent or less of the normal schedule for a full-time employee, who are not employed as substitutes and who are not eligible for membership as a full-time or part-time employee through another local association (as verified by the local association) shall be one-quarter (1/4) of the Active dues, as appropriate.

e. The membership fee for Active members who are employed as substitutes shall be one-fourth (1/4) of the Active dues, as appropriate.

f. The Association shall continue to allow Active membership to those education association members laid off due to a reduction in force with reduction in dues of fifty (50) percent. Such eligibility for Active membership shall continue as long as such persons are eligible to be recalled or for three (3) years, whichever is longer.

g. Annual dues of Aspiring Educator members shall be established by the Representative Assembly in the program budget.

h. Dues of Retired members shall be established by the Board of Directors and shall be payable (i) by a retired individual who joins the Association on an annual basis or (ii) through a Retired membership-for-life program as established by the Board of Directors. The annual and membership-for-life dues of any Retired member who joins

after the 2020-2021 membership year and who was an Active ESP member at the time of retirement shall be sixty percent (60%) of the dues of Retired members as established by the Board of Directors.

- i. Dues for Substitute members shall be established by the Board of Directors.
- j. Dues of Reserve members shall be one-half (1/2) the dues of Active members, as appropriate.
- k. Dues of Staff members shall be one half (1/2) the dues of Active members engaged in professional educational employment.
- l. Dues of Community Ally members shall be established by the Representative Assembly in the program budget.
- m. The Executive Committee may establish reduced membership dues for persons eligible for Active membership who are included in a group of employees (i) that is attempting to become an affiliate of the Association; (ii) for which an affiliate of the Association is attempting to become the recognized organization; (iii) for which an affiliate of the Association is the recognized organization, but has not yet negotiated an initial collective bargaining agreement; (iv) in which a competing organization is attempting to solicit members by charging a lesser amount of dues; or (v) who are not eligible for membership in a state or local affiliate of the Association. The amount of the 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 Executive Committee shall adopt rules for implementing this Bylaw.
- n. (1) Except as otherwise provided in Bylaw 2-7.n (2) with regard to members of certain dual-national local affiliates, or in Bylaw 8-11.c with regard to persons eligible for Active membership in the Association pursuant to Bylaw 2-1.b (iv), members of a dual-national state affiliate shall maintain membership in the Association and the American Federation of Teachers where eligible, and the total combined national dues that such members pay shall be not less than the Association dues for members in the relevant membership category. If a member of a dual-national state affiliate is a member of the Association and the American Federation of Teachers, said member's total combined national dues shall be allocated between the two organizations in a manner that reflects the comparative number of members in the relevant membership category who were eligible for Association membership in the respective Association and American Federation of Teachers state affiliates during the membership year immediately preceding the date on which the dual-national state affiliate came into existence as a legal entity (hereinafter "allocation percentage"), provided (a) if, during any of the first five (5) membership years following the affiliation of a dual-national state affiliate, the number of such members exceeds by more than three percent (3%) the number of such members during the immediately preceding membership year, each organization shall receive fifty percent (50%) of the total combined national dues of such excess members; (b) beginning with the sixth membership year following the affiliation of a dual-national state affiliate, if the number of such members during any membership year exceeds the number of such members during the immediately preceding membership year, each organization shall receive fifty percent (50%) of the total combined national dues of such excess members; and (c) the Association shall not receive pursuant to Section 2-7.n (1) (a) or 2-7.n (1) (b) above, more from any such member than the allocation percentage, or fifty percent (50%), whichever is appropriate as applied to Association dues for the relevant

membership category. If the member is a member of the Association but is not eligible for membership in the American Federation of Teachers, the Association shall receive the full amount of said member's total combined national dues.

(2) If a member of a dual-national local affiliate (a) that is in a state that does not have a dual-national state affiliate, or (b) that is in a state that has a dual-national state affiliate but is newly created and did not result from the merger of an Association local affiliate and an American Federation of Teachers local affiliate, is a member of the Association and the American Federation of Teachers, each organization shall receive fifty percent (50%) of said member's total combined national dues, provided that the Association shall not receive more than fifty percent (50%) of the Association dues for the relevant membership category. If the member is a member of the Association but is not eligible for membership in the American Federation of Teachers, the Association shall receive the full amount of said member's total combined national dues.

The national dues of members in any merged local affiliate with 20,000 members or more in the membership year prior to the merger shall be determined in accordance with Bylaw 2-7.n(1), not Bylaw 2-7.n(2).

(3) The provisions of Bylaw 2-7.n shall take precedence over anything to the contrary in Bylaw 2-7.a through m.

o. Beginning with the 2007-08 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, shall be increased by ten dollars (\$10.00), with an additional increase of ten dollars (\$10.00) beginning in the 2011-2012 membership year. This dues increase shall be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund. The annual membership dues of Aspiring Educator members of the Association, as established pursuant to Bylaw 2-7.g, shall include one dollar (\$1.00) to be allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund.

Sixty percent (60%) of the money allocated to the Ballot Measure/Legislative Crises and Media Campaign Fund during each membership year shall be available to assist state affiliates in dealing with ballot measures and legislative crises, and forty percent (40%) shall be available for national and state media campaigns to advance the cause of public education and publicize the role of the Association and its affiliates in improving the quality of public education.

Where necessary to avoid legal problems under state law, the Association and a state affiliate may, at the request of the state affiliate, enter into a written agreement providing that the money collected from members of that state affiliate shall not be used to deal with ballot measures, but shall be used only to deal with legislative crises and/or to fund national and state media campaigns. The Executive Committee shall develop guidelines to implement this Bylaw. These guidelines shall be submitted to the Board of Directors, and shall become effective when approved by the Board of Directors.

The NEA president shall make a report regarding the operation of the Ballot Measure/Legislative Crises and Media Campaign Fund, which shall include a financial statement, to each Representative Assembly.

p. Beginning with the 2002–2003 membership year: (1) Active members engaged in or on limited leave of absence from professional educational employment who pay annual dues as calculated pursuant to Bylaw 2-7.a (hereinafter “base annual dues”) shall pay an additional one dollar (\$1) in annual dues; and (2) Active members who pay less

than base annual dues, Reserve members, and Staff members shall pay an additional fifty cents (\$.50). These additional dues shall be allocated to the NEA Foundation for the Improvement of Education.

q. Beginning with the 2013-2014 membership year, the annual membership dues of Active members of the Association, as computed pursuant to Bylaw 2-7.a, shall be increased by three dollars (\$3.00). These dues increases shall be allocated to a Special Fund to help NEA affiliates advance the goal of great public schools for all students.

The Executive Committee shall develop guidelines to implement this Bylaw. These guidelines shall be submitted to the Board of Directors, and shall become effective when approved by the Board of Directors

The NEA president shall make a report regarding the operation of the Special Fund, which shall include a financial statement, to each Representative Assembly.

2-9. Dues Transmittal and Enforcement Procedures.

a. The Association shall enter into contracts with state affiliates governing the transmittal of Association dues. State affiliates shall have the full responsibility for transmitting Association dues from local affiliates on a contractual basis. Local affiliates shall have the full responsibility for transmitting state and Association dues to state affiliates on a contractual basis. Standards and contracts for transmitting dues shall be developed between the state affiliate and each local affiliate.

b. A local shall transmit to a state affiliate and a state affiliate shall transmit to the Association at least forty (40) percent of the Association dues receivable for the year by March 15 and at least seventy (70) percent of the Association dues receivable for the year by June 1; the percentage shall be based upon the last membership count prior to January 15, and upon a membership year beginning September 1, unless the contracted transmittal schedule stipulates otherwise.

(1) A local or state affiliate which becomes delinquent in its contracted transmittal schedule by more than thirty (30) days shall be assessed a penalty of two (2) percent per month on the overdue balance.

(2) Except as otherwise provided in 2-9.b (3) or (4), the delegates representing a state affiliate that has not transmitted at least forty (40) percent of the dues receivable for the year by March 15 and seventy (70) percent of the dues receivable for the year by June 1 shall have no right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers and (ii) vote on increases in Association membership dues.

(3) Except as otherwise provided in 2-9.b (4), if a state affiliate informs the NEA in writing that a local affiliate has failed to transmit the Association dues in accordance with the dates set forth in 2-9.b and such information is verified by the executive director, the delegates of that local shall have no right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers and (ii) vote on increases in Association membership dues. In this event, the delegates of the state affiliate shall have full right to participate in the NEA Representative Assembly at the Annual Meeting.

(4) The denial of participatory rights called for in 2-9.b (2) or (3) may be waived by the NEA Executive Committee if the state or local affiliate in question enters into a

written contract with the NEA Executive Committee in which it agrees to transmit the delinquent dues on terms that are acceptable to the NEA Executive Committee, provided that the NEA Executive Committee shall not enter into such a contract with a local affiliate until after it has consulted with the relevant state affiliate. The NEA Executive Committee may terminate any waiver granted pursuant to this section if the affiliate fails to comply with the aforesaid contract.

3. Representative Assembly

3-1. Allocation of Delegates.

a. Allocation of delegate credentials to state and local affiliates shall be on the basis of Active membership in the Association as of January 15 of the calendar year in which the Representative Assembly convenes.

Representation from state and local affiliates which provide all-inclusive membership shall be on the basis of proportional representation by education position.

Representation from state and local affiliates which include in their membership more than one (1) of the three (3) job categories eligible for Association Active membership (i.e., nonsupervisory Active members in prekindergarten through secondary instructional positions, education support positions, or higher education faculty positions) may, at the option of the state and local affiliates, be on the basis of proportional representation by job category. A delegate elected to represent an affiliate shall be a member of that affiliate, provided that if additional delegate positions are allocated to a state affiliate on the basis of Active members of the Association within a state who are not also members of the state affiliate, only the latter members of the Association may be elected to such additional delegate positions.

b. Article III of the Constitution shall provide for the allocation of delegate credentials to local affiliates.

c. Article III of the Constitution shall provide for the allocation of delegate credentials to state affiliates.

d. Except as otherwise provided in Bylaw 3-1.k, each state affiliate shall be allocated one (1) delegate credential for the first fifty (50) Aspiring Educator members of the Association. The state affiliate shall receive a second credential when Aspiring Educator membership in the state reaches seven hundred fifty (750) and an additional credential for each five hundred (500) Aspiring Educator members thereafter. The allocation shall be on the basis of Aspiring Educator membership in the Association as of March 15 of the calendar year in which the Representative Assembly convenes.

e. Except as otherwise provided in Bylaw 3-1.k, allocation of delegate credentials for Retired members of the Association within each state shall be made to state affiliates based on the ratio of 1:50 for the first 50 Retired members and an additional delegate for each 1,000 Retired members thereafter.

f. Except as otherwise provided in Bylaw 3-1.k, allocation of delegates to school nurse members denied active membership in local affiliates shall be based on the ratio of 1:150 school nurse members so denied.

g. It is the policy of the Association to achieve ethnic-minority delegate representation at least equal to the proportion of identified ethnic-minority populations

within the state. Prior to December 1 of each fiscal year, each state affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan which is designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year which reflects these ethnic-minority proportions. If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state affiliate fails to comply with an approved plan, the Representative Assembly may deny to the delegates from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers and (ii) vote on increases in Association membership dues. Local affiliates shall comply with the approved plan of the state affiliate, and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state or local affiliate to comply with the provisions of this Bylaw shall in addition be grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.

h. Except as otherwise provided in Bylaw 3-1.k, allocation of delegates to higher education members denied active membership in local affiliates shall be based on the ratio of 1:150 higher education members so denied. The state affiliate shall determine the most appropriate unit for this purpose.

i. Except as otherwise provided in Bylaw 3-1.k, allocation of delegates to Active members employed in education support professional positions who are denied active membership in local affiliates shall be based on the ratio of 1:150 such members so denied.

j. Except as otherwise provided in Bylaw 3-1.k, allocation for category 2 delegates in local units which have all inclusive membership shall allow for clustering with category 2 members from other local units. In such local units, category 2 members shall not be counted in the allocation for category 1 delegates. Delegates for clustered category 2 members shall be based on the ratio of 1:150. This section shall apply only in those states where the state affiliate has determined that it shall be applicable.

k. The ratios to be used for the allocation of delegate credentials pursuant to Bylaw 3-1.d, e, f, h, i, and j for members of a dual-national state affiliate or a dual national local affiliate shall be proportionately adjusted to reflect the reduction in Association dues paid by such members pursuant to Bylaw 2-7.n, provided that this Bylaw 3-1.k shall not apply to members of a dual-national local affiliate (i) in a state that does not have a dual-national state affiliate, and (ii) that became affiliated with the Association as a dual-national local affiliate prior to September 1, 1999.

3-3. Term.

Delegates shall be elected for a term not to exceed three (3) years. An individual elected to a multiyear term shall serve if the individual and the affiliate continue to qualify for the delegate position.

3-5. Meetings: Location.

No meeting shall be held in any location where any delegates are likely to experience discriminatory treatment.

3-9. Standing Committees: Establishment and Accountability.

Standing committees may be established and discontinued by the Representative Assembly. When that body is not in session, standing committees shall be accountable to the president, the Board of Directors, and the Executive Committee. Each committee chairperson shall submit periodic reports to the president and to the Board.

3-11. Special Committees: Establishment and Functions.

Special committees may be established by the Representative Assembly or by the Board of Directors or by the Executive Committee for the purpose of accomplishing a specific task within a limited period of time.

3-13. Committee Appointment, Qualifications, and Vacancies.

a. Appointments shall be made on the basis of individual expertise and ability to make substantial contribution in the specific areas of concern. Candidates for committees shall be recommended by state and local affiliates and by ethnic-minority special interest groups. The chairperson of the NEA Advisory Committee of Aspiring Educator Members shall recommend aspiring educator candidates for committees. Appointments to all committees shall be as provided by these Bylaws.

b. Absence of a member from two (2) consecutive meetings shall constitute resignation. Each vacancy on a standing committee shall be filled for the remainder of the term.

3-15. Voting.

No signing of new business items can be conducted in the polling area and voting lines during voting.

3-16. Virtual Meetings

In any year, the NEA Board may determine that the Annual Meeting may be conducted in person, virtually, or a combination of both.

All secret ballot elections in which delegates vote may be conducted in person, on a voting machine, or on a secure electronic system that protects the secrecy of an individual's vote from any NEA or affiliate officer, delegate or staff member.

4. Executive Officers

4-1. Powers and Duties of the President.

The president shall be the chief executive officer of the Association and its policy leader. The president shall:

a. Represent the Association as spokesperson on matters of policy or assign, at the president's discretion, responsibility for such representation;

b. Prepare the agenda for the governing bodies of the Association and the program for the Annual Meetings;

c. Appoint, except as provided in these Bylaws, all chairpersons and members of committees, with the advice and consent of the Board of Directors; such chairpersons and members to serve at the pleasure of the president, except where a term is fixed by these Bylaws;

d. Serve as member ex officio without vote on all committees authorized by the governing bodies;

e. Prepare, with the secretary-treasurer, the executive director, and the Committee on Program and Budget, a budget for submission to the appropriate policy-making bodies;

f. Review Association policies and recommend priorities to be considered by the Board of Directors;

g. Administer, through the executive director, the budget of the president's office and of the governing bodies;

h. Recommend an independent auditing agency to conduct an annual audit of all Association funds;

i. Meet regularly with the other officers of the Association and with the executive director;

j. Delegate duties to the officers and through the executive director to the staff of the Association; and

k. Perform the duties as stipulated in the Charter, in the Constitution, and in these Bylaws and such other duties as are customarily assumed by the chief executive officer of an association.

4-3. Powers and Duties of the Vice-President.

The vice-president shall:

a. Act for the president when the president is unable to perform the duties of the office;

b. Advise and assist the president and the Committee on Program and Budget in preparing the budget;

c. Serve on the Committee on Program and Budget; and

d. Perform such other duties as are stipulated by the Constitution, by these Bylaws, and by the president.

4-5. Powers and Duties of the Secretary-Treasurer.

The secretary-treasurer shall:

- a. Receive all funds and be responsible for their safekeeping and accounting;
- b. Serve as chairperson of the Committee on Program and Budget;
- c. Keep the official seal of the Association;
- d. Be responsible for preparing records of all official meetings and for distributing the minutes of all such meetings;
- e. Make annual financial reports as required by the Board of Directors; and
- f. Perform such other duties as are stipulated by the Constitution, by these Bylaws, and by the president.

5. Board of Directors

5-1. Election.

a. A majority vote of those voting shall be necessary to elect an NEA director. Except as otherwise provided in Article V of the Constitution, members of the Board of Directors shall be elected by secret ballot for each individual office (i) by the Active NEA members within each state or (ii) by the NEA members elected to serve as delegates to the state representative body, but only if all Active NEA members in the state who meet all other relevant requirements are eligible to vote for and serve as delegates to the state representative body. Retired directors shall be elected by secret ballot for each individual office by the duly elected retired delegates to the NEA Representative Assembly. Aspiring Educator directors shall be elected by duly elected aspiring educator delegates to the NEA Representative Assembly. In an election for NEA director, if there is only one (1) candidate for the position, the election may be waived, and the candidate declared elected.

b. Nominations of directors shall be open, except where limitations are required to comply with the provisions of Article V.

c. The Board of Directors shall adopt procedures for challenging the election of a director.

d. Terms of the directors shall be staggered except for aspiring educator directors.

e. If on May 31 of two (2) consecutive years the Active Association membership within a state unit is less than that required to establish and maintain the positions of its directors, the number of its additional directors shall be reduced according to the membership on the second of such two (2) consecutive years.

5-3. Vacancies.

Vacancies arising in the office of state directors held by persons elected within the state or as the result of a state's entitlement to an additional director pursuant to Article V, Section 1, of the Constitution, shall be filled upon recommendation of the state association by the Board of Directors when in session, or when not in session, by the Executive Committee. Vacancies arising in the office of directors held by persons elected by the Representative Assembly shall be filled by the Board of Directors when in session,

or when not in session, by the Executive Committee, upon recommendation of the president. Persons filling vacancies, other than vacancies arising as the result of a state's entitlement to an additional director pursuant to Article V, Section 1, of the Constitution, shall be from the same education positions as the members being replaced. All persons filling vacancies shall serve until the first opportunity that a successor or additional director may be elected in accordance with the regular election procedure. Recommendations to fill vacancies in the office of retired or aspiring educator director shall be made by the NEA-Retired Executive Council or the Advisory Committee of Aspiring Educator Members respectively. Vacancies shall be filled by the Board of Directors when in session, or when not in session, by the Executive Committee. The individual(s) appointed shall serve until the first opportunity that a successor director may be elected in accordance with the regular election procedure.

5-5. Membership Restriction.

A director shall immediately relinquish the position held on the Board when such director ceases to be employed in the category represented.

5-6. Alternate Directors.

a. (i) A state or the retired or aspiring educator delegates to the NEA Representative Assembly may elect an alternate director to serve in the place of a state or retired or aspiring educator director, as the case may be, who is unable to attend a meeting of the Board of Directors. The number of alternate directors need not equal the number of directors in a state or representing NEA-Retired or the number of aspiring educator directors, but in no event shall any alternate director be designated to substitute for more than one (1) director at a meeting. An alternate director must be elected in accordance with the requirements set for the election of NEA directors.

(ii) If, pursuant to Article V, Section 1 of the Constitution, the Representative Assembly elects one or more at-large ethnic minority, administrator, classroom teacher in higher education, or education support professional directors, the Representative Assembly shall also elect one at-large alternate in a particular category to serve in an at-large director's place if the director is unable to attend a meeting of the Board of Directors.

b. An alternate director shall be from the same educational position, or at-large category, as the case may be, as the director who is replaced.

c. Alternate directors shall be certified to the NEA president in the same manner and at the same time as directors.

d. Prior to the opening of a Board meeting, the president of the state affiliate or the president of NEA-Retired or the chairperson of the NEA Advisory Committee of Aspiring Educator Members, or the president of NEA in the case of an at-large alternate director, may request that the alternate director be seated by the Board of Directors if the director is to be absent from that meeting. Alternate directors shall have the right to vote and otherwise participate and shall assume all rights and privileges of the director replaced until the meeting is adjourned, except that they may not be elected to positions filled by and from the Board.

e. An alternate director shall not be a delegate to the NEA Representative Assembly by virtue of seating as an alternate director at any meeting of the Board of Directors.

f. An alternate director temporarily may fill a vacancy in the office of state, retired, aspiring educator, or at-large director in accordance with requirements set forth in these Bylaws.

g. Service as an alternate director, whether prior to or following service as a state, at-large, aspiring educator, or retired director, shall not be counted toward the two-term limit for any director position.

h. Vacancies in the position of alternate director for a state shall be filled upon recommendation of the state association by the Board of Directors when in session, or when not in session, by the Executive Committee.

5-7. Functions.

The Board—

a. Shall implement policies established by the Representative Assembly;

b. Shall determine the time and place of the Annual Meeting and, in the event of an emergency, shall have the power to postpone the Annual Meeting by a two-thirds (2/3) vote;

c. Shall provide for ethnic-minority representation on all committees over which it has direct control;

d. Shall establish procedures and/or requirements for affiliation consistent with the standards as set forth in these Bylaws;

e. May establish a committee to review and to recommend recognition or withdrawal of recognition of a Special Interest Group;

f. Shall receive all reports of the executive director, of the secretary-treasurer, and of committees, and shall transmit with its recommendations such reports as may be appropriate to the Representative Assembly;

g. May authorize, upon recommendation of the Executive Committee, the establishment of contractual relationships between the Association and nonaffiliated groups whose policies or practices are not discriminatory. Such relationships shall exist to promote specific mutual objectives. Each relationship shall be reviewed at least annually to determine continuation;

h. Shall set the salaries of the executive officers except that the salaries shall not be increased or decreased during the terms of office for which these officers shall have been elected.

5-9. Fiscal Powers.

In even-numbered years, the Board shall propose a budget for two (2) fiscal years to the Representative Assembly. The Board shall discharge such other fiscal responsibilities as the Representative Assembly may delegate to it.

5-11. Meetings.

- a. The Board shall meet four (4) times per year and at other times it deems necessary to conduct the business of the Association.
- b. One (1) meeting shall be held in connection with the Annual Meeting.
- c. The president or a majority of the members of the Board shall determine the time and place of meetings.
- d. Due notice of all meetings shall be given.
- e. The Board shall enact rules and procedures to govern the conduct of its meetings.

5-13. Recall.

- a. Six (6) months after assuming office, an NEA state director shall be subject to recall in accordance with the provisions of this Bylaw.
- b. Recall proceedings shall be instituted by the filing of a recall petition with the NEA executive director. The recall petition shall be in a form specified by the NEA and shall, among other things, contain (i) a statement of the specific grounds for the recall and (ii) the signatures of at least five (5) percent of the total number of NEA Active members in the state as of the close of the membership year immediately preceding the membership year in which the petition is filed where NEA directors are elected by all NEA Active members of the state, or signatures of at least thirty-three (33) percent of the NEA Active members who are elected to serve as delegates to the state representative body in the year in which the petition is filed where NEA directors are elected by such delegates.
- c. The NEA executive director shall determine whether the recall petition complies with the Association's filing requirements. If it does, the NEA executive director shall send a copy of the recall petition, including any documents filed in support thereof, to the director named in the petition. If the director contends that the attempted recall is based upon actions taken in support of the Constitution, Bylaws, and/or established policies of the NEA, the director may request a review by the NEA Executive Committee. If two-thirds (2/3) of the total membership of the NEA Executive Committee sustains the contention of the director, the recall petition shall be dismissed. If the NEA Executive Committee fails to sustain the contention of the director, or if a request for review is not made, the NEA executive director shall direct the relevant state affiliate to conduct a recall election.
- d. A recall election shall be conducted in accordance with rules of procedure adopted by the NEA Board of Directors, provided that (i) where NEA directors are elected by the NEA Active members of the state, all NEA Active members in the state as of the date of the recall election shall be eligible to vote or, where NEA directors are elected by the state representative body, all NEA Active members who are elected to serve as delegates as of the date of the recall election shall be eligible to vote; (ii) the recall election shall be by secret ballot; and (iii) two-thirds (2/3) of the valid ballots cast shall be required for recall.
- e. The pendency of recall proceedings shall have no effect upon the right of a director to function as a member of the NEA Board of Directors. If a director is recalled,

the resulting vacancy shall be filled pursuant to Bylaw 5-3, provided that the recalled director shall not be eligible for appointment to the vacancy or such other vacancy as may occur in a director position from that state. The recall of a director shall not disqualify the director from subsequent election to the NEA Board of Directors or other NEA office, nor shall it in any other way affect the director's rights as a member of the Association.

f. If a recall petition is filed when there is a pending NEA disciplinary proceeding against the director which could result in removal from the NEA Board of Directors, the processing of the recall petition shall be stayed until the disciplinary proceeding is concluded.

g. The NEA Board of Directors shall adopt rules of procedure to implement the provisions of this Bylaw.

6. Executive Committee

6-1. Election.

a. The Executive Committee shall consist of nine (9) members: president, vice president, secretary-treasurer, and six (6) members elected at-large by the Representative Assembly. Two (2) of the six (6) at-large members shall be elected each year.

b. Nominations of candidates for any of the nine (9) positions on the Executive Committee shall be filed in writing with the NEA executive director no later than April 15 of the year in which the election is to take place. This deadline shall not apply to elections conducted to fill midterm vacancies.

c. The Board of Directors shall adopt procedures for challenging the election of a member of the Executive Committee.

6-3. Vacancies.

The Executive Committee shall be authorized to fill vacancies in its body until the next Representative Assembly.

In the event a vacancy occurs in the office of Executive Committee member within sixty (60) days prior to the start of the Representative Assembly, said vacancy shall be filled by direct election at the Representative Assembly.

6-5. Functions.

The Executive Committee shall have the power to make decisions consistent with the provisions of the Association's Constitution and Bylaws and actions of the Representative Assembly;

a. Shall, upon recommendation of the executive director, approve or reject for cause applications for membership and make assignments to membership classes;

b. Shall charter affiliates pursuant to standards established by the Representative Assembly and requirements or procedures consistent with such standards which may be adopted by the Board of Directors;

- c. Shall have the power to censure, suspend, or expel an affiliate pursuant to procedures adopted by the Board of Directors. An association may appeal such decision to the Board of Directors;
- d. Shall have the power to reinstate an affiliate pursuant to procedures adopted by the Board of Directors;
- e. Shall enter into contracts with state affiliates for dues transmittal as provided in Bylaw 2-9; and
- f. Shall, upon recommendation of the executive director, approve or reject appointments of management personnel at the level of unit administrator or higher.

6-9. Fiscal Powers.

The Executive Committee shall:

- a. Administer the Capital Improvement Fund;
- b. Appoint annually an independent auditing agency with the recommendation of the president and transmit the report of the auditing agency to the Board of Directors;
- c. Direct that adequate bonds be required of the executive director, of the secretary-treasurer, and of such other individuals as it shall determine;
- d. Discharge such other fiscal responsibilities as the Representative Assembly and/ or the Board of Directors may delegate to it.

6-11. Meetings.

The Executive Committee shall enact rules and procedures to govern the conduct of its meetings.

7. Review Board

7-1. Review Board.

- a. The Review Board shall comprise nine (9) members, at least two (2) of whom shall be members of ethnic-minority groups, appointed for five (5) year staggered terms beginning September 1. No person shall be eligible for reappointment to a regular term.
- b. Members of the Review Board shall have been Active and/or Retired members of the Association for five (5) consecutive years immediately prior to appointment. Time spent by an Active member in the education support professional membership category shall be counted for purposes of the five (5) year requirement. Members of the Review Board shall maintain Active or Retired membership.
- c. A member of the Review Board shall hold no elective or other appointive position in the Association or its affiliates.
- d. No executive officer or director shall be appointed to the Review Board within three (3) years following separation from such office.
- e. The Association shall reimburse a member of the Review Board for any (i) expenses incurred and (ii) salary lost from employment as a professional educator or other primary employment as a result of the performance of official Association business. Except as provided above, a member of the Review Board shall not accept an honorarium

or any other payment from any source at the local, state, or national level of the Association.

f. The Review Board may assign less than a majority of its members to hear cases; however, a member so assigned shall not sit, should the Review Board hear the case on appeal.

g. The president annually shall select the chairperson with the advice and consent of the Board of Directors.

h. The Review Board shall have the discretionary authority, within its allocated budget, to employ consultants or legal counsel.

8. Affiliates and Special Interest Groups

8-1. Affiliates.

a. Affiliates of the Association shall be chartered by a majority vote of the Executive Committee.

b. Each affiliate shall conduct elections with open nominations and a secret ballot, except as may otherwise be provided in the Constitution, these Bylaws, or the Standing Rules. A secret ballot shall not be required in elections in which the number of candidates nominated does not exceed the number of positions to be filled.

8-3. Governance Affiliates.

a. A local affiliate, the basic unit of self-governance within the Association, may be organized in a manner which comprises any compatible group, meeting at least the minimum standards of affiliation.

b. An organization shall not be eligible for Association affiliation as a dual-national local affiliate unless:

1. The organization is from a jurisdiction:

i. which, by operation of law, has been created by combining, in whole or in part, other jurisdictions in which both Association and American Federation of Teachers local affiliates had representational status; or

ii. in which the Association membership and the American Federation of Teachers membership were relatively equal (i.e., neither organization had more than sixty (60) percent of the combined membership); or

iii. in which, during the preceding six (6) years, both the Association local affiliate and the American Federation of Teachers local affiliate had been officially recognized as the employee representative; or

iv. in a state in which there is a dual-national state affiliate; and

2. The creation of the organization has been approved by at least a two-thirds (2/3) vote of the board of directors (or equivalent governing body) of the relevant state affiliate and by at least a two-thirds (2/3) vote of the board of directors (or equivalent governing body) of any preexisting local affiliate of the Association that was a predecessor of the organization seeking to be a dual-national local affiliate.

c. A state affiliate shall be the association within each state or commonwealth and the associations representing the District of Columbia, Puerto Rico, the Federal

Education Association, and such other comparable associations that meet at least the minimum standards of affiliation.

8-5. Nongovernance Affiliates.

a. A professional organization shall comprise at least seventy-five (75) percent Association members with a common occupation or subject matter assignment who are organized to further specific educational objectives. Such organization shall meet at least the minimum standards for nongovernance affiliation.

b. A nonprofessional organization shall be an auxiliary or service organization comprising at least seventy-five (75) percent Association members with a common interest or occupation. Such organization shall meet at least the minimum standards for nongovernance affiliation.

8-6. NEA-Retired.

The NEA-Retired shall be an organization comprised solely of the Retired members of the Association. The president of NEA-Retired shall be chosen by the retired delegates to the NEA Representative Assembly.

8-7. Standards for Local Affiliates.

The Association shall not affiliate a local association, including a dual-national local affiliate, unless it meets the following minimum standards:

a. Each affiliate shall apply the one-person–one-vote principle for representation on its governing bodies except that (i) the affiliate shall take such steps as are legally permissible to achieve ethnic-minority representation at least proportionate to its ethnic-minority membership and (ii) the affiliate may adopt a provision in its governing documents that would permit that local to allocate a minimum of one (1) representative or delegate to members at each work site of a school district or higher education institution within the jurisdiction of the affiliate.

Where an all-inclusive affiliate exists, it shall provide proportionate representation between its nonsupervisor members and its supervisor members;

b. The affiliate shall conduct all elections with open nominations and a secret ballot.

c. The affiliate shall require membership in the Association and in its state affiliate where eligible.

If an affiliate enrolls education support professionals in any membership category and as a matter of policy seeks to recruit and represent such members, the affiliate (i) shall grant them full rights of participation and (ii) shall require them to be members of the Association and its state affiliate where eligible;

d. The affiliate is comprised predominantly of persons who are eligible for active membership (or the equivalently designated membership category) in the state affiliate, unless the state affiliate by action of its board of directors (or equivalent governing body) approves such affiliation. This requirement shall not apply to any local association that was an affiliate of the Association as of the effective date of this amendment.

- e. The affiliate shall be reviewed by the Association to determine compliance with minimum standards for affiliation at least once every five (5) years;
- f. The affiliate shall have the same membership year as that of the Association;
- g. The affiliate shall guarantee that no member of said affiliate may be censured, suspended, or expelled without a due process hearing, which shall include an appropriate appellate procedure; and
- h. The affiliate shall deny membership to an individual while said individual is denied membership in the Association pursuant to Bylaw 2-3.d.

8-9. Local Affiliation by State.

A local association meeting the requirements for affiliation stipulated in the governing documents of the Association and of the state affiliate shall be granted affiliate status by the appropriate state affiliate.

8-11. Standards for State Affiliates.

The Association shall not affiliate a state association, including a dual-national state affiliate, unless it meets the following minimum standards:

- a. Each affiliate shall apply the one-person–one-vote principle for representation on its governing bodies except that the affiliate shall take such steps as are legally permissible to achieve ethnic-minority representation at least proportionate to its ethnic-minority membership.

A state delegate body may adopt a provision to the governing documents of the state affiliate that would permit that state to allocate a minimum of one delegate credential to each local affiliate.

Where an all-inclusive affiliate exists, it shall provide proportionate representation between its nonsupervisor members and its supervisor members.

The state affiliate shall designate at least one of its NEA state directors to serve on the board of directors (or equivalent governing body) of the state affiliate with full rights of participation;

- b. The affiliate shall conduct elections with open nominations and a secret ballot. In considering an application for affiliation of an organization in New York as a dual-national state affiliate, the Executive Committee may waive the requirement for a secret ballot election of the affiliate’s officers, provided that (i) in the membership year immediately preceding the effective date of merger, the active membership of the affiliate of the American Federation of Teachers was at least five (5) times the active membership of the affiliate of the Association, and (ii) the dual-national state affiliate has a procedure which allows local affiliates that wish to vote for officers of the dual-national state affiliate by a secret ballot to do so.

- c. Except as otherwise provided below, the affiliate shall require membership in the Association and in its local affiliate where eligible.

If an affiliate enrolls education support professionals in any membership category and as a matter of policy seeks to recruit and represent such members, the affiliate (i) shall grant them full rights of participation and (ii) shall require them to be members of the Association and its local affiliate where eligible.

The affiliate shall require Aspiring Educator membership in the Association for its aspiring educator members.

The affiliate shall require Retired membership in the Association for its retired members provided the affiliate has a membership category for retired members and provided the affiliate grants such members at least the right to serve as delegate to its delegate assembly or equivalent body and to be counted toward the representation entitlement for such body. Upon the vote of the board of directors or the equivalent governing body of the affiliate, this requirement shall not apply to persons who were retired members of the affiliate during the 1984-85 membership year if such members (i) had the aforesaid governance rights during the 1984-85 membership year or (ii) are granted the aforesaid governance rights subsequent to the 1984-85 membership year.

The affiliate shall require Substitute membership in the Association for its substitute members.

The affiliate shall require Active membership in the Association for its Active (or equivalently designated) members where eligible, provided that persons who, during the 2009-2010 membership year, were Active (or equivalently designated) members of the affiliate but were not eligible for Active membership in the Association shall be exempt from this requirement (“grandparented affiliate members”). The exemption for grandparented affiliate members may be waived by the board of directors (or equivalent governing body) of the affiliate. A waiver of the exemption for grandparented affiliate members, by action of the board of directors (or equivalent governing body) of the affiliate, shall be irrevocable.

d. The affiliate shall have an end-of-year audit conducted by an independent certified public accounting firm in accordance with generally accepted auditing standards at least every other year, and an end-of-year audit review for any year in which an audit is not conducted. This audit or audit review shall be presented to the board of directors (or equivalent governing body) of the state affiliate, and a copy of the complete audit or audit review report (including the auditor’s opinion letter and the financial statements and footnotes thereto), together with any management letter received from the auditor shall be provided to the Association within twenty (20) days after it is presented to the board of directors of the state affiliate.

The affiliate shall submit a copy of its annual budget to the Association within twenty (20) days after it is adopted by the appropriate governing body of the state affiliate.

e. The affiliate shall have the same membership year as that of the Association;

f. The affiliate shall guarantee that no member of said affiliate may be censured, suspended, or expelled, and that none of its local affiliates may be censured, suspended, or disaffiliated, without a due process hearing, which shall include an appropriate appellate procedure;

g. The affiliate shall deny membership to an individual while said individual is denied membership in the Association pursuant to Bylaw 2-3.d; and

h. The affiliate shall be reviewed by the Association to determine compliance with minimum standards for affiliation at least once every five (5) years.

8-12. Trusteeships over Affiliates.

a. The Association may establish a trusteeship over an affiliate for the purpose of (i) correcting corruption or financial malpractice; (ii) restoring democratic procedures; or (iii) correcting a serious dereliction of duties in their performance of union responsibilities. No local trusteeship shall be established by the Association if the state affiliate with which the local association is affiliated has the authority under its constitution and bylaws to establish such a trusteeship unless the state affiliate by majority vote of its Board of Directors (or equivalent body) requests that the Association establish the local trusteeship.

b. If, after providing the affiliate an opportunity to address and provide information to the Executive Committee, the Executive Committee determines, by two-thirds (2/3) vote, that there is adequate cause under section (a) of this Bylaw to establish a trusteeship, it shall recommend to the Board of Directors that a trusteeship be established. As soon as possible after said vote, the president shall send to the Board of Directors a copy of the recommendation of the Executive Committee, and shall include with said recommendation a written statement setting forth the basis for the Executive Committee's determination that there is adequate cause for the establishment of a trusteeship. The written statement shall be sufficiently specific so as to enable the state or local association to prepare a defense.

Any action taken by the state or local association to disaffiliate from the National Education Association after the Executive Committee has made an adequate-cause determination pursuant to section (b) of this Bylaw, or has established an immediate trusteeship pursuant to section (g) of this Bylaw, shall be of no effect if the NEA Board of Directors approves by two-thirds (2/3) the trusteeship recommendation of the Executive Committee.

c. A recommendation by the Executive Committee to establish a trusteeship shall be acted upon by the Board of Directors at its next regularly scheduled meeting or at a special meeting called for that purpose, occurring at least forty (40) days after the Board of Directors has received said recommendation.

At least thirty (30) days prior to the meeting of the Board of Directors at which the recommendation of the Executive Committee is to be acted upon, the President shall send to the association subject to the trusteeship, as well as its state affiliate where applicable, a notice advising it of the recommendation of the Executive Committee and setting forth the date, time, and place of the meeting of the Board of Directors at which said recommendation shall be acted upon. The President shall include with said notice a copy of the written statement that was submitted to the Board of Directors pursuant to section (b) of this Bylaw and a copy of the rules and procedures that shall be followed by the Board of Directors in acting upon the Executive Committee's recommendation.

A hearing shall be held before the Board of Directors, pursuant to rules and procedures adopted by the Board of Directors for such purpose to determine whether to establish a trusteeship. The Board of Directors may delegate to a committee consisting of not less than eleven (11) Board of Director members, none of whom may be members of the Executive Committee, the responsibility to receive evidence and hear arguments in the first instance, provided that the final decision regarding the establishment of a trusteeship shall be made by the full Board of Directors, and all interested parties shall

have an adequate opportunity to present their views on the matter to the full Board of Directors before the final decision is made.

On the basis of the evidence and arguments presented at the hearing, the Board of Directors shall vote on the question of whether a trusteeship should be established. If more than one-third (1/3) of the members of the Board of Directors who vote on the question vote “no,” the recommendation of the Executive Committee shall have been rejected. If two-thirds (2/3) or more of the members of the Board of Directors who vote on the question vote “yes,” the recommendation of the Executive Committee shall have been accepted, in which event a trusteeship shall be established over the association as of the announcement of the vote. As soon as possible after said vote, the Executive Committee shall appoint a trustee.

d. Subject to the control and direction of the Executive Committee, a trustee shall have the power to:

- (1) conduct the affairs of the trustee association, including supervisory control over its officers, employees and other representatives;
- (2) take possession of the books, records, funds, and other assets of the trustee association, to be held in trust for and used only in the proper conduct of its affairs;
- (3) remove officers and staff of the trustee association, and replace them if deemed appropriate for the duration of the trusteeship; and
- (4) take such other actions as in a trustee’s judgment are necessary for the preservation of the rights and interests of the National Education Association and the members of the trustee association.

The Executive Committee shall have the right, with or without cause, to replace a trustee at any time.

Reasonable expenses incurred by a trustee in the performance of the trustee’s functions shall be paid out of the funds of the trustee association, if available; otherwise, such expenses shall be paid by the National Education Association.

e. The Executive Committee shall terminate a trusteeship as soon as the cause for its establishment has been remedied. If the Executive Committee rejects a request from the Board of Directors (or equivalent governing body) of a trustee association to terminate a trusteeship, the trustee association shall have the right to appeal to the NEA Board of Directors, provided that no such appeal may be taken within three (3) months after the decision of the NEA Board of Directors on a prior appeal.

Prior to the termination of a trusteeship, a trustee shall conduct an election, in accordance with the applicable provisions of the governing documents and policies of the trustee association and the National Education Association to fill, as of the date of such termination, officer positions vacated by removal or departure of former incumbents. As of the date of termination of a trusteeship, a trustee shall return control of the books, records, funds, and other assets of the trustee association to its appropriate officers. A trustee shall make a final accounting of a trusteeship, and submit copies to the Board of Directors and the trustee association.

f. No financial obligation or liability of the trustee association which may exist at the time a trusteeship is established, or which may be incurred during a trusteeship, shall be assumed by or become an obligation of the National Education Association.

g. Subject to the provisions of section (a) of this Bylaw, in case of

emergency, where the best interests of the state or local association and the National Education Association require, the Executive Committee may, by unanimous vote of all members of the Executive Committee (excluding any member who is or was a member of the state association in question), establish an immediate trusteeship over the state or local association without action by the Board of Directors. In such a case, the matter shall be submitted to the Board of Directors, which may affirm or reverse the action of the Executive Committee pursuant to the procedure set forth in section (c) of this Bylaw, provided that if the Board of Directors does not take action within sixty (60) days following the establishment of a trusteeship by the Executive Committee, said trusteeship shall automatically terminate.

h. If the Board of Directors establishes a trusteeship or refuses to terminate an established trusteeship, the trustee association shall have the right to appeal to the Representative Assembly, provided that written notice of such appeal is filed with the President by at least ten (10) percent of the active members in good standing of the trustee association or by a three-fourths (3/4) vote of the highest governing body of the trustee association within forty-five (45) days after the decision of the Board of Directors is made known to the trustee association. The Representative Assembly shall rule on the appeal at its first meeting occurring after the president receives the written notice of appeal.

Pending an appeal to the Representative Assembly, the decision of the Board of Directors shall remain in full force and effect.

i. The Board of Directors shall adopt such rules and procedures as may be necessary to implement this Bylaw.

j. This Bylaw shall not apply to affiliates that, as of January 1, 2019, had provisions in their bylaws or equivalent governing documents that prohibit affiliation with an entity that could impose a trusteeship on the affiliate.

8-13. Standards for Nongovernance Affiliates.

The Association shall not affiliate a nongovernance affiliate unless it meets the following minimum standards:

- a. The affiliate shall have common interests with the Association;
- b. The affiliate shall be a self-governing organization with governance documents compatible with those of the Association;
- c. At least seventy-five (75) percent of the members of the affiliate shall be members of the Association;
- d. The affiliate shall comprise at least one hundred (100) members;
- e. The affiliate may assess its own dues;
- f. The affiliate shall not duplicate Association services; and
- g. The affiliate shall have the same membership year as that of the Association.

8-14. Standards for NEA-Retired.

The NEA-Retired shall operate in accordance with its bylaws, which shall be compatible with the Constitution and Bylaws of the Association.

The NEA-Retired shall conduct all elections with open nominations and a secret ballot.

8-15. Procedure for Affiliation.

a. A group or unit seeking governance affiliation shall file a written application including copies of its governance documents with the Executive Committee.

b. A group or unit seeking nongovernance affiliation shall file a written application including copies of its governance documents with the Executive Committee. The application shall be by petition signed by two hundred fifty (250) members of the Association from among at least twenty-five (25) state affiliates.

c. After action by the Executive Committee, the group or unit seeking affiliation shall ratify the granting of affiliate status.

8-17. Charter for Affiliation.

a. The Association shall charter no more than one (1) local affiliate within the same jurisdictional boundaries, with the exception that local affiliates not competing for the same category of membership may be chartered. Where two (2) or more local affiliates of the same category of membership qualify for affiliation in the same jurisdictional boundaries, the Association shall charter the prospective local affiliate with the greater number of active members.

b. The Association shall charter no more than one (1) state affiliate within the same jurisdictional boundaries.

The Association and/or any successor organization shall not revoke the charter of, or take any other action against, an existing state affiliate for failure to merge or otherwise form a unified single state organization with an organization affiliated with the American Federation of Teachers (AFT) and/or the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO).

8-19. Special Interest Groups.

a. Any Special Interest Group may be recognized by a majority vote of the Board of Directors.

b. The terms and conditions of the relationship between the Association and the Special Interest Group shall be negotiated by the Board of Directors and the group seeking recognition.

8-20. Dual Affiliates.

Except as otherwise provided in Bylaw 8-17 of these Bylaws, the Association shall not create dual affiliates within the legal boundaries of any local, state, or other jurisdictional boundaries. Except for the association representing Association members in the District of Columbia, there shall be no affiliation of any association representing Association members only in a city as a separate state affiliate.

8-21. Disaffiliation.

a. A state or local affiliate may only terminate its affiliation with the National Education Association, and any other NEA affiliate, if two-thirds (2/3) of the members voting in a mail ballot election of the full membership conducted by the American Arbitration Association, or a comparable independent third-party election services provider approved in advance by NEA, or in an in-person election at each work site if required by the relevant state affiliate's governing documents or policy and agreed to by NEA, vote in favor of disaffiliation. No such disaffiliation election shall be conducted or effective without first (i) providing at least 60 days' written notice to the membership, to NEA, and to any other NEA-affiliated entity that would be affected by the proposed disaffiliation, of the mail ballot election and the basis for the proposed disaffiliation; (ii) providing at least 30 days' written notice to the membership, and to NEA and any other NEA affiliated association, of a general membership meeting to be scheduled at an accessible place and time immediately before disaffiliation ballots are mailed out; (iii) holding that membership meeting in a manner that allows ample opportunity for discussion and debate over the affiliation issue; and (iv) allowing at least one representative of NEA and one representative of any other NEA-affiliated entity that would be affected by the proposed disaffiliation to address the membership at that membership meeting.

b. If a local affiliate terminates its affiliation with the National Education Association, the name of the local affiliate, if it includes NEA or the phrase "education association" or "association of educators", as well as any other assets of the affiliate provided or funded by the state affiliate or National Education Association, shall revert to and become the property of the state affiliate. If a state affiliate terminates its affiliation with the National Education Association, the name of the affiliate, if it includes NEA or the phrase "education association" or "association of educators," as well as any other assets of the affiliate provided or funded by the National Education Association, shall revert to and become property of NEA.

10. Executive Director and Staff**10-1. Executive Director.**

The Executive Committee shall employ an executive director who shall be the Association staff member with primary responsibility for implementing the policies of the Association. The executive director shall be responsible to the Executive Committee.

10-3. Executive Director: Functions.

The executive director shall:

- a. Employ, direct, and supervise all Association staff. The employment of managerial personnel beginning at the level of unit administrator shall be with the approval of the Executive Committee;
- b. Serve as a consultant to the governing bodies of the Association;

- c. Advise the officers and governing bodies on all policy matters through appropriate reports and recommendations;
- d. Represent the Association as spokesperson on matters of established policy at the discretion of the president;
- e. Meet periodically with the president, the vice president, and appropriate staff to confer on Association policies and procedures;
- f. Advise and assist the president, the secretary-treasurer, and the Committee on Program and Budget in preparing the budget, and administer the budgets authorized by the governing bodies of the Association;
- g. Co-sign with the secretary-treasurer all authorizations for disbursements from the Capital Improvement Fund;
- h. Co-sign and/or authorize a designee to co-sign with the secretary-treasurer or the designee of the secretary-treasurer all authorizations for disbursements from the General Fund;
- i. Notify state and local affiliates and other qualified organizations of the number of Representative Assembly delegates to which they are entitled;
- j. Furnish each member appropriate evidence of membership; and
- k. Perform such other duties as may be assigned by the Executive Committee.

10-5. Staff: Principles.

The following principles shall govern employment and functions of staff as agents of the Association:

- a. Full-time local, state, and national staff shall be eligible only for Staff membership and shall not hold elective or appointive positions at any level; part-time staff shall not be eligible to serve on the NEA Board of Directors or Executive Committee;
- b. The Association shall be an equal opportunity employer;
- c. The Association shall, as vacancies arise, employ at all levels of service at least the same ratio of any ethnic minority as is that ethnic minority to the total population of the United States; and
- d. The Association shall recognize the rights of its employees to organize for the purpose of collective bargaining.

11. General Finance

11-1. Fiscal Year.

The fiscal year of the Association shall be September 1 through August 31.

11-3. General Fund.

- a. The General Fund of the Association shall comprise all income received in the form of dues, interest, dividends, fees, earnings from advertising, sales of Association publications, payments for services, and funds received by gift, bequest, devise, or

transfer to the Association which are not specifically designated for deposit in the Capital Improvement Fund.

b. All operating accounts and debt services shall be paid out of the General Fund.

c. If at the end of the fiscal year the audited General Fund balance is less than ten (10) percent of that year's budget, subsequent budgets must include an appropriation equal to one (1) percent of the current year's budget or the amount necessary to bring the General Fund up to ten (10) percent of the prior year's budget, whichever is less. The Representative Assembly may approve a budget without the required appropriation only by a two-thirds (2/3) vote. The Board of Directors may make appropriations which reduce the General Fund balance to less than ten (10) percent of the prior year's budget only by a two-thirds (2/3) vote of the Board and only when the Board has received a thirty (30) day notice of the proposed appropriation.

d. Disbursements from the General Fund shall be by check or by similar written orders to depositories, co-signed by the secretary-treasurer and by the executive director or by their designees.

11-5. Capital Improvement Fund.

a. The Capital Improvement Fund shall comprise the properties and permanent investments of the Association, and other funds or properties received by gift, devise, bequest, or transfer for deposit in this fund.

b. Disbursement from the Capital Improvement Fund to acquire new properties or to provide for major long-term improvements in existing properties shall be authorized by a two-thirds (2/3) vote of the Board of Directors. Expenditures from this fund for any other purpose shall be authorized by a two-thirds (2/3) vote of the Representative Assembly.

c. Investment policies for the General Fund and for the Capital Improvement Fund shall be established by the Board of Directors.

d. Disbursements from the Capital Improvement Fund shall be by check or by similar written orders to depositories, cosigned by the secretary-treasurer and by the executive director or by their designees.

11-7. Committee on Program and Budget.

The Committee on Program and Budget shall comprise eight (8) members whose function shall be to prepare with the president, the secretary-treasurer, and the executive director the biennial budget. The vice president and the secretary-treasurer shall be members during their terms of office. The Board of Directors shall elect at its first meeting following September 1 five (5) of its members for staggered two (2) year terms. The state affiliate presidents shall elect, following September 1, one (1) member to represent them for a two (2) year term. Members from ethnic minorities shall comprise at least twenty (20) percent of the committee. The Board shall elect additional members as appropriate to assure such ethnic-minority representation. A member elected by the Board of Directors shall serve only while a member of the Board. A member elected by

the state affiliate presidents shall serve only while a state president. The secretary-treasurer shall serve as chairperson.

11-9. Budget.

a. The budget of the Association shall be designed to achieve the goals and objectives of the Association.

b. The president, with the secretary-treasurer, the executive director, and the Committee on Program and Budget, shall prepare the proposed budget for presentation to the Executive Committee for review prior to its transmittal to the Board of Directors. In even-numbered years the budget shall be recommended to the Board of Directors at least forty-five (45) days prior to the Annual Meeting. After reviewing and tentatively approving the budget, the Board shall direct its printing. The budget shall then be transmitted not later than thirty (30) days prior to the Annual Meeting to the presidents of state and local affiliates and to others as determined by the Board of Directors. The Committee on Program and Budget shall hold at least one (1) open hearing on the proposed budget following the transmission of the budget. The delegates may give input and make recommendations to the committee for changes in the proposed budget. The Committee on Program and Budget shall meet following the hearings to consider any change which it may wish to make prior to final action by the Board of Directors. Following such open hearings, the Board shall meet to approve the budget for transmittal to the Representative Assembly.

c. The budget shall include an appropriation for contingencies of no less than one million dollars (\$1 million) and no more than one (1) percent of the budget.

d. Financial participation by the Association in activities of Special Interest Groups shall be limited to funds for projects or for short-term, special program contracts authorized in the budget.

e. In the second year of a biennial budget, adjustments as deemed necessary shall be recommended by the Board of Directors at a meeting held at least forty-five (45) days prior to the Annual Meeting and reported to the Representative Assembly. The Representative Assembly shall receive and act on the modifications recommended by the Board of Directors.

11-11. Financial Reports.

The secretary-treasurer shall prepare an annual report of the General Fund and the Capital Improvement Fund, including income and expenditures for the fiscal year.

The audit report received by the Executive Committee shall be transmitted to the Board of Directors and printed in the annual financial reports to the Representative Assembly. A summary of the audit shall be printed in a publication distributed to all members.

12. Definitions

12-1. Definitions of Terms.

As used in the Charter, the Constitution, these Bylaws, and the Standing Rules, the Association adopts and adheres to the following definitions of terms:

a. State affiliate: (i) State affiliate shall mean the association within each state or commonwealth and associations representing the District of Columbia, Puerto Rico, the Federal Education Association, and such other comparable associations which meet at least the minimum standards of affiliation. (ii) Dual-national state affiliate shall mean a state affiliate of the Association that is also a state affiliate of the American Federation of Teachers.

b. Dual-national local affiliate shall mean a local affiliate of the Association that also is a local affiliate of the American Federation of Teachers.

c. State director: State director shall mean a member of the NEA Board of Directors elected to represent Active members in a state, the District of Columbia, Puerto Rico, or the jurisdiction of the Federal Education Association.

d. Classroom teacher: Classroom teacher shall mean any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which results in placement of the person on a local salary schedule for teachers.

e. Education position: Education position shall mean the following two categories: Category 1 shall include NEA Active members who are not supervisors; and category 2 shall include NEA Active members who are supervisors, NEA retired Life members, NEA staff Life members, and NEA Active members for life who are past presidents of the Association and who do not meet the requirements for membership set forth in Bylaw 2-1.b.

f. Supervisor and administrator: Supervisor and administrator shall mean any person who has continuing authority to hire, evaluate, transfer, discipline, dismiss, or otherwise direct employees or to effectively recommend any of the aforesaid actions. A person shall not be deemed a supervisor or administrator: (i) if the exercise of such authority is routine or clerical in nature and does not call for the exercise of independent judgment; (ii) solely because of the authority exercised in regard to a secretary, aide, or other employee specifically assigned to assist the individual; or (iii) solely because of participation in a peer review program or other program which involves said person on an occasional basis in the evaluation of employees.

g. Ex officio: Ex officio shall mean by virtue of office. This designation shall carry with it the right to vote except as otherwise provided.

h. Ethnic minority: Ethnic minority shall mean those persons designated as ethnic minority by statistics published by the United States Bureau of the Census. This designation shall specifically include American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, Hispanic, and Middle Eastern or North African.

13. Parliamentary Authority

13-1. Robert's Rules of Order Newly Revised.

The most recent edition of *Robert's Rules of Order Newly Revised* shall be the authority in all matters of procedure at the NEA Representative Assembly and in the election of NEA directors and delegates to the NEA Representative Assembly, except as otherwise specified in the Charter, the Constitution, these Bylaws, or the Standing Rules.

13-2. Parliamentary Procedures for Affiliates.

An affiliate shall officially adopt any published parliamentary authority and may adopt special rules which supplement or substitute for that parliamentary authority provided that such procedures do not conflict with the Charter, the Constitution, these Bylaws, or the Standing Rules as these documents may be interpreted by the Representative Assembly, Board of Directors, or Executive Committee.

Exhibit B

Constitution of the National Education Association of the United States

Preamble

We, the members of the National Education Association of the United States, in order that the Association may serve as the national voice for education, advance the cause of public education for all individuals, promote the health and welfare of children and/or students, promote professional excellence among educators, gain recognition of the basic importance of the educator in the learning process, protect the rights of educational and other public employees and advance their interests and welfare, secure professional autonomy, promote, support and defend public employees' right to collective bargaining, unite educational employees for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of an independent, united education profession, do hereby adopt this Constitution.

Article I. Name, Goals, Objectives, and Authorities for Governance

Section 1. Name.

The name of this organization shall be the National Education Association of the United States.

Section 2. Goals and Objectives.

The goals of the Association shall be as stated in the Preamble. The Association shall have all power necessary and proper to take action for the attainment of these goals. Nothing in this Constitution or in the Bylaws shall be construed to prevent the Association from pursuing objectives which are consistent with the stated goals of the Association.

Section 3. Governance.

The Association shall be governed by its Charter, this Constitution, the Bylaws, the Standing Rules, and such other actions as the Representative Assembly, the Board of Directors, and the Executive Committee may take consistent therewith.

Article II. Membership

Section 1. Categories of Membership.

Membership in the Association shall comprise a category of Active members and such other categories as may be provided in the Bylaws.

Section 2. Membership Eligibility: Provisions and Limitations.

a. Membership, as provided in the Bylaws, shall be open to persons who are: (i) engaged in the profession of teaching or in other educational work; or (ii) members of a state affiliate in the state affiliate's membership category that is equivalent to the Association's Active membership category; or (iii) persons interested in advancing the cause of public education. All members of the Association shall agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.

b. Members engaged in teaching or in other educational work shall adhere to the *Code of Ethics of the Education Profession*.

c. An application for membership shall be subject to review as provided in the Bylaws.

d. The Association shall not deny membership to individuals on the basis of race, color, national origin, creed, gender, sexual orientation, gender identity/expression, age, handicap, marital status, or economic status, nor shall any organization which so denies membership be affiliated with the Association.

e. Persons interested in advancing the cause of public education who are granted membership pursuant to section 2.a(iii) above and who are not eligible for any other category of membership shall not have the right to serve as officers of the Association, as members of the Board of Directors, or as delegates to the Representative Assembly.

Section 3. Property Interest of Members.

All right, title, and interest, both legal and equitable, of a member in and to the property of the Association shall end upon the termination of such membership.

Article III. Representative Assembly

Section 1. Accountability.

The Representative Assembly, comprising members of the Association, derives its powers from and shall be responsible to the membership.

Section 2. Allocation of Delegates.

a. Except as otherwise provided in Subsection (c) below, allocation of delegate credentials to state affiliates shall be based on the ratio of 1:1,000 Active members of the Association within the state. No state shall receive fewer than fifteen (15) delegate credentials. Other delegate credentials shall be allocated as provided in the Bylaws.

b. Except as otherwise provided in Subsection (c) below, allocation of delegate credentials to local affiliates shall be based on the ratio of 1:150 Active members of the Association or major fraction thereof. Local affiliates within a state may similarly join together to form membership units for the purpose of representation. Allocation of delegate credentials for such clustered local affiliates shall be based on the ratio of 1:150 Active members of the Association or major fraction thereof.

c. The ratios to be used for the allocation of delegate credentials to state affiliates, dual-national state affiliates, and dual national local affiliates shall be proportionately adjusted to reflect the reduction in Association dues paid by Active members of such affiliates pursuant to Bylaw 2-7.n., provided that this Article III, Section 2 (c) shall not apply to Active members of a dual national local affiliate (i) in a state that does not have a dual-national state affiliate, and (ii) that became affiliated with the Association as a dual-national local affiliate prior to September 1, 1999.

d. The Bylaws shall define the term ethnic minority and shall seek to achieve ethnic-minority representation in the Representative Assembly.

Section 3. Election of Delegates.

a. Members of the Representative Assembly shall be elected in accordance with the one-person–one-vote principle. Specific exceptions to the application of this principle may be set forth in this Constitution and/or the Bylaws.

b. Election to the Board of Directors by the Active NEA members within the state shall constitute election to the Representative Assembly for all purposes.

Election to the Board of Directors by the Active NEA members elected to serve as delegates to the state representative body shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to the Board of Directors as an at-large director or a retired or aspiring educator director shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to executive office or to the Executive Committee shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to the presidency of a state affiliate by vote of members in the state who are eligible to vote in such election shall constitute election to the Representative Assembly for all purposes.

Election to the presidency of a state affiliate by the state representative body shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Selection as chairperson of the Advisory Committee of Aspiring Educators shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

Election to the presidency of National Education Association-Retired shall constitute election to the Representative Assembly for all purposes except voting in elections for Association officers.

c. Election of delegates to the Representative Assembly shall be by secret ballot for each individual position. The NEA members within each membership group entitled

to delegate allocations as set forth in the Constitution and the Bylaws shall be eligible to vote.

d. If the number of candidates for delegate positions is equal to or less than the number of positions to be filled, elections may be waived, and the candidates declared elected to the delegate positions in question.

Section 4. Seating of Delegates.

The Representative Assembly shall have jurisdiction over the seating of its delegates.

Section 5. Meetings.

The Representative Assembly shall meet at least annually. This stipulation shall apply except in cases of emergency.

Section 6. Committees.

All appointive bodies of the Association except the Review Board shall be designated by the term committee. A Committee on Constitution, Bylaws, and Rules shall be established by the Representative Assembly. All other committees shall be established or discontinued as provided in the Bylaws. All committees except the Advisory Committee of Aspiring Educators shall be comprised of at least one (1) classroom teacher and one (1) education support professional. There shall be a minimum of twenty (20) percent ethnic minority representation on each committee.

Section 7. Functions.

The Representative Assembly shall:

- a. Establish Association policies and objectives;
- b. Elect the President, the Vice-President, the Secretary-Treasurer, the at-large members of the Board of Directors, and the members of the Executive Committee as provided in this Constitution and/or the Bylaws;
- c. Adopt the budget;
- d. Establish dues;
- e. Approve or ratify the establishment of subsidiary corporate structures;
- f. Exercise final authority in all matters of the Association;
- g. Amend this Constitution and the Bylaws in accordance with Article IX hereof;
- h. Adopt the rules and agenda governing its meetings; and
- i. Enact such other measures as may be necessary to achieve the goals and objectives of the Association which are not in conflict with the Charter, this Constitution, or the Bylaws.

Section 8. Objectives.

The Representative Assembly may periodically establish specific objectives in the pursuance of the stated goals of the Association.

Section 9. Postponement of Annual Meeting.

In the event of an emergency, the Board may postpone the Annual Meeting as provided by the Bylaws. In the event of such postponement, all officers and members of boards and committees authorized by this Constitution and by the Bylaws shall remain in office until the Representative Assembly convenes. It shall then provide for their successors.

Article IV. Executive Officers

Section 1. Executive Officers.

The executive officers of the Association shall be the President, the Vice President, and the Secretary-Treasurer.

Section 2. Qualifications for Executive Officers.

All candidates for the office of President, Vice President, and Secretary-Treasurer shall have been Active members of the Association for at least two (2) years immediately preceding the election. All executive officers shall maintain Active membership in the Association.

Section 3. Elections, Terms, and Salaries.

- a. The President, the Vice President and the Secretary-Treasurer shall be nominated at and elected by the Representative Assembly at the Annual Meeting in accordance with this Constitution, the Bylaws, and the Standing Rules.
- b. In an election for President, Vice President, or Secretary-Treasurer, if there is only one (1) candidate for the position, the Chair shall declare such candidate elected.
- c. The terms of the President, of the Vice President, and of the Secretary-Treasurer shall be three (3) years beginning September 1 following their election. Each executive officer shall remain in office through August 31 of the year in which a successor is elected, unless otherwise provided in this Constitution. An executive officer shall serve no more than two (2) terms in the office to which elected.
- d. The executive officers shall serve full time; their salaries shall be established by the Board of Directors.

Section 4. Affirmative Action Procedure.

By December 1 of each membership year immediately preceding the next membership year in which a presidential election is to be held (i.e., approximately 18 months prior to the date of the election), appropriate information about the office of President and the electoral process, including all relevant timelines, shall be sent to each of the ethnic-minority special interest groups identified in Bylaw 12; and

During the membership year in which the aforesaid presidential election is to be held, a copy of this section of the Constitution, with an appropriate explanation as to its background and intent, shall be included in (a) an Association publication sent to all members by December 1 and (b) the material that is sent to the delegates to that year's Representative Assembly.

If, after any period of eleven (11) consecutive membership years a member of an ethnic-minority group has not served as President, the Association shall take such steps as may be legally permissible to elect a member of an ethnic-minority group.

Section 5. Succession and Vacancies.

Vacancies occurring by reason of death, resignation, incapacity, judgment of impeachment, or other disqualification shall be filled as follows:

- a. A vacancy in the office of President shall be filled by the Vice President.
- b. If, during the first or second year of a term a vacancy in either the office of Vice President or the office of Secretary-Treasurer occurs, such vacancy shall be filled by the Board of Directors, which shall elect a successor to serve until the next meeting of the Representative Assembly. The Representative Assembly shall then elect a successor for the remainder of the term. In the event a vacancy occurs during the third year of a term, the Board of Directors shall elect a successor for the remainder of the term.

Section 6. Impeachment.

Executive officers of the Association may be impeached for violation of the *Code of Ethics of the Education Profession*, for misfeasance, for malfeasance, or for nonfeasance in office.

- a. Impeachment proceedings against an executive officer shall be initiated by written petition submitted to the Review Board by at least fifteen (15) percent of the certified delegates to the Representative Assembly.
- b. If, after a due process hearing, a two thirds (2/3) vote of the Review Board shall sustain the charge, the office shall become vacant.
- c. The officer may appeal the decision to the Board of Directors.

Article V. Board of Directors

Section 1. Composition.

The Board shall consist of (a) at least one (1) director from each association affiliated with the Association as a state affiliate, (b) six (6) directors for the Retired members of the Association, and (c) three (3) directors for the Aspiring Educator members of the Association.

Except as otherwise provided below, each state unit shall be entitled to an additional director for each 20,000 Active members of the Association, provided that if the number of state directors reaches one hundred fifty (150), the number of directors to which the state units are entitled shall be adjusted to prevent the total from exceeding one hundred fifty (150). The Board of Directors shall adopt rules for implementing this

provision. The number of Active members of the Association that shall be required to entitle a state affiliate or a dual-national state affiliate to an additional director shall be proportionately adjusted to reflect the reduction in Association dues paid by such members pursuant to Bylaw 2-7.n, provided that this Article V. Section 1 shall not apply to Active members of a dual-national local affiliate (i) in a state that does not have a dual-national state affiliate, and (ii) that become affiliated with the Association as a dual-national local affiliate prior to September 1, 1999.

The executive officers and other members of the Executive Committee shall be members of the Board of Directors *ex officio*.

a. At least one (1) director elected within each state shall be a nonsupervisor and, if a state is entitled to more than one (1) director, at least one (1) shall be a classroom teacher. The total number of additional directors representing the members in each state affiliate after the first shall be on the basis of proportional representation by educational position of NEA members.

b. In the event that the first three (3) directors from a state or the first three (3) retired directors do not include at least one (1) ethnic-minority person, the state affiliate or the retired delegates to the Representative Assembly, as the case may be, shall take all legally permissible steps to elect a fourth director who is from an ethnic-minority group.

c. Members from ethnic minorities shall comprise at least twenty (20) percent of the Board. The Representative Assembly shall elect additional directors as appropriate to assure such ethnic-minority representation. If, between meetings of the Representative Assembly, ethnic-minority representation on the Board falls below twenty (20) percent, the Board shall elect additional directors as appropriate to assure the necessary ethnic-minority representation, provided that such an election can be held at a Board meeting prior to the meeting that takes place in connection with the Annual Meeting. Candidates for these positions shall be nominated by members of the Board and ethnic-minority caucus chairpersons, and any ethnic-minority person who otherwise is eligible to serve on the Board may be a candidate. The person(s) elected shall serve until an election can be held by the next Representative Assembly in accordance with this section.

d. Administrators shall be represented on the Board in proportion to their membership in the Association. If the percentage of administrators elected to the Board of Directors fails to achieve proportional representation, the Representative Assembly shall elect at large the number required to assure such representation. Candidates for these positions shall be nominated by the delegates at the Representative Assembly who are administrators.

e. Classroom teachers in higher education shall be represented on the Board at least in proportion to their membership in the Association. If the percentage of classroom teachers in higher education elected to the Board of Directors fails to achieve such proportional representation, the Representative Assembly shall elect at large the number required to assure such representation. Candidates for these positions shall be nominated by the delegates at the Representative Assembly who are classroom teachers in higher education.

f. Active members employed in education support professional positions shall be represented on the Board at least in proportion to their membership in the Association. If the percentage of such members elected to the Board fails to achieve such proportional representation, the Representative Assembly shall elect at large the number required to

assure such representation. Candidates for these positions shall be nominated by the delegates at the Representative Assembly who are Active members employed in education support professional positions.

g. In elections for at-large positions on the Board of Directors at the Representative Assembly, if the number of candidates nominated equals the number of positions to be filled, the Chair shall declare such candidates elected.

h. Aspiring Educator and retired representation on the Board of Directors shall not be computed in determining the representation entitlements of administrators, classroom teachers in higher education, or Active members employed in education support professional positions.

Section 2. Terms of Office.

a. The terms of office of NEA state, at-large, and retired directors shall be three (3) years, except that a state director may be elected for one year or two years to fill a vacancy or achieve a staggering of terms.

b. NEA state and at-large directors shall serve no more than two (2) terms. Prior service as an aspiring educator director shall not be counted toward the two (2) term limit for state and at-large directors.

c. Retired directors shall serve no more than two (2) terms. Prior service on the Board of Directors in a position other than a retired director position shall not be counted toward the two (2) term limit for a retired director.

d. All candidates for NEA state and at-large directors shall have been Active members of the Association for at least two (2) years immediately preceding the election. All state and at-large directors shall maintain throughout their terms of office Active membership in the Association.

e. Retired directors shall maintain Retired membership throughout their terms of office.

f. One (1) aspiring educator director shall serve a term of two (2) years and two (2) aspiring educator directors shall serve terms of one (1) year. No aspiring educator director may serve more than two (2) years. The directors shall be Aspiring Educator members of the Association.

Section 3. Functions.

Consistent with the goals and objectives and the existing policies of the Association, the Board of Directors shall act for the Association between meetings of the Representative Assembly and in addition shall have the sole responsibility for any matter expressly delegated to it by the Representative Assembly.

Article VI. Executive Committee

Section 1. Composition.

The Executive Committee shall consist of the three (3) executive officers and six (6) members who shall be officers of the Association.

a. The executive officers and the six (6) members of the Executive Committee shall be nominated and elected at large by the Representative Assembly by majority vote and by secret ballot for each individual office.

b. If the number of candidates for the Executive Committee equals the number of positions to be filled, the Chair shall declare such candidates elected.

c. Members from ethnic minorities shall comprise at least twenty (20) percent of the Executive Committee. The Representative Assembly shall elect additional Executive Committee members as appropriate to assure such ethnic-minority representation.

Section 2. Qualifications and Terms of Office.

a. Terms of the Executive Committee members shall be three (3) years beginning September 1 following the election. Such members of the Executive Committee shall not serve more than two (2) terms.

b. All candidates shall have been Active members of the Association for at least two (2) years immediately preceding the election. All Executive Committee members shall maintain throughout their terms of office Active membership in the Association.

Section 3. Functions.

Consistent with the goals and objectives and the existing policies of the Association, the Executive Committee shall act for the Association between meetings of the Board of Directors and in addition shall have the sole responsibility for any matter expressly delegated to it by the Representative Assembly and/or the Board of Directors.

Section 4. Impeachment.

Officers of the Association may be impeached for violation of the *Code of Ethics of the Education Profession*, for misfeasance, for malfeasance, or for nonfeasance in office.

a. Impeachment proceedings against an officer may be initiated by written petition submitted to the Review Board by at least fifteen (15) percent of the certified delegates to the Representative Assembly.

b. If, after a due process hearing, a two thirds (2/3) vote of the Review Board shall sustain the charge, the office shall become vacant.

c. The officer may appeal the decision to the Board of Directors.

Article VII. Review Board

Section 1.

The judicial powers of the Association as described in this Article shall be vested in the Review Board.

Section 2. Powers.

The jurisdiction of the Review Board shall extend to cases as herein defined:

a. The Review Board shall have original jurisdiction in the following cases:

1. Impeachment of an officer who is a member of the Executive Committee;
2. Alleged violations of the *Code of Ethics of the Education Profession*;
3. The censure, suspension, or expulsion of a member;
4. Review, upon request, of an action of the Executive Committee, Board of

Directors, or Representative Assembly regarding consistent application of the Constitution or Bylaws of the Association.

b. The Review Board shall have the following powers subject to the conditions as herein outlined:

1. To impeach an officer. The officer shall have the right to appeal to the Board of Directors;

2. To censure, suspend, or expel a member for violation of the *Code of Ethics of the Education Profession* or other sufficient cause. The member shall have the right to appeal to the Executive Committee on procedural grounds only;

3. To vacate censure, lift suspension, or reinstate a member;

4. To review an action of the Executive Committee, Board of Directors, or Representative Assembly for consistency with the Constitution and Bylaws and to recommend to the appropriate governing body remedial action if necessary. Requests for review may be made only by the Executive Committee, Board of Directors, Representative Assembly, a local or state affiliate (by official action), or upon petition of ten (10) percent of the certified delegates of the Representative Assembly.

Section 3. Review Board Appointment.

The Review Board shall be appointed by the President with the advice and consent of the Board of Directors.

Section 4. Review Board Prerogatives.

The Review Board shall establish its rules of procedure with the approval of the Board of Directors. Due process must be guaranteed in all its proceedings.

Section 5. Impeachment.

a. Members of the Review Board may be impeached for violation of the *Code of Ethics of the Education Profession*, for misfeasance, for malfeasance, or for nonfeasance in office.

b. The process for impeachment of Review Board members shall be as follows:

1. Proceedings against a member of the Review Board shall be initiated by action of the Representative Assembly, or by official action of a local or state affiliate or upon petition of ten (10) percent of the certified delegates of the Representative Assembly under rules determined by the Board of Directors.

2. An affirmative vote of the Executive Committee shall be required to order an impeachment hearing on specified charges.

3. An affirmative vote of at least two thirds (2/3) of the members of the Executive Committee shall be required to sustain a charge following a due process hearing before the Committee and the position shall become vacant.

4. The member has the right to appeal the Executive Committee decision to the Board of Directors. No member of the Executive Committee shall be a party to the appellate procedure.

Article VIII. Affiliates and Special Interest Groups

Section 1. Affiliation.

Affiliation shall mean a relationship based on a reciprocal contractual agreement between the Association and an organization involved with or interested in education and shall continue until the affiliate withdraws or becomes disaffiliated.

Section 2. Ethnic-Minority Representation.

Affiliates of the Association shall take all reasonable and legally permissible steps to achieve on their elective and appointive bodies ethnic-minority representation that is at least proportionate to the ethnic-minority membership of the affiliate.

Section 3. Classes.

The classes of affiliates shall be governance, nongovernance, and such other affiliates as may be provided in the Bylaws.

a. The governance class shall comprise local and state affiliates exclusively.

b. The nongovernance class shall comprise all other affiliated professional and nonprofessional organizations.

Section 4. Rights of Active Members in Governance Affiliates.

Each governance affiliate shall guarantee its active members an open nomination procedure and a secret ballot except as otherwise provided in this Constitution or in the Bylaws. No governance affiliate shall discriminate against its active members in their right to vote, seek office, or otherwise participate in the affairs of the affiliate, of other governance affiliates, or of the Association.

Section 5. Standards and Procedures for Affiliation.

Affiliates which fail to comply with standards and procedures set forth in the Bylaws shall be subject to censure, suspension, or disaffiliation as prescribed in this Constitution.

Section 6. Special Interest Groups.

Any organized group of Association members having a common interest or purpose may be recognized as a Special Interest Group, provided such group is not eligible for any class of affiliation.

Article IX. Amendment of Constitution and Bylaws

Section 1. Proposal of Amendments.

Amendments to the Constitution or the Bylaws may be proposed to the Representative Assembly by one or more of the following methods:

a. By petition signed by at least one hundred (100) Active members from two (2) or more states and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly;

b. By petition signed by at least fifty (50) certified delegates and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly;

c. By at least two (2) state delegations in the Representative Assembly whose concurrence in the proposed amendment is evidenced either by a majority vote of those delegates present and voting in each delegation at a regularly called meeting of the delegation held in connection with the Annual Meeting or by petition signed by a majority of the members of each delegation. Proposals shall then be submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.

d. By majority vote of the NEA Board of Directors and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly; or

e. By a majority vote of the Committee on Constitution, Bylaws, and Rules.

Section 2. Amendment of the Constitution.

a. A proposed amendment to the Constitution shall be presented in writing to the Committee on Constitution, Bylaws, and Rules postmarked no later than seventy (70) days following the close of the prior year's Representative Assembly. Documentation of timely submission of an amendment shall be the responsibility of the contact person for the amendment, provided that the time of submission of an amendment that is proposed by a majority vote of the NEA Board of Directors shall be when the language of the amendment is approved by the Board of Directors.

b. The text of the proposed amendment shall be provided to all members at least sixty (60) days prior to its consideration through NEA printed or electronic media.

c. This Constitution may then be amended at the Annual Meeting by a two-thirds (2/3) vote of delegates present and voting.

Section 3. Amendment of the Bylaws.

a. A proposed amendment to the Bylaws shall be presented in writing to the Committee on Constitution, Bylaws, and Rules, postmarked no later than one hundred twenty (120) days preceding the Annual Meeting. Documentation of timely submission of an amendment shall be the responsibility of the contact person for the amendment, provided that the time of submission of an amendment that is proposed by a majority vote of the NEA Board of Directors shall be when the language of the amendment is approved by the Board of Directors.

b. The text of the proposed amendment shall be provided to all members at least sixty (60) days prior to its consideration through NEA printed or electronic media.

c. The Bylaws may then be amended at the Annual Meeting by a majority vote of the delegates present and voting.

Section 4. Voting on Amendments.

a. Voting on proposed amendments to this Constitution or to the Bylaws shall be by secret ballot.

b. Unless otherwise provided, all amendments shall take effect at the beginning of the fiscal year following their adoption.

Section 5. Withdrawal of Proposed Amendments.

Requests for withdrawal of proposed amendments shall be submitted in writing to the Committee on Constitution, Bylaws, and Rules. Such withdrawal shall be effective when approved by the Representative Assembly. Requests for withdrawal of proposed amendments to this Constitution or to the Bylaws may be granted by action of the Representative Assembly based on requests made in the following manner:

a. If originally proposed by petition of one hundred (100) or more members from two (2) states or fifty (50) or more delegates, the request shall be signed by at least two-thirds (2/3) of such members or delegates;

b. If originally proposed by two (2) state delegations, the request shall be signed by at least two-thirds (2/3) of the delegates from each state;

c. If originally proposed by the NEA Board of Directors, the request shall be made by a majority of the Board;

d. If originally proposed by the Committee on Constitution, Bylaws, and Rules, the request shall be made by a majority of the committee.

Exhibit C

Standing Rules of the National Education Association of the United States

Rule 1. Delegates

A. Credentials Committee

1. Composition

The President shall appoint a chairperson and four (4) members of the Credentials Committee for rotating terms of three (3) years. The appointments shall be with the advice and consent of the Board of Directors. No individual shall serve more than two (2) terms as a member of the Credentials Committee.

2. Duties

The committee shall be responsible for the supervision of the accreditation and registration of delegates to the Representative Assembly. Any complaint or question regarding the issuance of credentials shall be submitted in writing to the committee no later than June 1. After June 1, the committee shall not entertain a challenge if it is based on information that was known or that reasonably should have been known prior to that date.

The chairperson of the Credentials Committee shall give a preliminary report at the first meeting of the Representative Assembly. The preliminary report shall include information concerning compliance with all requirements required of delegations. Noncompliance by delegations will be specifically noted and reported. A final report will be given when the registration is complete.

The seating of a delegate, or delegates, may be challenged by means of a motion to amend such report. The action of the Representative Assembly, which has jurisdiction over the seating of its delegates, shall be final.

B. Certification of Delegates

1. Delegate Allocations

The Executive Director shall notify state and local affiliates, and other qualified organizations, of the number of delegates to which they are entitled after January 15 and no later than February 15 of the calendar year in which the Representative Assembly convenes. State affiliates shall be notified of the number of aspiring educator delegates to which they are entitled after March 15 and no later than April 1.

2. Election and Verification of Eligibility

The president of each local affiliate to which delegates have been allocated shall forward to the state affiliate by April 10 a certificate of eligibility for each local delegate and the term for which the delegate was elected on a form provided by the NEA.

By May 15, the president of each state affiliate shall forward to the NEA Executive Director a certificate of eligibility for each state association delegate and for each delegate elected pursuant to Bylaws 3-1.d, e, h, and i in that state, when appropriate, and the term for which the delegate was elected on a form provided by the NEA. The person designated by the President of the NEA to certify delegates pursuant to Bylaw 3-1.f. shall certify each school

nurse delegate and the term for which the delegate was elected on a form provided by the NEA. Once certified, the delegate shall remain certified until the expiration of said delegate's term to fulfill such duties of a delegate as are appropriate between Annual Meetings.

Upon verification of eligibility, the Executive Director shall forward such material as to allow the delegate to effect registration, voting, and official seating.

3. Vacancies

The organization to which delegates have been allocated shall be responsible for filling vacancies that may occur when a delegate does not fulfill the term for which elected. The filling of vacancies must comply with the requirements of the Constitution and Bylaws for the election of delegates.

Successor delegates to fill possible vacancies should be elected at the same time delegates are elected. Those persons filing delegate lists under the provision of B above shall file with the Executive Director, by May 15, lists of successor delegates that may have been elected, and a certificate of eligibility of each such successor delegate. Only those members who are so certified shall be eligible to serve as successor delegates.

A successor delegate shall serve for the remainder of the term of the delegate in whose place the successor delegate is serving. However, if a delegate is unable to attend one or more Annual Meetings by reason of uncontrollable circumstances, that delegate may resume service in the term of office to which the delegate was elected, commencing at the next Annual Meeting, provided that the delegate has submitted a statement to the Credentials Committee (no later than January 15 immediately preceding the Annual Meeting at which the delegate wishes to resume office) certifying that the delegate wishes to resume office and was unable to attend by reason of uncontrollable circumstances and the Credentials Committee concurs that such reason does in fact exist.

If a registered delegate leaves the Representative Assembly for an emergency reason, the elected successor delegate may be registered as a voting delegate during the absence of the originally registered delegate. A successor delegate registered in accordance with this provision shall be credentialed to serve as a voting delegate only until the adjournment of the Representative Assembly.

C. Registration

1. Registration Materials

Registration materials shall be provided to all delegates prior to the time of the Annual Meeting.

2. Registration of Delegates

Registration of delegates, successor delegates, nondelegate members, and guests shall begin on the first day of the Annual Meeting. Registration of delegates and successor delegates shall be completed on the day prior to the first business meeting of the Representative Assembly.

3. Successor Delegates

Successor delegates filling vacancies shall present at registration the permanent credential originally sent to the delegate the successor is replacing and a signed statement from the person filing the original and successor delegate lists under the provision of Rule 1.B.2 identifying the delegate to be replaced.

4. Members Other Than Delegates

Members other than delegates shall present evidence of membership and shall be given

appropriate badges. Guests shall also be given appropriate badges.

5. Supervision of Registration

Registration for the Annual Meeting shall be under the supervision of the Credentials Committee. Appeals shall be made to the same committee.

D. Seating Arrangements

1. Open to Members

Meetings of the Representative Assembly shall be open to members of the Association insofar as seating arrangements permit.

2. Seating Sections

The auditorium seating plan shall be arranged to provide sections for delegates, nondelegate members, guests, and staff.

3. Admittance to the Auditorium

Admittance to the auditorium shall be by badge. The type of badge will determine admittance to the proper section.

4. News Media

Members of the news media shall be given an appropriate badge and admitted to the area reserved for their use.

5. Staff

Staff members who need access to the floor of the Assembly shall wear an appropriate badge and an “official” ribbon. Staff members of state and local affiliates shall, upon designation by the chairperson of the delegation, be permitted to be seated in the section with their delegation.

6. Access to State Delegation Section

The chairperson and members of each delegation shall assume responsibility for permitting only certified delegates and designated staff to sit in their section.

E. State Delegations

1. First Meeting of State Delegations

The first meeting of state delegations shall take place before the first business meeting of the Representative Assembly with all accredited delegates duly notified.

2. Delegation Chair and Vice-Chair

Each delegation shall elect a chairperson and vice chairperson at its first meeting during the Annual Meeting unless previously elected by the NEA members within the state or the state representative assembly or the state’s NEA Representative Assembly delegates at the state association’s first caucus session prior to the Annual Meeting. The form certifying the election of the chairperson and vice chairperson shall be submitted to the Committee on Constitution, Bylaws, and Rules by the close of the first business meeting of the Representative Assembly.

3. Parliamentary Authority

Meetings of state delegations shall be governed by Robert’s Rules of Order Newly Revised or such other officially recognized parliamentary authority as the state delegation may

recognize.

4. Delegation Spokesperson

The chairperson of each state delegation, or the chairperson’s authorized deputy, shall serve as spokesperson for the delegation on the floor of the Representative Assembly. Except when authorized, other members of the delegation may speak only as individuals in the Representative Assembly.

5. Individual Votes

No state delegation shall vote by unit rule in the Representative Assembly. Each individual delegate shall have one (1) vote.

Rule 2. Committee on Constitution, Bylaws, and Rules

A. Composition

The Committee on Constitution, Bylaws, and Rules shall consist of five (5) members appointed by the President with the advice and consent of the Board of Directors. The President shall annually appoint a chairperson of the committee. Members shall serve rotating three (3) year terms beginning September 1. No member shall serve more than two (2) terms.

B. Duties

The committee shall initiate proposed amendments to the Constitution, Bylaws, and Standing Rules as appropriate; receive and process proposed amendments; supervise the submission and processing of new business and amendments to the Legislative Program; supervise and count roll call votes; provide advisory opinions to parliamentary questions upon the request of the presiding officer; and perform such other duties as are set forth in the Standing Rules or are requested by the President.

C. New Business vs. Legislative Program vs. Resolutions

The Committee on Constitution, Bylaws, and Rules shall supervise the submission and processing of items of new business and amendments to the Legislative Program. The committee shall determine which are items of new business, which are legislative amendments, and which are resolutions.

Rule 3. Order of Business and Debate

A. Adoption of the Order of Business

The adoption of the order of business of the Representative Assembly shall be the first item of business at the first business meeting of the Assembly.

B. Documents Governing Representative Assembly

The annual session of the Representative Assembly shall be conducted in accordance with provisions of the NEA Constitution, Bylaws, and these Standing Rules. Matters not specifically governed in these documents shall be governed by *Robert’s Rules of Order Newly Revised*.

C. Advisors to Presiding Officer

There shall be an official parliamentarian, to whom questions may be directed only through the presiding officer. If deemed advisable by the presiding officer, a question may be referred to the

Committee on Constitution, Bylaws, and Rules for an advisory interpretation. The presiding officer rules; the parliamentarian and Committee on Constitution, Bylaws, and Rules may advise.

D. Scheduling of New Business Items (NBI)

Items of new business submitted in accordance with these Standing Rules shall be considered for at least one hour at the second business meeting and for at least 90 minutes at each subsequent meeting.

E. Display of Business

The content of debate on any items for debate shall be displayed on all screens, including projection screens, by real-time captioning.

The text of new business items will be shown on the screen. Amendments to new business items will be shown with additions inserted and underlined and deletions with a strikethrough. Upon adoption of any amendment that changes the cost of a new business item, the chair shall immediately announce the updated cost and the cost shall be displayed on the screen.

F. Delegate Recognition and Speaking Time

Any delegate who is recognized by the chair shall provide name and state before speaking to a point under discussion. No member shall speak and/or be recognized in debate more than twice to the same question during the same meeting, nor longer than two (2) minutes at one time, unless permission is granted by majority vote of the Representative Assembly.

With the consent of the Representative Assembly, an NEA member who is not a delegate may address the Assembly.

G. Yielding Speaking Time

A member may yield the microphone or speaking time to another delegate only for the unused portion of the allotted time, and only for the purpose for which the member was recognized.

H. Closing Debate

No member speaking on a question may move to close debate.

A motion to close debate shall apply to no more than the single question immediately before the Representative Assembly.

Before a motion to close debate will be considered, the Chair will recognize at least one speaker in support and one speaker in opposition if speakers have called in on the motion on the floor.

I. Roll Call Vote

A roll call vote (the counting of delegates by state delegations) shall be taken only after approval, by a standing vote, of one-third (1/3) of the delegates present. The doors shall be closed while a count is being taken. Supervision and counting of roll call votes shall be in the charge of the Committee on Constitution, Bylaws, and Rules.

If a roll call of state delegations is made in the Representative Assembly, the chairperson of each state delegation shall be responsible for taking an accurate poll of delegates present at the time of the vote and for transmitting a report to the Committee on Constitution, Bylaws, and Rules.

J. Length of Remarks

Except for the keynote address by the President of the Association, and any address by the President of the United States, speakers delivering prepared speeches to the Representative Assembly should be advised that their remarks should be limited to 15 minutes.

K. Motions Submitted in Writing

At the request of the presiding officer and/or a majority of the delegates, any amendment or main motion shall be in writing.

L. Object to Consideration

The object to consideration motion shall be in order only immediately after the maker of the motion has had the opportunity to speak to it. A legislative amendment shall be subject to the motion to object to consideration as if it were a main motion.

M. Motion to Refer

The vote on a motion to refer shall be in order only after the maker of the original motion has been given the opportunity to speak to the referral.

When a motion is made by someone other than the original maker to bundle, combine, or in any other way refer one or more NBIs to committee, the chair shall ask the makers of each NBI if they support referral. The maker of each NBI shall be given one (1) minute to explain their NBI and whether they support or oppose referral.

N. Suspension of a Standing Rule

By a motion from the floor, a Standing Rule may be suspended or amended without notice by a two-thirds (2/3) vote of those present and voting.

O. Breaks

The NEA President will call for a one hour break on the second and third day of the Representative Assembly.

P. Contact E-Mail Address

Whenever a proposed Representative Assembly action is published, it shall include the name and state of the contact person.

Rule 4. Reports

A. Report Format

Reports of committees shall be in a format, prescribed by the President, which provides for a separation of explanatory, background, or introductory report information from any recommendations the Assembly is to act upon.

B. Availability

Copies of each report by a committee of the Association or of the Representative Assembly shall be made available digitally to each member of the Assembly by the first of June, prior to the Assembly.

C. Action

The adoption or acceptance of committee reports does not include approval of any requested appropriation.

D. Report of the Committee on Program and Budget

Appropriation requests shall be considered by the Representative Assembly at the time of the adoption of the budget. The adoption of the budget shall be by vote of the Representative Assembly.

E. Presentation of Report

Any person, chairperson, or member who is presenting a committee report shall not speak more than five (5) minutes unless permission is granted by majority vote of the Representative Assembly.

Rule 5. Amendments to the NEA Constitution, Bylaws, and Standing Rules

A. Amendments to Constitution

Proposed amendments to the Constitution shall be submitted to the Committee on Constitution, Bylaws, and Rules in writing and in accordance with Article IX, Sections 1 and 2 of the Constitution. Documentation of timely submission shall be the responsibility of the contact person for the amendment.

1. Printing and Distribution

The Committee on Constitution, Bylaws, and Rules shall arrange proposed amendments to the Constitution so that they are sequential by article of the Constitution. Titles and texts of proposed amendments to the Constitution along with the name and state of the contact person shall be available upon request to any NEA member no later than ninety (90) days following adjournment of the Representative Assembly. The text of the proposed amendments shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.

B. Amendments to Bylaws

Proposed amendments to the Bylaws shall be submitted to the Committee on Constitution, Bylaws, and Rules in writing and in accordance with Article IX, Sections 1 and 3 of the Constitution. Documentation of timely submission shall be the responsibility of the contact person for the amendment.

1. Printing and Distribution

The Committee on Constitution, Bylaws, and Rules shall arrange proposed amendments to the Bylaws sequentially by bylaw.

The text of proposed amendments to the Bylaws, along with the name and state of the contact person, shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.

2. Bylaw Amendments Contingent on Adoption of Amendments to the Constitution

A proposed amendment to the Bylaws which is dependent upon adoption of a proposed amendment to the Constitution shall be deemed to have failed unless the proposed amendment to the Constitution is adopted.

C. Amendments to Standing Rules

1. Proposal of Standing Rule Amendments

Amendments to the Standing Rules may be proposed to the Representative Assembly by one or more of the following methods:

- (a) **Petition of Delegates** – petition signed by at least fifty (50) certified delegates and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (b) **State Delegation** – a state delegation in the Representative Assembly whose concurrence in the proposed amendment is evidenced either by a majority vote of those delegates present and voting in such delegation at a regularly called meeting of the delegation held in connection with the Annual Meeting or by petition signed by a majority of the members of such delegation. Proposals shall then be submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (c) **NEA Board of Directors** – majority vote of the NEA Board of Directors and submitted to the Committee on Constitution, Bylaws, and Rules for presentation to the Representative Assembly.
- (d) **Committee on Constitution, Bylaws, and Rules** – a majority vote of the Committee on Constitution, Bylaws, and Rules.

2. Time for Submission and Notice

- (a) **Deadline** – a proposed amendment to the Standing Rules shall be presented in writing to the Committee on Constitution, Bylaws, and Rules, postmarked and/or received by electronic communication, no later than one hundred twenty (120) days preceding the Annual Meeting.
- (b) **Submission Responsibility** – documentation of timely submission shall be the responsibility of the contact person for the amendment.
- (c) **Publication** – the text of the proposed amendment along with the name and state of the contact person shall be printed in an official publication sent to all members at least sixty (60) days prior to its consideration.
- (d) **Adoption** – the Standing Rules may then be amended by the Representative Assembly by a majority vote of the delegates present and voting, by voice vote.

3. Adoption of a Standing Rule After Vote on Amendments to Constitution and/or Bylaws

Any amendment to the Standing Rules which is dependent upon adoption of a pending amendment to the Constitution and/or Bylaws and which was previously submitted pursuant to Standing Rule 5.C shall be designated for vote following adoption of the contingent amendment to the Constitution and/or Bylaws.

4. Withdrawal of Proposed Amendments to Standing Rules

By motion of the contact person, an amendment to the Standing Rules may be withdrawn. Without objection, the chair shall rule that the amendment is withdrawn. If there is objection, a majority vote of the delegates shall be required for withdrawal of the amendment.

D. Editing, Titles, and Discussion

1. Editing

Amendments to the Constitution and Bylaws shall be reviewed and, if necessary, edited by the Committee on Constitution, Bylaws, and Rules.

The editing responsibilities of this committee shall include:

- (a) combining two or more amendments of a similar intent into a single amendment, if the final amendment is agreed to by the contact person for each group making the original amendments involved;
- (b) printing identical amendments as a single amendment with the contact persons of each listed with the amendments; and
- (c) dividing an amendment at the discretion of the committee and with the consent of the contact person to enable the component parts of an amendment to be voted upon independently of each other.

2. Amendment Titles

Titles of amendments to both the Constitution and Bylaws shall summarize the intent of the amendment, including the significance of the deletions as well as the changes and/or additions. The titles shall be posted outside the voting area on the day the amendments are voted upon.

3. Open Hearing on Amendments to Governing Documents

The Committee on Constitution, Bylaws, and Rules shall hold an open hearing on proposed amendments to the Constitution and Bylaws at a time and place to be announced in the printed program. A representative of the petitioners shall be requested to attend the open hearing to explain the intent of a proposed amendment. The Representative Assembly shall discuss the proposed amendments prior to voting.

Rule 6. New Business Items (NBI)

New business relating to substantive policies or programs for the Association shall be specific in nature and terminal in application, shall concern issues beyond one local area, and shall not call for NEA to do work that is already in progress. New business items that do not meet these criteria shall be ruled out of order.

The adoption of a new business item shall not include approval of any appropriations.

A. Submission

New business items shall be submitted no later than 15 days prior to the opening of the Representative Assembly at 4:00pm in the time zone of the host city to the Committee on Constitution, Bylaws, and Rules via a process communicated in advance to all delegates.

Revisions by the maker of a new business item may be submitted no later than three days prior to the opening of the Representative Assembly at 4:00pm in the time zone of the host city. Revisions must address the same issue as the original new business item but may include different actions reasonably related to the action in the original NBI. Revisions will replace the original submission and will become the main motion.

NBIs shall be supported by one of the following, to be turned in no later than two hours before the opening of the first day of the Representative Assembly:

- (a) Petition of Delegates – petition of at least fifty (50) delegates;
- (b) State Delegation – a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting;
- (c) Governance Body – a governance body of the NEA or a state or local affiliate; or
- (d) Committee on Constitution, Bylaws, and Rules – the Committee on Constitution, Bylaws, and Rules pursuant to Rule 7.E.

Amendments to proposed new business items may be submitted no later than (2) two hours before the opening of the Representative Assembly on the day on which the new business item is to be considered by the body.

B. Format

Each new business item shall be printed accompanied by the name of the submitting NEA, state, or local group and shall be accompanied by the name and state of the contact person. Whenever a proposed Representative Assembly action is published, it shall include the name and state. A secure way to contact the maker that will not reveal individual delegates' contact information will be provided. New business items may include a separate rationale/background statement of no more than 40 words. Any new business item that contains an acronym or abbreviated term shall include the complete name for the acronym followed by the acronym in parenthesis when it is first used in that new business item.

C. Distribution

New business items submitted prior to May 1 shall be sent to the NEA Board of Directors and the president and executive director of each state affiliate as soon as possible. Those items submitted after May 1 but prior to the NBI submission deadline shall be posted on the delegate website. Submitted new business items shall also be made available to the chairperson of each delegation each morning prior to the start of the Representative Assembly

D. Duplicate New Business Items

When a new business item is submitted and the concept or action is being implemented or duplicates previous new business item positions approved by the Representative Assembly, the maker of the motion shall be advised where the duplication exists prior to the introduction on the floor of the Representative Assembly. The decision to submit or withdraw the new business item shall remain with the maker of the motion.

E. Relating to Federal Legislation

Any new business item relating to federal legislation for the consideration of the Representative Assembly shall be treated as an amendment to the Legislative Program and shall be marked in the order received as legislative amendment 1, 2, and so forth.

F. Submitted by the NEA Board of Directors

New business of the Association presented at the direction of the Board of Directors may be debated and acted upon at any business meeting of the Representative Assembly.

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 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.

H. Cost Estimates

A five (5) member committee shall be established to review new business items prior to and during the Representative Assembly. The committee shall consist of the secretary-treasurer, one (1) member of the Board of Directors elected by and from the Board, and three (3) delegates to the Representative Assembly appointed by the President. The committee shall review each new business item submitted and, without changing or eliminating any, shall (1) make a preliminary estimate of the cost of each item and (2) determine whether the item is covered in the program budget.

I. Duration

A new business item adopted by a Representative Assembly shall remain in effect (1) until a specified expiration date, or (2) until it is implemented, or (3) until it is rescinded by a subsequent Representative Assembly.

J. Editing

The text of a new business item adopted by a Representative Assembly may be edited with the approval of the President provided no substantive changes are made and the final text is approved in writing by the mover and the seconder. This would include replacing references to K-12 or Pre-K-12 with Pre-K-Graduate School.

K. Implementation

During the program year of implementation, the mover of a new business item adopted by the Representative Assembly shall be advised about the steps being undertaken to accomplish its implementation.

L. Impacting Regional Conferences¹

Any proposed new business item that impacts the planning and organizing of an annual regional conference shall automatically be forwarded to the appropriate conference planning committee for consideration. The planning committee shall not be required to implement the new business item.

M. Impacting the Representative Assembly

New business items which impact the conduct of subsequent Annual Meetings shall be processed as follows:

- (a) **Rejected** – if the Representative Assembly rejects the new business item, no further action shall be taken.
- (b) **Adopted** – if the Representative Assembly adopts the new business item, it shall be referred to the Annual Meeting Review Committee. The Annual Meeting Review Committee shall implement the new business item, unless, after consideration of legal, financial, and other relevant factors, it concludes that such implementation would not be in the best interest of the Association. In that event, the Annual Meeting Review Committee shall make a recommendation to the Board of Directors regarding implementation of the new business item at or before the Board's February meeting,

¹ This section is no longer applicable. Regional conferences were removed from the NEA Strategic Plan and Budget in 2013.

and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate.

- (c) **Referred** – if the Representative Assembly refers the new business item to the Annual Meeting Review Committee without taking a position for or against the new business item, the Annual Meeting Review Committee shall assess the new business item. Following such assessment, the Annual Meeting Review Committee shall make a recommendation to the Board of Directors regarding implementation at or before the Board's February meeting, and the Board shall take such action as it deems appropriate. The action taken by the Board with regard to the new business item shall be reported to the next Representative Assembly, and the Representative Assembly shall take such action as it deems appropriate.

Rule 7. Resolutions Committee and Procedure

A. Definition of Resolutions

Resolutions are formal expressions of opinion, intent, belief, or position of the Association. They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the positions of the Association positively and without ambiguity, and shall be consistent with the goals of the Association as stated in the Preamble of the Constitution.

B. Resolutions Committee

1. Composition

The Resolutions Committee shall consist of an Internal Editing Committee of five (5) members and at least as many additional members from each state affiliate as the affiliate has NEA state directors, from among the retired delegates to the NEA Representative Assembly as the Retired members have NEA directors, and from among the Aspiring Educator members of the Association as the Aspiring Educator members have NEA directors. The chairperson, vice-chairperson, and secretary of the Internal Editing Committee shall serve as chairperson, vice-chairperson, and secretary of the full Resolutions Committee.

2. Duties

The Resolutions Committee shall prepare and present to the Representative Assembly proposed resolutions for adoption. Proposed resolutions shall be printed and made available to delegates before action is scheduled thereon by the Representative Assembly. The form and text of each resolution shall be approved by the majority vote of the Resolutions Committee before presentation to the Representative Assembly provided, however, that a minority report may be presented to the Representative Assembly upon a one-third (1/3) favorable vote of the total Resolutions Committee's eligible voters.

Such minority report shall be printed with the majority report and shall be presented by the chairperson of the Resolutions Committee concurrently with the majority report. The chairperson of the Resolutions Committee shall present the report of the committee, together with any minority report, to the Representative Assembly for consideration at the time and place designated in the official program.

3. Membership on the Resolutions Committee

- (a) **State Delegations** – the registered delegates to the Representative Assembly from each state shall elect as many members and alternates to the Resolutions Committee from among the state and local delegates in the state delegation as each state has NEA

state directors.

- (b) **NEA-Retired** – the retired delegates to the NEA Representative Assembly shall elect as many members and alternates to the Resolutions Committee from among the retired delegates as the number of retired directors.
- (c) **NEA Aspiring Educators** – the aspiring educator delegates to the NEA Representative Assembly shall elect as many members and alternates to the Resolutions Committee as the number of aspiring educator directors. Nominations of aspiring educator members to the Resolutions Committee shall be open to all eligible NEA Aspiring Educator members.
- (d) **At-Large** – at-large members of the Resolutions Committee shall be appointed by the President as may be necessary to assure compliance with the requirements set forth in Article V, Section 1(d), (e), and (f) and that ethnic minorities comprise at least twenty (20) percent of the committee.

4. Term of Office

The terms of members of the Resolutions Committee shall commence September 1. The terms of state, at-large, and retired members of the Resolutions Committee shall be for one (1) year, two (2) years, or three (3) years, and no person shall serve more than six (6) years as a statemember, as an at-large member, or as a retired member. The terms of aspiring educator members of the Resolutions Committee shall be for one (1) year, and no person shall serve more than two (2) terms as an aspiring educator member. Service as a Resolutions Committee member prior to September 1, 2008, shall count toward the six (6) year and two (2) year term limits. A state, at-large, or retired member of the Resolutions Committee shall immediately relinquish the Resolutions position when such member ceases to be a delegate to the NEA Representative Assembly.

5. Election Procedure

Elections shall be by secret ballot. Voting shall be by those delegates present and shall take place at a time and place that does not conflict with the summer meeting of the Resolutions Committee and not later than the business meeting of the state delegations held on the last day of the Representative Assembly and by the retired and aspiring educator delegates at the time and place designated in the annual program by the President of the Association except as may otherwise be approved in advance by the Committee on Constitution, Bylaws, and Rules. If the number of candidates for Resolutions Committee positions is equal to or less than the number of positions to be filled, elections may be waived, and the candidates declared elected to the positions in question. The report of election results shall be submitted on the proper form to the Committee on Constitution, Bylaws, and Rules before the close of the fifth business meeting of the Representative Assembly.²

6. Challenge of an Election

A challenge to the election of a Resolutions Committee member shall be made to the Committee on Constitution, Bylaws, and Rules within twenty-four (24) hours after the challenger knew or reasonably should have known the basis for the challenge.

² Noted conflict regarding timeframe for reporting election results to be resolved via proposed amendment at 2026 NEA Representative Assembly.

7. Vacancies Between Representative Assemblies

The procedure for filling vacancies on the Resolutions Committee between meetings of the Representative Assembly shall be as follows: If the number of vacancies exceeds the number of alternates elected to fill vacancies, additional alternates shall be appointed by the governing board of the state affiliate or by the NEA Advisory Committee of Aspiring Educators, if feasible, or appointed by the president of the state affiliate or the chairperson of the NEA Advisory Committee of Aspiring Educators. Retired member vacancies shall be filled as provided in the bylaws of NEA-Retired.

8. Eligibility to Serve

The members elected from each state shall meet the requirements set forth in Article V, Section 1(a). Nominations of such state members shall be open except where limitations are required to comply with the provisions of Article V, Section 1(a). In the event that the first three (3) members from a state or the first three (3) retired members do not include at least one (1) ethnic minority, the fourth member shall be from an ethnic-minority group.

9. Continuing Membership

A member of the Resolutions Committee shall immediately relinquish the position held on the Resolutions Committee when such member ceases to be employed in the category represented.

C. Internal Editing Committee

1. Composition

The Internal Editing Committee shall be appointed by the president with the advice and consent of the Board of Directors for rotating terms of three (3) years. No person shall serve more than two (2) terms as a member of the Internal Editing Committee. The President shall annually appoint a chairperson from the Internal Editing Committee. Members of the Internal Editing Committee shall serve at the pleasure of the President. The Internal Editing Committee shall select annually a vice-chairperson and a secretary from among its own membership. It shall meet prior to the opening meeting of the Representative Assembly to draft proposed resolutions.

2. Duties

The functions of this committee shall be:

- (a) To submit verbatim to the Resolutions Committee the resolutions adopted by the previous Representative Assembly. Changes or amendments to these resolutions may be offered by this committee. Such changes will appear separately, attached to the original resolution.
- (b) To collect and categorize new resolutions. If clarification of a resolution seems necessary, the committee may make such changes. The committee shall synthesize related resolutions into a common resolution where possible. In the event of either of the above procedures, the committee will send the final resolution plus all resolutions from which it was prepared to the Resolutions Committee and the original drafter(s). Controversial issues may have more than one (1) resolution sent to the full Resolutions Committee.
- (c) To draft new proposed resolutions.
- (d) To apply the definition of resolution set forth in Rule 7.A above to proposed amendments to resolutions and to new resolutions.
- (e) To review regularly the adopted resolutions of the Association to assure, among other things, their timeliness and internal consistency. The committee shall report its

- recommendations to the full Resolutions Committee for action.
- (f) To make such changes in the adopted resolutions of the Association as may be necessary to accommodate the positions taken in policy statements adopted by the Representative Assembly. Such changes shall be made promptly after the policy statements have been adopted and shall be reported to the Resolutions Committee for information at its winter meeting.

D. Procedures for Submitting Resolutions

Resolutions from delegates or members designated for consideration by the Resolutions Committee at its winter meeting shall be submitted to the Executive Director or the chairperson of the Resolutions Committee or the members of the Resolutions Committee from their states.

The committee shall hold at least one (1) open hearing on proposed resolutions at a time and place to be announced in the printed program. The Resolutions Committee shall meet on a day prior to the open hearing and shall meet following the open hearing to consider any changes (additions, deletions, and/or amendments) it may wish to make in its report to the Representative Assembly.

The Resolutions Committee shall recommend a body of resolutions in its annual report to the Representative Assembly. These resolutions shall be presented for vote en masse.

The submission of all new resolutions and amendments to resolutions shall be submitted to the Committee on Constitution, Bylaws, and Rules no later than 4:00pm in the time zone of the host city on the first day of the Representative Assembly. After 4:00pm on the first day, only amendments to new resolutions or to resolutions amendments that have been properly submitted to the Committee on Constitution, Bylaws, and Rules shall be in order. Amendments to proposed Resolutions amendments may be submitted no later than two hours before the opening of the Representative Assembly on the day on which the Resolutions are to be considered by the body.

All new resolutions to be submitted from the floor for consideration after timely advance submission to the Committee on Constitution, Bylaws, and Rules must have a majority of the vote to be placed on the agenda (heard) and a two-thirds (2/3) vote to pass.

Resolutions submitted for consideration by the Representative Assembly shall be in writing on the forms provided, signed by the maker and the seconder of the motion.

The consideration of the NEA resolutions shall commence with the goal area containing the final resolution debated at the preceding Representative Assembly. Resolutions adopted by a Representative Assembly shall continue in force until the next Representative Assembly acts upon the report of the Resolutions Committee.

All resolutions adopted by the NEA Representative Assembly shall be publicized as official NEA resolutions.

E. Submission of Resolution as New Business

Between Representative Assemblies, any current resolution in whole or in part that is jointly determined to be a new business item by the Committee on Constitution, Bylaws, and Rules and the Internal Editing Committee shall be submitted for vote to the next Representative Assembly.

Rule 8. Amendments to the Legislative Program

Legislative amendments shall be considered as amendments to the main motion on the Legislative Program and shall be discussed at the time that the Representative Assembly acts on the Legislative Program.

A. Submission

Legislative amendments shall be submitted to the Committee on Constitution, Bylaws, and Rules

no later than 4:00pm in the time zone of the host city on the first day of the Representative Assembly, and shall be submitted by

1. **Petition of Delegates – petition of at least fifty (50) delegates;**
2. **State Delegation** – a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting; or
3. **Governance Body** – a governance body of a state or local affiliate.

Amendments to proposed legislative amendments may be submitted no later than two hours before the opening of the Representative Assembly on the day on which the Legislative Program is to be considered by the body.

B. Format

Each legislative amendment shall be printed accompanied by the name of the submitting state or local group and shall be accompanied by the name and state of the contact person.

C. Distribution

Legislative amendments submitted prior to May 1 shall be sent to the president and executive director of each state affiliate as soon as possible. All amendments submitted prior to 4:00pm in the time zone of the host city on the first day of the RA shall be posted on the delegate website. All amendments shall also be made available to the chairperson of each delegation each morning prior to the beginning of the Representative Assembly.

Rule 9. Policy Statements

A. Purpose

A policy statement shall set forth NEA's positions with regard to a particular subject, and may include expressions of opinion, intent, or belief; may call for actions that are specific in nature and terminal in application; and may indicate support for or opposition to federal legislation.

B. Submission and Consideration of Proposed Policy Statements

A proposed policy statement may be submitted to the Representative Assembly only by the Board of Directors. The proposed policy statement, together with the committee report upon which it is based, shall be sent to delegates in the advance mailing for the Annual Meeting. Committee reports, including proposed policy statements and other recommendations, shall be sent to the Committee on Legislation and the Resolutions Committee at the same time they are sent to the Board of Directors.

A proposed policy statement shall be presented to the Representative Assembly for consideration at the time designated in the official program.

C. Effect of Adopted Policy Statements

If a policy statement is adopted by the Representative Assembly, any resolution, new business item, or provision in the Legislative Program that deals with the subject addressed in the policy statement shall be editorially changed to accommodate the positions taken in the policy statement. Any resolution, new business item, or provision in the Legislative Program that deals with a subject addressed in an adopted policy statement shall be accompanied by a notation indicating that NEA's position with regard to the subject in question is set forth in full in the policy statement and that the policy statement is controlling and supersedes all other NEA pronouncements dealing with that subject.

An adopted policy statement shall continue in force unless and until further action is taken

with regard to that policy statement by a subsequent Representative Assembly.

D. Amending Adopted and Proposed Policy Statements

The Executive Committee shall review all adopted policy statements each year to assure that they continue to serve the contemporary needs and interests of NEA. In conducting this review, the Executive Committee may seek input from NEA members, affiliates, and constituency groups.

The Executive Committee shall report the results of its review, including any recommendations that the Executive Committee may wish to make for amending the adopted policy statements, to the Board of Directors at the Board's May meeting. Any amendments to the adopted policy statements approved by the Board of Directors shall be submitted to the Representative Assembly for action.

The Committee on Legislation and the Resolutions Committee shall submit to the Board of Directors in advance of the Board's May meeting any proposed amendments to adopted or proposed policy statements adopted pursuant to their regular committee work, including regular open hearings at which members of the Association may submit proposed amendments to policy statements.

A Preliminary Report on Policy Statements, including a copy of all adopted and proposed policy statements, including any amendments approved by the Board of Directors for submission to the Representative Assembly, shall be sent to delegates in the advance mailing for the Annual Meeting.

Amendments to adopted and proposed policy statements may be submitted to the Committee on Constitution, Bylaws, and Standing Rules no later than 4:00pm in the time zone of the host city on the first day of the Representative Assembly by (1) petition of at least fifty (50) delegates, (2) a majority vote of those present and voting at a state delegation at a regularly called meeting of the delegation in connection with the Annual Meeting, (3) a governance body of a state or local affiliate, or (4) the Committee on Legislation and the Resolutions Committee. These amendments will be distributed in writing to the delegates prior to consideration of policy statements by the Representative Assembly. Amendments to proposed Policy Statement amendments may be submitted no later than two hours before the opening of the Representative Assembly on the day on which Policy Statements are to be considered by the body.

If a new business item, an amendment to the Legislative Program, or an amendment to a resolution that is submitted to the Committee on Constitution, Bylaws, and Standing Rules would have the effect of changing a position taken in an adopted or a proposed policy statement, the Committee shall treat the submission as an amendment to the policy statement, and it shall be acted upon when policy statements are being considered by the Representative Assembly.

Amendments to adopted and proposed policy statements shall be considered by the Representative Assembly at the time designated in the official program. The Representative Assembly shall deal with proposed policy statements first, and then shall deal with amendments to adopted policy statements. In this latter regard, the Representative Assembly shall deal with each adopted policy statement separately, acting first on any amendments to the policy statement in question submitted by the Board of Directors, and then acting on any other amendments to that policy statement.

Rule 10. Elections for State, Retired, and Aspiring Educator Directors

A. Reporting Campaign Expenses

The following procedure shall apply in regard to elections for NEA office that do not take place at the Representative Assembly: Using forms provided by the Committee on Constitution, Bylaws, and Rules, each candidate for state, retired, or aspiring educator director shall file a final report of campaign revenues and expenses with the state association president, the President of NEA-Retired, or the Chairperson of the NEA Advisory Committee of Aspiring Educators, as the

case may be, or a designee. Such report must be filed no later than thirty (30) days following certification of the result of the election, and a copy of the report shall be submitted to NEA together with the notice of certification of the result of the election.

B. Certification of Election of NEA Director

On a form provided by the NEA, the president of a state affiliate shall certify by May 20 the election of any director elected to assume office the following September 1. The president of a state affiliate shall certify the election of a person elected to complete an unexpired term on the NEA Board of Directors as soon as possible after such election. In the event the certifying officer is in fact the elected NEA Board member, the next ranking state officer shall certify the election report.

Rule 11. Elections Conducted at the Representative Assembly

A. Elections Committee

1. Composition

The Board of Directors, on the basis of recommendations from the state affiliates, shall appoint a chairperson and at least twenty (20) members of an Elections Committee. The chairperson and members shall serve at the pleasure of the Board of Directors.

2. Duties

The committee shall be responsible for the conduct of elections and any other items on which votes are taken by printed ballots.

B. Procedures

1. Filing

Each candidate for election at the Representative Assembly must file with the executive director no later than at the time of nomination a certificate of eligibility, and the executive director shall verify such certification. Distribution and display of campaign literature shall be restricted to the year of the nominee's candidacy.

2. Advance Publicity

Candidates for executive office or membership on the Executive Committee may file their intention in writing with the executive director of the NEA, along with a picture and candidate statement. The executive director of the NEA shall publish in an NEA publication sent to Activemembers the picture and candidate statement of each candidate who has filed and presented such statement by March 15. The eligibility of such candidates shall be verified prior to publication.

The Association shall mail to all delegates a brochure, no larger than 8 1/2 by 11 inches, for each candidate for executive office or membership on the Executive Committee with the candidate's approval. Subject to legal requirements, the content of the brochure shall be determined by the candidate, who shall provide the Association with camera-ready art for the brochure. Such artwork shall be received at the NEA headquarters building no later than May 1. The Association shall pay printing, mailing, and handling costs for such brochure.

In the event a candidate chooses to have printed a brochure for distribution to all delegates in the one-time mailing, the brochure shall be one (1) page, no larger than 8 1/2 by 11 inches; shall be supplied in sufficient number for all delegates; and shall be received at NEA Headquarters by May 15. There shall be no charge to such candidates for inclusion in the mailing.

3. Campaign Materials

No campaign materials may be distributed, posted, or displayed within the seating area of the auditorium or where they are visible from the seating area while the Representative Assembly is in session, provided that this prohibition shall not apply to the wearing of T-shirts, hats, pins, buttons, and the like.

No campaign materials or materials promoting passage or defeat of any Constitutional or Bylaw amendment, including T-shirts, hats, pins, buttons, and the like, shall be distributed, posted, or displayed at the polling places or where they are visible from the polling places on election day.

4. Campaign Expenses

- (a) **Prohibitions** – no money or resources of NEA, an NEA affiliate, a labor organization, an employer, or an entity created or controlled by any of the above, shall be used to promote the candidacy of any individual for an NEA office.
- (b) **Reporting** – the following procedure shall apply in regard to elections for NEA office that take place at the Representative Assembly: Using forms provided by the Committee on Constitution, Bylaws, and Rules, each candidate shall file a preliminary report of campaign revenues and expenses, including projected revenues and expenses, with the committee prior to the opening of nominations at the Representative Assembly. A final report, on the forms provided by the committee, must be filed with the committee no later than thirty (30) days following certification of the election results. The committee shall report to the Representative Assembly, prior to any nominations or elections, whether any candidate has in any manner violated the election rules and regulations. The final report of campaign revenues and expenditures shall be made available for inspection by any member by means of an appropriate NEA electronic or printed publication.

5. Notification of NEA At-Large Director Positions

Prior to June 1, notification of the number and type of at-large positions necessary to fulfill the requirements of Article V, Section 1 of the NEA Constitution shall be sent to the executive officers, Executive Committee, Board of Directors, state presidents, state executive directors, members of the Ethnic Minority Affairs Committee, and individuals who have notified NEA of intention to run for those positions.

6. Nominations

Nominations shall be made in writing, via a form provided by the NEA Center for Governance, no later than 4:00pm in the time zone of the host city on June 15 for the elections provided for by Article IV, Section 3; Article V, Section 1; and Article VI, Section 1 of the Constitution.

- (a) Nominations, as appropriate in each year, shall be announced to the body during the first business session in the following order:
 - i. president;
 - ii. vice president;
 - iii. secretary-treasurer;
 - iv. members of the Executive Committee;
 - v. at-large representatives of classroom teachers in higher education on the Board of Directors;
 - vi. at-large representatives of administrators on the Board of Directors;
 - vii. at-large representatives of Active members employed in education

- support professional positions on the Board of Directors;
- viii. at-large representatives of ethnic minorities on the Board of Directors. The time of nominations of at-large ethnic-minority candidates, if necessary to achieve twenty (20) percent ethnic-minority representation on the Executive Committees as provided for by Article VI, Section 1(c) of the Constitution, shall be announced by the President contingent upon other nominations and/or balloting for Executive Committee positions.
- (b) Nominations for each category shall be made in an order determined by a drawing by the candidates or their designees.
- (c) Consistent with the requirements set forth in Rule 11.B.7, each candidate shall be nominated by written motion of a delegate to the Representative Assembly. When all nominations have been announced, each candidate or designee shall have an allotment of time to address the Representative Assembly. Candidates for the office of president shall be given five (5) minutes for this purpose. Candidates for vice-president, secretary-treasurer, and the Executive Committee shall be given three (3) minutes. Candidates for at-large positions on the Board of Directors shall be given two (2) minutes.
- (d) Candidates or their designees shall speak in an order determined by a drawing by the candidates or their designees.
- (e) If the number of candidates nominated equals the number of positions to be filled, the chair shall declare such candidates elected.
- (f) The Committee on Constitution, Bylaws, and Rules shall be in charge of timing all speakers. Each speaker shall be given a one (1) minute warning before the time has elapsed, and the timekeeper shall stand at the end of the allotted time.

7. Voting Procedures

Elections shall be by secret ballot by the delegates to the Representative Assembly.

- (a) The names of the candidates shall be placed on the first ballot in the order determined by lottery by the candidates or their designees; on subsequent ballots the order also shall be determined by lottery by the candidates or their designees.

The candidates or their designees shall assemble on a date and time designated by the chairperson of the Committee on Constitution, Bylaws, and Rules. The lottery shall be held under the supervision of the chairperson of the Elections Committee and in the presence of the chairperson of the Committee on Constitution, Bylaws, and Rules or designee.

In the event that a candidate or designee fails to appear at the appointed time and place, the chairperson of the Elections Committee shall draw for that candidate.

The order of the lottery shall be as follows: For placement on the first ballot, the candidates shall draw in order determined alphabetically by the states of the candidates. For placement on a runoff ballot, the candidates shall draw in order of the highest number of votes received on the previous ballot.

- (b) Elections on the first ballot shall be on the second day of the Representative Assembly. Polls for voting on the first ballot shall be open from 8:30 a.m. to 12 noon on election day at such place or places as the President may designate.

On the first ballot, delegates shall vote for positions as follows:

- i. Executive officers (as appropriate for that year);
- ii. Members (as appropriate for that year) to serve on the Executive Committee;
- iii. Representatives of classroom teachers in higher education, if necessary, on the Board of Directors;
- iv. Representatives of administrators, if necessary, on the Board of Directors;
- v. Representatives of Active members employed in education support

- professional positions, if necessary, on the Board of Directors; and
- vi. Representatives of ethnic minorities, if necessary, on the Board of Directors.
- (c) Runoff elections shall be held as necessary until there is an election for each position by a majority vote. Notice of runoff elections shall be given by the chairperson of the Elections Committee from the platform during a regularly scheduled business meeting of the Representative Assembly. The chairperson of the Elections Committee shall set, subject to approval by the Representative Assembly, the hours for all runoff elections. The chairperson of the Elections Committee shall authorize a runoff election by mail ballot of the certified delegates, if it becomes necessary, to assure elections by majority vote.
- (d) Administrators shall be nominated by administrator delegates and elected by majority vote of all delegates if necessary to achieve administrator representation on the Board of Directors as provided for by Article V, Section 1 of the Constitution.
- (e) Classroom teachers in higher education shall be nominated by such delegates and elected by majority vote of all delegates if necessary to achieve classroom teachers in higher education representation on the Board of Directors as provided by Article V, Section 1 of the Constitution.
- (f) Active members employed in education support professional positions shall be nominated by such delegates and elected by majority vote of all delegates if necessary to achieve such representation on the Board of Directors as provided for by Article V, Section 1 of the Constitution.
- (g) Ethnic-minority persons shall be elected by majority vote of all delegates if necessary to achieve at least twenty (20) percent ethnic-minority representation on the Board of Directors as provided by Article V, Section 1(c) of the Constitution. The number of positions to be voted upon shall be equal to the number required to assure a minimum of twenty (20) percent ethnic-minority representatives on the Board of Directors (excluding the ex officio members) without counting the number of ethnic-minority persons who may be elected at large in the same year to achieve the required proportion of administrators, classroom teachers in higher education, and Active members employed in education support professional positions on the Board.
- (h) Ethnic-minority persons shall be elected by majority vote of all delegates if necessary to achieve twenty (20) percent ethnic-minority representation on the Executive Committee as provided for by Article VI, Section 1(c) of the Constitution.
- (i) Voting on amendments shall be open on a date and for a window of time as the President shall designate and announce in advance to delegates. Each delegate shall receive a URL linked to their unique ballot at the beginning of the voting window. The chairperson of the Elections Committee shall present the report of each balloting by vote tally to the Representative Assembly. In the event that each of two or more incompatible amendments receives the required number of votes, the amendment receiving the greatest number of votes shall prevail.
- (j) As soon as the results of an election are certified, all business of the Representative Assembly shall be suspended until the results are reported to the Representative Assembly.
- (k) Following the oral report of the results of balloting to the Representative Assembly, the certified results shall be posted at the voting booths, displayed electronically to the Assembly hall, and printed in the next edition of the Representative Assembly newspaper.
- (l) The Representative Assembly shall not recess until the results of the election are certified and presented to the Assembly on the day of an election.

8. Tenure

Officers chosen shall continue in office through August 31 of the final year of the term for which they were elected, or until their successors are chosen in accordance with the Constitution and Bylaws.

Rule 12. Operating Procedures

A. Distribution of Materials

General distribution of any type of printed material in the auditorium and adjacent lobbies (within one hundred [100] feet) of the auditorium in which the Annual Meeting is held shall require clearance with the chairperson of the Committee on Constitution, Bylaws, and Rules. Identification of source and sponsorship shall be printed on such materials. Clearance is not required for official NEA reports or for distribution of materials by chairpersons of state delegations to their own delegates.

B. Exhibit and Fundraising Areas

The following rules shall apply to the use of exhibit and fundraising areas at the NEA Annual Meeting:

- (a) NEA affiliates, delegates, and caucuses shall be permitted to use the exhibit and fundraising areas to distribute material or disseminate information related to the Association's agenda, including material or information that is contrary to or advocates a change in NEA policy. The material distributed or information disseminated may be prepared by the affiliates, delegates, and caucuses themselves, or the affiliates, delegates, and caucuses may distribute material or disseminate information prepared by groups external to the Association.
- (b) Groups external to the Association shall be permitted to use the exhibit area to distribute material or disseminate information related to the Association's agenda, provided that such material is not contrary to or does not advocate a change in NEA policy.
- (c) Groups that do not adhere to NEA policies and resolutions on nondiscrimination shall not be permitted to use the exhibit area to distribute material or disseminate information of any kind.
- (d) The Association may prohibit the distribution of any material or the dissemination of any information that is disruptive or offensive (i.e., obscene or in bad taste).

C. Prohibitions

1. Smoking

There shall be no smoking in the Representative Assembly or in any area or line where delegates are required to be in order to carry out their responsibilities.

2. Alcoholic Beverages

There shall be no consumption of alcoholic beverages in the Representative Assembly.

3. Drawings or Giveaways

There shall be no drawings or giveaways conducted during the Annual Meeting in which delegates must be present to win except for those designed to motivate delegates to attend business meetings or properly scheduled caucuses.

Rule 13. Definition of Terms

The following terms, when used in the Constitution, Bylaws, and/or Standing Rules, shall have these definitions:

A. Open Nomination Procedure

Open nomination procedure shall mean a procedure by which every eligible NEA member shall have the opportunity to nominate any NEA member who meets the qualifications for the elective position; subject, however, to any limitations required in the NEA Constitution and Bylaws and also to any other reasonable restrictions uniformly imposed.

B. Secret Ballot

Secret ballot shall mean a procedure for voting on slips of paper (or via a secure electronic ballot) on which the voter may mark the vote in secrecy.

C. One-Person—One-Vote

One-person—one-vote principle shall mean a voting procedure by which the vote of each member of the constituency has equal weight, so that in the elected governing body each delegate represents approximately the same number of constituents as each and every other delegate.

D. Election by Secret Ballot by Individual Position

Election by secret ballot for each individual position shall mean that slate voting shall not be permitted.

E. Runoff Elections

Runoff elections shall mean a voting procedure as follows: In an election by the Representative Assembly, if a sufficient number of candidates has not achieved a majority of the valid ballots cast, another election shall be held and the runoff ballot shall list those unsuccessful candidates who, arranged in decreasing order of votes received, obtained a majority of the votes cast in the previous election. In the event that this procedure would not provide at least one more candidate than the number of remaining positions to be filled, then the runoff ballot shall list those candidates who, in descending order, received the highest number of votes on the previous ballot (though not elected), listing one more candidate than the number of positions to be filled.

F. Valid Ballot

In the case of elections at the Representative Assembly, a valid ballot shall be a ballot (1) cast by a credentialed delegate for a person nominated for the office, (2) cast for no more than the maximum number of positions to be filled, and (3) cast in a manner that clearly indicates the voter's choice. In the case of a vote by the Representative Assembly on any issue placed on a ballot, a valid ballot shall be a ballot clearly cast for or against this issue.

G. Campaign Materials

Campaign materials shall mean any document, electronic transmission, object, or other material that has the purpose or effect of promoting the candidacy of an individual for NEA office, and shall include, by way of illustration and without limitation, billboards, newspaper advertisements, audio-visual materials, emails, brochures, position papers, buttons, pins, articles of clothing, candy, posters, banners, signs, fans, pens, announcements, and invitations.

Exhibit D



**Overview: NEA Bylaw 3-1(g) Policy and Delegate Representation
NEA Representative Assembly**

This overview provides information concerning representation by race and ethnicity at the NEA Representative Assembly (NEA RA). Since Bylaw 3-1(g) was established in the Association’s governing documents 50 years ago under our revised Constitution and Bylaws implemented in 1974, NEA has regularly fielded a racially and ethnically diverse assembly of member leaders at the Representative Assembly (RA). Bylaw 3-1(g) is the Association’s primary policy for promoting and monitoring racial and ethnic diversity across our leader ranks in pursuit of a remarkable goal—to attain representation at the NEA RA among our delegates who self-identify as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Middle Eastern or North African¹, Native Hawaiian or other Pacific Islander, Multiracial, or some other race/ethnicity that is proportionate to our state and national populations.

At the 2025 NEA RA, total representation of elected and registered delegates among the aforementioned groups was about 37 percent, compared to the U.S. Census figure of 42 percent among all people who identify as Native People and People of Color. Congratulations to all State Associations that effectively engage in our critical 3-1(g) work each year to strengthen and sustain our leadership diversity.

For the list of state goals derived from our decennial census data, please consult the attached report titled *2020 Census: Percent of Population Identifying as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Multiracial, or Some Other Race/Ethnicity*.

Representation at the 2025 RA

Following are figures from the 2025 NEA RA categorized among the race and ethnicity groups in alignment with data for these groups as used by the 2020 U.S. Census, reported among self-identifying delegates registered and in attendance as part of our assembly.

Total Delegates 2025 RA	1 American Indian and Alaska Native	2 Asian	3 Black or African American	4 Hispanic or Latino	5 Middle Eastern or North African	6 Native Hawaiian or Pacific Islander	7 Multiracial	8 Some Other Race/Ethnicity	9 Total Columns 1-8	10 White (not Hispanic origin)	11 Unknown
5,973	88	169	1,222	565	23	45	32	50	2194	3,512	267
RA %	1.5	2.8	20.5	9.5	0.4	0.8	0.5	0.8	36.8	58.8	4.4
US %	0.7	5.9	12.1	18.7	N/A	0.2	4.1	0.5	42.2	57.8	--

State delegations were highly successful in encouraging self-identification at the 2025 RA, in that only 267 delegates—approximately four percent—reported as race or ethnicity unknown. For comprehensive national and state delegation attendance figures at the 2025 RA, please consult the attached attendance report.

If you have questions regarding policies associated with ethnic-minority representation or NEA Bylaw 3-1(g) in general, please refer to Section II and Appendix 2 of the booklet *Requirements for Allocation and Election of Delegates to the NEA Representative Assembly* at www.nea.org/delegaterequirements. You may also contact Sabrina Tines-Morris, Senior Director, NEA Center for Governance, at satines@nea.org; or Paul Birkmeier, Manager, NEA Center for Governance, at pbirkmeier@nea.org.

¹ Delegates to the 2024 NEA Representative Assembly approved an amendment to the Association’s definition of *ethnic minority* set forth in NEA Bylaw 12-1(h) to include Middle Eastern or North African (MENA) following a change made by the United States Office of Management and Budget to begin including MENA as a minimum race and ethnicity category, and which informs the development of and publishing of statistics for the 2030 Census for this category.

2020 Census: Percent of Population Identifying as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Multiracial, or Some Other Race/Ethnicity 1

State	Total %	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	Multiracial	Some Other Race/Ethnicity
Alabama	37	0.5	1.5	25.6	5.3	0.1	3.7	0.3
Alaska	42	14.8	5.9	2.8	6.8	1.7	9.8	0.6
Arizona	47	3.7	3.5	4.4	30.7	0.2	3.7	0.4
Arkansas	32	0.7	1.7	14.9	8.5	0.5	4.9	0.3
California	65	0.4	15.1	5.4	39.4	0.3	4.1	0.6
Colorado	35	0.6	3.4	3.8	21.9	0.2	4.5	0.5
Connecticut	37	0.2	4.7	10.0	17.3	0.0	3.8	0.8
Delaware	41	0.3	4.3	21.5	10.5	0.0	4.3	0.5
District of Columbia	62	0.2	4.8	40.9	11.3	0.1	4.3	0.5
Federal	42	0.7	5.9	12.1	18.7	0.2	4.1	0.5
Florida	49	0.2	2.9	14.5	26.5	0.1	3.7	0.6
Georgia	50	0.2	4.4	30.6	10.5	0.1	3.6	0.5
Hawaii	78	0.2	36.5	1.5	9.5	10.2	20.1	0.4
Idaho	21	1.0	1.4	0.8	13.0	0.2	4.2	0.4
Illinois	42	0.1	5.8	13.9	18.2	0.0	3.2	0.4
Indiana	25	0.2	2.5	9.4	8.2	0.0	3.9	0.4
Iowa	18	0.3	2.4	4.1	6.8	0.2	3.4	0.3
Kansas	28	0.7	2.9	5.6	13.0	0.1	5.1	0.3
Kentucky	19	0.2	1.6	7.9	4.6	0.1	3.9	0.3
Louisiana	44	0.6	1.8	31.2	6.9	0.0	3.4	0.4
Maine	10	0.5	1.2	1.8	2.0	0.0	3.9	0.3
Maryland	53	0.2	6.8	29.1	11.8	0.0	4.4	0.6
Massachusetts	32	0.1	7.2	6.5	12.6	0.0	4.7	1.3
Michigan	28	0.5	3.3	13.5	5.6	0.0	4.4	0.4
Minnesota	24	1.0	5.2	6.9	6.1	0.0	4.1	0.4
Mississippi	45	0.5	1.1	36.4	3.6	0.0	2.8	0.2
Missouri	24	0.4	2.1	11.3	4.9	0.2	5.0	0.4
Montana	17	6.0	0.7	0.5	4.2	0.1	5.0	0.4
Nebraska	24	0.8	2.7	4.8	12.0	0.1	3.7	0.3
Nevada	54	0.8	8.6	9.4	28.7	0.7	5.4	0.6
New Hampshire	13	0.2	2.6	1.4	4.3	0.0	4.0	0.4
New Jersey	48	0.1	10.2	12.4	21.6	0.0	3.1	0.8

2020 Census: Percent of Population Identifying as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Multiracial, or Some Other Race/Ethnicity 2

State	Total %	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Multiracial	Some Other Race/Ethnicity
New Mexico	63	8.9	1.7	1.8	47.7	0.1	2.8	0.5
New York	48	0.3	9.5	13.7	19.5	0.0	3.6	1.0
North Carolina	40	1.0	3.3	20.2	10.7	0.1	3.9	0.4
North Dakota	18	4.8	1.7	3.4	4.3	0.1	3.9	0.2
Ohio	24	0.2	2.5	12.3	4.4	0.0	4.3	0.4
Oklahoma	39	7.9	2.3	7.2	11.9	0.2	9.4	0.3
Oregon	28	1.0	4.5	1.9	13.9	0.4	6.1	0.5
Pennsylvania	27	0.1	3.9	10.5	8.1	0.0	3.5	0.4
Rhode Island	31	0.3	3.5	5.0	16.6	0.0	4.8	1.0
South Carolina	38	0.3	1.7	24.8	6.9	0.1	3.7	0.4
South Dakota	21	8.4	1.5	2.0	4.4	0.1	3.9	0.2
Tennessee	29	0.2	1.9	15.7	6.9	0.1	3.9	0.3
Texas	60	0.3	5.4	11.8	39.3	0.1	3.0	0.4
Utah	25	0.9	2.4	1.1	15.1	1.1	3.7	0.4
Vermont	11	0.3	1.8	1.3	2.4	0.0	4.6	0.4
Virginia	41	0.2	7.1	18.3	10.5	0.1	4.7	0.5
Washington	36	1.2	9.4	3.8	13.7	0.8	6.6	0.6
West Virginia	11	0.2	0.8	3.6	1.9	0.0	4.0	0.3
Wisconsin	21	0.8	3.0	6.2	7.6	0.0	3.5	0.3
Wyoming	19	2.0	0.9	0.8	10.2	0.1	4.1	0.4
United States	42	0.7	5.9	12.1	18.7	0.2	4.1	0.5

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000009 ALABAMA EDUCATION ASSN

State/Local Delegates: 141

State/Local Count: 102
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 37%

Goal: 52

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	98	2	65	2	0	2	0	1	0	72	26	0
State	43	0	28	1	1	0	0	0	0	30	12	1
Retired	21	0	9	0	0	0	0	0	0	9	12	0
Student	4	0	4	0	0	0	0	0	0	4	0	0
Ex Officio	1	0	0	0	0	0	0	0	0	0	1	0
State Total	167	2	106	3	1	2	0	1	0	115	51	1

000000011 ARIZONA EDUCATION ASSN

*** State/Local Delegates: 97

State/Local Count: 32
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 47%

Goal: 46

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	78	1	6	17	2	0	1	0	0	27	50	1
State	19	0	2	3	0	0	0	0	0	5	11	3
Retired	3	0	0	3	0	0	0	0	0	3	0	0
Ex Officio	1	0	0	1	0	0	0	0	0	1	0	0
State Total	101	1	8	24	2	0	1	0	0	36	61	4

000000012 ARKANSAS EDUCATION ASSN

State/Local Delegates: 29

State/Local Count: 15
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 32%

Goal: 9

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	16	0	11	0	0	0	0	0	0	11	4	1
State	13	0	4	0	0	0	0	0	0	4	9	0
Retired	2	0	1	0	0	0	0	0	0	1	1	0
Student	1	0	1	0	0	0	0	0	0	1	0	0
State Total	32	0	17	0	0	0	0	0	0	17	14	1

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000013 CALIFORNIA TEACHERS ASSN

*** State/Local Delegates: 819 State/Local Count: 433 Target Percentage 65% Goal: 532
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	549	8	72	122	35	7	3	6	2	255	256	38
State	270	5	28	108	25	5	2	4	1	178	78	14
Retired	20	0	1	2	1	0	0	1	0	5	13	2
Student	1	0	0	1	0	0	0	0	0	1	0	0
Ex Officio	5	1	2	1	0	0	0	0	0	4	1	0
State Total	845	14	103	234	61	12	5	11	3	443	348	54

000000014 COLORADO EDUCATION ASSN

*** State/Local Delegates: 84 State/Local Count: 12 Target Percentage 35% Goal: 29
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	59	1	2	6	0	0	0	0	0	9	49	1
State	25	0	0	3	0	0	0	0	0	3	22	0
Retired	4	0	1	1	0	0	0	0	0	2	2	0
State Total	88	1	3	10	0	0	0	0	0	14	73	1

000000015 CONNECTICUT EDUCATION ASSN

*** State/Local Delegates: 82 State/Local Count: 15 Target Percentage 37% Goal: 30
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	49	1	7	1	1	0	0	0	0	10	38	1
State	33	0	4	0	1	0	0	0	0	5	26	2
Retired	5	0	0	0	0	0	1	0	0	1	4	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
State Total	88	1	11	1	2	0	1	0	0	16	69	3

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000016 DC - NEA

State/Local Delegates: 0

State/Local Count: 0
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 62%

Goal: 0

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Ex Officio	3	0	2	1	0	0	0	0	0	3	0	0
State Total	3	0	2	1	0	0	0	0	0	3	0	0

000000017 DELAWARE STATE EDUCATION ASSN

*** State/Local Delegates: 48

State/Local Count: 19
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 41%

Goal: 20

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	33	0	9	1	0	0	0	1	0	11	21	1
State	15	0	8	0	0	0	0	0	0	8	6	1
Retired	2	0	0	0	0	0	0	0	0	0	2	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	1	0	1	0	0	0	0	2	0	0
State Total	53	0	18	1	1	0	0	1	0	21	30	2

000000034 EDUCATION MINNESOTA

*** State/Local Delegates: 107

State/Local Count: 24
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 24%

Goal: 26

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	60	1	5	2	1	0	0	0	0	9	49	2
State	47	0	12	2	1	0	0	0	0	15	32	0
Retired	11	0	0	0	0	0	0	0	0	0	11	0
Student	4	0	0	0	0	0	0	0	0	0	4	0
Ex Officio	2	0	1	0	1	0	0	0	0	2	0	0
State Total	124	1	18	4	3	0	0	0	0	26	96	2

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000018 FEDERAL EDUCATION ASSN

State/Local Delegates: 13

State/Local Count: 6
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 42%

Goal: 5

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
State	13	0	5	0	0	0	1	0	0	6	6	1
Retired	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	1	0	0	0	0	0	1	2	0	0
State Total	16	0	6	0	0	0	1	0	1	8	7	1

000000019 FLORIDA EDUCATION ASSN

*** State/Local Delegates: 157

State/Local Count: 60
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 49%

Goal: 77

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	126	0	42	10	0	0	0	0	0	52	71	3
State	31	0	6	2	0	0	0	0	0	8	21	2
Retired	5	0	2	0	0	0	0	0	0	2	3	0
State Total	162	0	50	12	0	0	0	0	0	62	95	5

000000020 GEORGIA ASSN OF EDUCATORS

State/Local Delegates: 83

State/Local Count: 67
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 50%

Goal: 42

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	61	0	45	2	0	0	0	1	0	48	11	2
State	22	0	19	0	0	0	0	0	0	19	3	0
Retired	3	0	2	0	0	0	0	0	0	2	1	0
Student	6	0	4	1	0	0	0	0	0	5	1	0
Ex Officio	1	0	1	0	0	0	0	0	0	1	0	0
State Total	93	0	71	3	0	0	0	1	0	75	16	2

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000021 HAWAII STATE TEACHERS ASSN

*** State/Local Delegates: 92 State/Local Count: 51 Target Percentage 78% Goal: 72
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	77	2	1	2	20	14	0	1	2	42	18	17
State	15	0	0	0	5	4	0	0	0	9	3	3
Retired	7	0	0	0	5	0	0	0	0	5	1	1
Student	1	0	0	0	0	0	0	0	0	0	0	1
State Total	100	2	1	2	30	18	0	1	2	56	22	22

000000023 IDAHO EDUCATION ASSN

*** State/Local Delegates: 27 State/Local Count: 1 Target Percentage 21% Goal: 6
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	13	0	0	0	0	0	1	0	0	1	11	1
State	14	0	0	0	0	0	0	0	0	0	14	0
Retired	2	0	0	0	0	0	0	0	0	0	2	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	0	0	0	0	0	0	0	0	2	0
State Total	32	0	0	0	0	0	1	0	0	1	30	1

000000024 ILLINOIS EDUCATION ASSN-NEA

*** State/Local Delegates: 546 State/Local Count: 121 Target Percentage 42% Goal: 229
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	444	2	38	31	8	0	5	3	1	88	318	38
State	102	0	20	10	2	0	0	1	0	33	66	3
Retired	12	0	4	0	0	0	0	0	0	4	8	0
Student	1	0	0	1	0	0	0	0	0	1	0	0
Ex Officio	1	0	1	0	0	0	0	0	0	1	0	0
State Total	560	2	63	42	10	0	5	4	1	127	392	41

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

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	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000025 INDIANA STATE TEACHERS ASSN

*** State/Local Delegates: 96 State/Local Count: 13 Target Percentage 25% Goal: 24
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	66	0	2	1	0	0	0	0	0	3	60	3
State	30	0	7	2	0	0	1	0	0	10	19	1
Retired	6	2	0	0	0	0	0	0	0	2	4	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
State Total	103	2	9	3	0	0	1	0	0	15	84	4

000000026 IOWA STATE EDUCATION ASSN

State/Local Delegates: 44 State/Local Count: 9 Target Percentage 18% Goal: 8
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	22	0	1	1	0	0	0	2	0	4	18	0
State	22	1	3	0	0	0	1	0	0	5	16	1
Retired	3	0	0	0	0	0	0	0	0	0	3	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	1	0	0	0	0	0	0	0	0	0	1	0
State Total	49	1	4	1	0	0	1	2	0	9	39	1

000000027 KANSAS NEA

*** State/Local Delegates: 94 State/Local Count: 15 Target Percentage 28% Goal: 26
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	76	1	2	3	1	0	1	0	0	8	64	4
State	18	0	5	1	0	0	0	1	0	7	11	0
Retired	3	0	0	0	0	0	0	0	0	0	3	0
Student	1	0	0	0	1	0	0	0	0	1	0	0
Ex Officio	3	0	0	0	0	0	0	0	0	0	2	1
State Total	101	1	7	4	2	0	1	1	0	16	80	5

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000028 KENTUCKY EDUCATION ASSN

State/Local Delegates: 66

State/Local Count: 20
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 19%

Goal: 13

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	48	1	12	1	1	0	0	0	0	15	33	0
State	18	1	4	0	0	0	0	0	0	5	12	1
Retired	19	0	2	0	0	0	0	0	0	2	17	0
Student	2	0	0	0	0	0	0	0	0	0	1	1
Ex Officio	3	0	1	1	0	0	0	0	0	2	1	0
State Total	90	2	19	2	1	0	0	0	0	24	64	2

000000029 LOUISIANA ASSN OF EDUCATORS

State/Local Delegates: 33

State/Local Count: 27
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 44%

Goal: 15

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	23	0	20	0	0	0	0	0	0	20	3	0
State	10	0	6	0	0	0	0	0	1	7	3	0
Retired	1	0	1	0	0	0	0	0	0	1	0	0
Student	1	0	1	0	0	0	0	0	0	1	0	0
Ex Officio	2	0	2	0	0	0	0	0	0	2	0	0
State Total	37	0	30	0	0	0	0	0	1	31	6	0

000000030 MAINE EDUCATION ASSN

State/Local Delegates: 16

State/Local Count: 4
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 10%

Goal: 2

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	8	1	0	1	0	0	0	0	0	2	6	0
State	8	1	0	0	1	0	0	0	0	2	6	0
Retired	6	1	1	1	0	0	0	0	0	3	2	1
Ex Officio	1	0	0	0	0	0	0	0	0	0	1	0
State Total	23	3	1	2	1	0	0	0	0	7	15	1

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000031 MARYLAND STATE EDUCATION ASSN

*** State/Local Delegates: 273 State/Local Count: 123 Target Percentage 53% Goal: 145
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	206	1	86	3	4	1	0	1	2	98	107	1
State	67	3	10	3	1	0	1	7	0	25	42	0
Retired	3	0	2	0	0	0	0	0	0	2	1	0
Ex Officio	6	0	4	0	0	0	0	0	0	4	2	0
State Total	282	4	102	6	5	1	1	8	2	129	152	1

000000032 MASSACHUSETTS TEACHERS ASSN

State/Local Delegates: 158 State/Local Count: 58 Target Percentage 32% Goal: 51
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	68	0	13	4	1	0	1	0	0	19	46	3
State	90	1	17	13	4	1	1	2	0	39	46	5
Retired	9	0	0	0	0	0	0	0	0	0	8	1
Ex Officio	5	0	1	0	0	0	0	0	0	1	4	0
State Total	172	1	31	17	5	1	2	2	0	59	104	9

000000037 MEA-MFT

*** State/Local Delegates: 13 State/Local Count: 0 Target Percentage 17% Goal: 2
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	8	0	0	0	0	0	0	0	0	0	8	0
State	5	0	0	0	0	0	0	0	0	0	5	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	1	0	0	0	0	0	0	0	0	0	1	0
State Total	15	0	0	0	0	0	0	0	0	0	15	0

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000033 MICHIGAN EDUCATION ASSN

*** State/Local Delegates: 162 State/Local Count: 28 Target Percentage 28% Goal: 45
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	98	2	8	4	0	0	0	1	1	16	76	6
State	64	1	6	3	0	1	0	0	1	12	50	2
Retired	35	2	2	4	1	0	0	0	0	9	26	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
State Total	198	5	16	11	1	1	0	1	2	37	153	8

000000035 MISSISSIPPI ASSN OF EDUCATORS

State/Local Delegates: 21 State/Local Count: 18 Target Percentage 45% Goal: 9
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	10	0	9	0	0	0	0	0	0	9	1	0
State	11	0	9	0	0	0	0	0	0	9	1	1
Ex Officio	2	0	1	0	0	0	0	0	0	1	1	0
State Total	23	0	19	0	0	0	0	0	0	19	3	1

000000036 MISSOURI NEA

*** State/Local Delegates: 63 State/Local Count: 12 Target Percentage 24% Goal: 15
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	42	0	3	1	1	0	0	1	1	7	35	0
State	21	0	4	1	0	0	0	0	0	5	16	0
Retired	6	1	1	0	0	0	0	0	0	2	4	0
Student	2	0	0	0	0	0	0	0	0	0	2	0
Ex Officio	3	0	1	0	0	0	0	0	0	1	2	0
State Total	74	1	9	2	1	0	0	1	1	15	59	0

Jul 8, 2025
 Option: Attended
 RADE0500

RACIAL AND ETHNIC DIVERSITY AT THE RA
NEA - NATIONAL EDUCATION ASSOCIATION
Membership Year : 2025

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000010 NEA-ALASKA

*** State/Local Delegates: 47

State/Local Count: 15
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 42%

Goal: 20

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	33	5	2	1	2	1	0	0	0	11	16	6
State	14	2	0	2	0	0	0	0	0	4	9	1
Retired	2	0	0	0	0	0	0	0	0	0	2	0
Ex Officio	2	0	0	0	0	0	0	0	0	0	2	0
State Total	51	7	2	3	2	1	0	0	0	15	29	7

000000040 NEA-NEW HAMPSHIRE

State/Local Delegates: 16

State/Local Count: 2
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 13%

Goal: 2

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	2	0	0	0	0	0	0	0	0	0	2	0
State	14	0	0	0	1	0	0	0	1	2	11	1
Retired	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	0	1	0	0	0	0	0	1	1	0
State Total	19	0	0	1	1	0	0	0	1	3	15	1

000000042 NEA-NEW MEXICO

*** State/Local Delegates: 27

State/Local Count: 15
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 63%

Goal: 17

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	12	3	1	4	0	0	0	0	0	8	4	0
State	15	4	0	3	0	0	0	0	0	7	8	0
Retired	2	0	0	2	0	0	0	0	0	2	0	0
Student	1	0	1	0	0	0	0	0	0	1	0	0
Ex Officio	2	1	0	1	0	0	0	0	0	2	0	0
State Total	32	8	2	10	0	0	0	0	0	20	12	0

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000053 NEA-RHODE ISLAND

*** State/Local Delegates: 14 State/Local Count: 2 Target Percentage 31% Goal: 4
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	4	1	0	1	0	0	0	0	0	2	2	0
State	10	0	0	0	0	0	0	0	0	0	10	0
Retired	1	0	0	0	0	0	0	0	0	0	1	0
State Total	15	1	0	1	0	0	0	0	0	2	13	0

000000038 NEBRASKA STATE EDUCATION ASSN

*** State/Local Delegates: 64 State/Local Count: 10 Target Percentage 24% Goal: 15
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	48	1	1	4	2	0	0	0	0	8	38	2
State	16	1	0	1	0	0	0	0	0	2	14	0
Retired	6	0	1	0	0	0	0	0	0	1	5	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
State Total	71	2	2	5	2	0	0	0	0	11	58	2

000000039 NEVADA STATE EDUCATION ASSN

*** State/Local Delegates: 30 State/Local Count: 7 Target Percentage 54% Goal: 16
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	21	1	0	2	2	0	0	0	0	5	16	0
State	9	0	1	1	0	0	0	0	0	2	7	0
Retired	2	1	0	1	0	0	0	0	0	2	0	0
Student	1	0	0	1	0	0	0	0	0	1	0	0
Ex Officio	1	0	0	0	0	0	0	0	0	0	1	0
State Total	34	2	1	5	2	0	0	0	0	10	24	0

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000041 NEW JERSEY EDUCATION ASSN

State/Local Delegates: 398

State/Local Count: 213

(Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 48%

Goal: 191

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	268	1	106	27	3	0	0	3	2	142	122	4
State	130	0	52	12	5	1	1	0	0	71	57	2
Retired	23	0	8	0	0	1	0	1	0	10	13	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	1	0	0	0	0	0	0	1	1	0
State Total	424	1	167	39	8	2	1	4	2	224	194	6

000000043 NEW YORK STATE UNITED TEACHERS

State/Local Delegates: 82

State/Local Count: 45

(Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 48%

Goal: 39

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	58	0	29	7	2	0	0	1	0	39	16	3
State	24	0	4	0	1	0	0	0	1	6	16	2
Retired	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	3	0	0	0	0	0	0	0	0	0	2	1
State Total	86	0	33	7	3	0	0	1	1	45	35	6

000000045 NO CAROLINA ASSN OF EDUCATORS

State/Local Delegates: 45

State/Local Count: 27

(Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 40%

Goal: 18

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	32	0	19	2	0	0	1	0	0	22	9	1
State	13	0	5	0	0	0	0	0	0	5	4	4
Retired	8	0	5	0	0	0	0	0	0	5	3	0
Student	1	0	1	0	0	0	0	0	0	1	0	0
Ex Officio	3	0	2	0	0	0	0	0	0	2	1	0
State Total	57	0	32	2	0	0	1	0	0	35	17	5

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000046 NORTH DAKOTA EDUCATION ASSN

State/Local Delegates: 7

State/Local Count: 2
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 18%

Goal: 1

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
State	7	1	0	1	0	0	0	0	0	2	5	0
Retired	2	0	0	0	0	0	0	0	0	0	2	0
Ex Officio	1	0	0	0	0	0	0	0	0	0	1	0
State Total	10	1	0	1	0	0	0	0	0	2	8	0

000000047 OHIO EDUCATION ASSOCIATION

State/Local Delegates: 246

State/Local Count: 59
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 24%

Goal: 59

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	145	0	25	3	0	0	1	0	0	29	115	1
State	101	1	26	1	2	0	0	0	0	30	70	1
Retired	7	0	2	0	0	0	0	0	0	2	5	0
Student	2	0	2	0	0	0	0	0	0	2	0	0
Ex Officio	2	0	1	1	0	0	0	0	0	2	0	0
State Total	257	1	56	5	2	0	1	0	0	65	190	2

000000048 OKLAHOMA EDUCATION ASSN

*** State/Local Delegates: 60

State/Local Count: 14
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 39%

Goal: 23

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	45	6	2	2	0	0	0	0	0	10	33	2
State	15	0	2	2	0	0	0	0	0	4	10	1
Retired	2	0	1	0	0	0	0	0	0	1	1	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	1	0	0	0	0	0	0	0	1	1	0
State Total	65	7	5	4	0	0	0	0	0	16	46	3

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000049 OREGON EDUCATION ASSN

*** State/Local Delegates: 136 State/Local Count: 34 Target Percentage 28% Goal: 38
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	103	0	0	10	5	0	0	1	8	24	73	6
State	33	0	3	5	0	0	0	1	1	10	22	1
Retired	2	0	0	0	0	0	0	0	0	0	2	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	3	0	0	1	0	0	0	0	0	1	2	0
State Total	142	0	3	16	5	0	0	2	9	35	100	7

000000051 PENNSYLVANIA STATE EDUC ASSN

*** State/Local Delegates: 208 State/Local Count: 36 Target Percentage 27% Goal: 56
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	81	0	11	2	0	0	0	0	0	13	65	3
State	127	0	19	3	0	0	0	0	1	23	100	4
Retired	28	0	3	0	0	0	0	0	0	3	25	0
Student	13	0	1	1	0	0	0	0	0	2	11	0
State Total	249	0	34	6	0	0	0	0	1	41	201	7

000000055 SOUTH DAKOTA EDUCATION ASSN

State/Local Delegates: 7 State/Local Count: 1 Target Percentage 21% Goal: 1
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
State	7	1	0	0	0	0	0	0	0	1	6	0
Retired	1	0	0	0	0	0	0	0	0	0	1	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	0	0	0	0	0	0	0	0	2	0
State Total	11	1	0	0	0	0	0	0	0	1	10	0

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000056 TENNESSEE EDUCATION ASSOCIATIO

State/Local Delegates: 64

State/Local Count: 30

(Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 29%

Goal: 19

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	46	0	19	0	0	0	0	1	0	20	26	0
State	18	0	10	0	0	0	0	0	0	10	8	0
Retired	6	0	3	0	0	0	0	0	0	3	3	0
Student	4	0	2	0	0	0	0	0	0	2	2	0
Ex Officio	1	0	0	0	0	0	0	0	0	0	1	0
State Total	75	0	34	0	0	0	0	1	0	35	40	0

000000057 TEXAS STATE TEACHERS ASSN

State/Local Delegates: 91

State/Local Count: 66

(Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 60%

Goal: 55

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	59	1	14	28	0	0	0	0	0	43	11	5
State	32	2	10	8	1	1	0	0	1	23	6	3
Retired	2	0	1	1	0	0	0	0	0	2	0	0
Student	2	0	1	1	0	0	0	0	0	2	0	0
Ex Officio	1	0	0	1	0	0	0	0	0	1	0	0
State Total	96	3	26	39	1	1	0	0	1	71	17	8

000000054 THE SOUTH CAROLINA EDUC ASSN

State/Local Delegates: 20

State/Local Count: 14

(Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 38%

Goal: 8

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	9	0	5	0	0	0	0	0	0	5	4	0
State	11	0	9	0	0	0	0	0	0	9	2	0
Student	1	0	0	1	0	0	0	0	0	1	0	0
Ex Officio	2	0	1	0	0	0	0	0	0	1	1	0
State Total	23	0	15	1	0	0	0	0	0	16	7	0

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000058 UTAH EDUCATION ASSOCIATION

*** State/Local Delegates: 58

State/Local Count: 7
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 25%

Goal: 15

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	45	0	1	2	0	0	0	0	0	3	41	1
State	13	0	1	2	0	1	0	0	0	4	8	1
Retired	2	0	0	0	0	0	0	0	0	0	2	0
Ex Officio	2	0	1	0	0	0	0	0	0	1	1	0
State Total	62	0	3	4	0	1	0	0	0	8	52	2

0005633575 UTAH SCHOOL EMPLOYEES ASN

*** State/Local Delegates: 3

State/Local Count: 0
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 25%

Goal: 1

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
State	3	0	0	0	0	0	0	0	0	0	2	1
State Total	3	0	0	0	0	0	0	0	0	0	2	1

000000059 VERMONT-NEA

*** State/Local Delegates: 16

State/Local Count: 1
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 11%

Goal: 2

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	1	0	0	0	0	0	0	0	0	0	1	0
State	15	0	1	0	0	0	0	0	0	1	14	0
Retired	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	0	0	0	0	0	0	0	0	2	0
State Total	19	0	1	0	0	0	0	0	0	1	18	0

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000060 VIRGINIA EDUCATION ASSN

*** State/Local Delegates: 104 State/Local Count: 42 Target Percentage 41% Goal: 43
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	88	0	31	2	0	1	0	1	0	35	49	4
State	16	0	7	0	0	0	0	0	0	7	9	0
Retired	5	0	2	0	0	0	0	0	0	2	3	0
Student	1	0	1	0	0	0	0	0	0	1	0	0
State Total	110	0	41	2	0	1	0	1	0	45	61	4

000000061 WASHINGTON EDUCATION ASSN

*** State/Local Delegates: 287 State/Local Count: 83 Target Percentage 36% Goal: 103
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	218	3	23	18	9	3	0	4	0	60	136	22
State	69	1	7	5	4	1	0	1	4	23	44	2
Retired	8	2	0	0	0	0	0	1	0	3	4	1
State Total	295	6	30	23	13	4	0	6	4	86	184	25

000000062 WEST VIRGINIA EDUCATION ASSN

State/Local Delegates: 20 State/Local Count: 2 Target Percentage 11% Goal: 2
 (Does not include Student, Retired, and Ex-Officio minority counts)

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	5	0	0	0	0	0	0	0	0	0	4	1
State	15	1	1	0	0	0	0	0	0	2	13	0
Retired	2	0	0	0	0	0	0	0	0	0	2	0
Ex Officio	1	1	0	0	0	0	0	0	0	1	0	0
State Total	23	2	1	0	0	0	0	0	0	3	19	1

Jul 8, 2025
 Option: Attended
 RADE0500

**RACIAL AND ETHNIC DIVERSITY AT THE RA
 NEA - NATIONAL EDUCATION ASSOCIATION
 Membership Year : 2025**

10:29:30 AM

	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Report Total	5,973	88	1,222	565	169	45	23	50	32	2,194	3,512	267
State/Local Delegates: 5,512		State/Local Count: 2,035										

000000063 WISCONSIN EDUC ASSN COUNCIL

State/Local Delegates: 73

State/Local Count: 19
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 21%

Goal: 15

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	46	0	6	2	1	0	0	1	0	10	31	5
State	27	2	3	1	3	0	0	0	0	9	16	2
Retired	11	0	0	0	0	0	0	0	0	0	11	0
Student	1	0	0	0	0	0	0	0	0	0	1	0
State Total	85	2	9	3	4	0	0	1	0	19	59	7

000000064 WYOMING EDUCATION ASSN

*** State/Local Delegates: 25

State/Local Count: 4
 (Does not include Student, Retired, and Ex-Officio minority counts)

Target Percentage 19%

Goal: 5

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific-Islander	Middle Eastern or North African	Other Race or Ethnicity	Multiracial	Count	White (not Hispanic origin)	Unknown
Local	13	0	1	2	0	0	0	0	0	3	9	1
State	12	0	0	1	0	0	0	0	0	1	11	0
Retired	1	0	0	0	0	0	0	0	0	0	1	0
Ex Officio	2	0	0	0	0	0	0	0	0	0	2	0
State Total	28	0	1	3	0	0	0	0	0	4	23	1

Exhibit E

2024-2025 CTA ELECTIONS MANUAL



David B. Goldberg, President

Leslie S. Littman, Vice President
Erika L. Jones, Secretary-Treasurer
Jeff Good, Executive Director

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California Teachers Association

CTA Elections Manual

CTA Standing Rule 4-7

1. **Publication and Scope.**

The Board of Directors shall regularly publish a CTA Elections Manual containing rules, regulations, and procedures for the following: *[Amended May 1991, September 2011]*

- a. Elections by the State Council of Education for officers and directors.
- b. Elections conducted within electoral districts for representation on the State Council of Education.
- c. Elections conducted within electoral districts for representation to the NEA Representative Assembly.
- d. Elections conducted by local affiliates of CTA.

[Adopted November 2004, Amended September 2011]

Pertinent sections of the Bylaws and Standing Rules related to elections are located at the end of the Elections Manual. [See Appendix S and Appendix T]

2. **Elections and Credentials Committee Review.**

The Elections and Credentials Committee shall continuously screen current election procedures for conformance to Association Bylaws, State Council policies, and other generally accepted standards for the conduct of elections, so as to provide the Board of Directors with recommended revisions to update the Elections Manual as needed.

[Amended May 1991]

3. **Incorporation into Standing Rules.**

The Elections Manual shall have the same force and effect as this Standing Rule and is hereby incorporated into this Rule by reference thereto.

4. **Distribution.**

The Elections Manual will be electronically published through the CTA website. Additionally, it will be posted to the Attendee Hub in the Cvent app during the State Council of Education meetings. *[Amended June 2023]*

5. **Limitations on Changes.**

Pursuant to State Council policy, changes in the Elections Manual after September 1 of each year shall only be made after authorization by the State Council of Education.

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Election Credo

The right and responsibility of electing leadership and representation are the very cornerstone of a democratic society. Elections processes must be conducted in such a manner that voters and candidates alike can be assured that reasonable rules of ethical conduct and procedures have been adopted, and are followed both in spirit and in practice.

Election guidelines are necessary for fair campaign and election practices. Although no set of guidelines can anticipate every situation or serve perfectly in every crisis, both voters and candidates have serious responsibilities to make the democratic process work.

Each voter has the responsibility to become informed about candidates' experience, goals, and stands on issues, as well as exercise wisdom in voting for the best-qualified candidate.

The election procedures and processes addressed in this manual are presented with the intent to meet the highest standards for fair campaign and election practices within the California Teachers Association/NEA. *[Revised 9/00]*

Definitions of Election Terms You Need to Know

Total Ballots Cast – The total number of all ballots cast in an election.

Unused Ballots – Ballots which have not been cast. If there are any extra unused ballots, these should be kept separate from the voted ballots and not counted.

Blank Ballot – When no vote is marked for an office on a ballot that has been cast. Each office on a ballot is considered to be a separate election and the votes cast for each office are counted separately. If a voter does not vote for an office on a ballot containing multiple offices, it is considered a blank ballot for that office only. *See Figure 1 for an example of a blank ballot.*

BALLOT	
President	Vote for 1
Mary Brown	<input checked="" type="checkbox"/>
Hermione Red	<input type="checkbox"/>
Write-in	<input type="checkbox"/>
Vice President	Vote for 1
David Green	<input type="checkbox"/>
Write-in	<input type="checkbox"/>
Secretary	Vote for 1
Elizabeth Black	<input type="checkbox"/>
Dan Purple	<input checked="" type="checkbox"/>
Write-in	<input type="checkbox"/>

Figure 1. This ballot shows that no vote has been cast for Vice President, which makes this portion of the ballot a "blank ballot."

Illegal Ballots – Ballots or votes not counted due to a violation of an election rule/requirement. Violations include: 1) More ballots than signatures; 2) Ballot(s) submitted after deadline; 3) Voting envelopes without a signature; 4) Voter’s intent unclear; 5) Votes cast for more than number allowed; 6) Votes cast for an ineligible candidate; 7) Votes cast for a fictional character.

Legal Ballots Cast – The total number of all ballots cast minus any blank and/or illegal ballots.

Write-in Vote – A vote cast clearly indicating the voter’s choice of an eligible candidate whose name has been handwritten on the ballot along with a corresponding mark (“X”, “√”, etc.) in the place provided for such votes.

Majority – “More than half.”

Majority Vote – More than half of the votes cast by person legally entitled to vote, excluding blank or illegal ballots. For example:

- If 19 votes are cast, a majority (more than 9 ½) is 10.
- If 20 votes are cast, a majority (more than 10) is 11.
- If 21 votes are cast, a majority (more than 10 ½) is 11.

Plurality Vote – The greatest number of votes cast by persons legally entitled to vote, excluding blank or illegal ballots.

Run-off Election – A run-off election is conducted when no candidate achieves the required majority vote. A run-off election is conducted among the candidates receiving the highest number of votes. The names on the run-off ballot will be one more than the number of vacancies to be filled. There shall be no provisions for write-in candidates on a run-off ballot. A majority vote is required to win a run-off election.

Active members – Active membership shall be open to any person engaged in, or who is on a limited leave of absence from, non-administrative, non-evaluative, public education employment. All Active members shall be entitled to the privileges of membership as set forth within the Bylaws. A member who retires during a membership year but who has paid full active dues for that year shall have “Active” status until the end of that membership year.

Calendar Days – Any day on the calendar, Sunday through Saturday.

Ex Officio Voting Members – CTA Executive Officers, members of the CTA Board of Directors and members of the NEA Board of Directors.

Open Nomination – Whereby every eligible CTA member shall have the opportunity to nominate any CTA member who meets the qualifications for office.

Roster – List of eligible voters.

School Days – Any day, Monday through Friday, when students are in attendance at school.

Secret Ballot – The opportunity to vote in privacy.

Sign-in Sheet – List of eligible voters which includes a place for a signature. *[Revised 7/02, 6/06, 6/12, 6/13]*

I. General Election Procedures for CTA Offices

I-1. CTA Offices

1. Statewide Offices

The CTA statewide offices include CTA President, CTA Vice President, CTA Secretary-Treasurer, CTA Directors At-Large, CTA/ABC Committee Members At-Large, CTA/NEA Coordinating Director, NEA Directors, and NEA Alternate Directors.

2. Geographical District Offices

The CTA geographical district offices include CTA Board Member and CTA/ABC Committee Member.

I-2. Time Schedule for Announcements of Vacancies, Speeches, and Elections for CTA Office

1. The Chairperson of the Elections and Credentials Committee will announce at the appropriate State Council meeting the time schedule for elections for the following offices in the year when the term expires:

State Council Meeting Announcement of Speeches

Office	Vacancy	Candidates	& Election*
CTA President	1 st	2 nd	3 rd
CTA Vice President	1 st	2 nd	3 rd
CTA Secretary-Treasurer	1 st	2 nd	3 rd
CTA Board Member	2 nd	3 rd	4 th
CTA Directors At-Large**	2 nd	3 rd	4 th
NEA Directors	1 st	2 nd	3 rd
NEA Alternate Directors	2 nd	3 rd	4 th
CTA/NEA Coordinating Director	2 nd	3 rd	4 th
CTA/ABC Committee Member	2 nd	3 rd	4 th
CTA/ABC Comm. Members At-Large**	2 nd	3 rd	4 th

* Including run-off, when necessary

** Designated as permanent positions for BIPOC persons

2. The Chairperson of the Elections and Credentials Committee will announce at the appropriate State Council meeting the names of the candidates, the polling location, the date of the election, and the requirement of majority vote to win.

I-3. Terms of Office for CTA Offices

Office	Term	Beginning Date
CTA President	2 – 2 yr. Terms	June 26 th
CTA Vice President	2 – 2 yr. Terms	June 26 th
CTA Secretary-Treasurer	2 – 2 yr. Terms	June 26 th
CTA Board Member	3 – 3 yr. Terms	June 26 th
CTA Directors At-Large**	3 – 3 yr. Terms	June 26 th
NEA Directors	2 – 3 yr. Terms	September 1 st
NEA Alternate Directors	2 – 3 yr. Terms	September 1 st
CTA/NEA Coordinating Director	Coincides with NEA Director term	June 26 th * [Revised 6/04]
CTA/ABC Committee Member	3 – 3 yr. Terms	June 26 th
CTA/ABC Comm. Members At-Large**	3 – 3 yr. Terms	June 26 th

* Effective date September 1, 2005

** Designated as permanent positions for BIPOC persons

I-4. Qualifications for CTA Offices

1. For CTA and NEA Offices
 - a. A candidate for CTA President, CTA Vice President, or CTA Secretary-Treasurer must be an active member of CTA, NEA, and a chapter, if available.
 - b. A candidate for CTA Board of Director or CTA/ABC Committee Member must be an active member of CTA, NEA, and a chapter, if available. The candidate’s place of educational service must be within the boundaries of the directorial district.
 - c. A candidate for CTA Directors At-Large or CTA/ABC Committee Members At-Large must be an Active member of CTA, NEA, a chapter, if available, and a member of an BIPOC group as defined in the CTA bylaws, and as self-identified in CTA membership records.
 - i. The BIPOC categories as determined by NEA/CTA are Black, Indigenous and People of Color. *[Revised 6/04]*
 - d. A candidate for CTA/NEA Coordinating Director must be an elected NEA Director for California.
 - i. The term will commence on June 26th through June 25th of the year coinciding with the end of the NEA Director’s term on the NEA Board of Director. The effective date of this provision is September 1, 2005. *[Revised 6/04]*
 - e. A candidate for NEA Director or NEA Alternate Director must be an Active member of CTA and a chapter, if available, and an active member of NEA for the past two years and be employed in the area to be represented. *[Revised 6/18]*

I-5. Nominations for CTA Offices

1. Open Nominations
 - a. Nominations for CTA offices shall be conducted according to the Open Nomination procedure. This procedure holds that every eligible CTA member shall have the opportunity to nominate any CTA member who meets the qualifications for office.
 - b. In the event that there are no declaration of candidacy forms received for a position, the election shall be held with a write-in provision on the ballot for that position. *[Revised 6/14]*
2. Filing Procedure for CTA Offices *[Revised 6/23]*
 - a. For CTA President, CTA Vice President, and CTA Secretary-Treasurer, the filing deadline will be December 15 following the announcement of vacancy.
 - b. A member shall file an electronic declaration of candidacy with the Governance Support Department no later than fifteen (15) calendar days prior to the meeting at which names of candidates are announced to the State Council. *[Revised 6/22]*
 - i. For CTA/NEA Coordinating Director, any CTA member may nominate any person serving as a NEA Director for California. *[Revised 6/18]*

I-6. Nomination Procedures for CTA Offices

1. Statewide Offices *[Revised 6/23]*
 - a. Nominations for CTA President, Vice President and CTA Secretary-Treasurer will close on December 15.
 - b. Nominations for other CTA Statewide Offices will close fifteen (15) calendar days prior to the meeting at which names of candidates are announced to the State Council.
 - c. The Chairperson of the Elections and Credentials Committee shall announce the names of all candidates who have filed declarations of candidacy to the State Council.
 - d. In the event that only one nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the State Council on a non-debatable basis.
 - e. A two-thirds (2/3) vote shall be required to waive the ballot. *[Revised 6/22]*
2. Geographical District Offices
 - a. Nominations for CTA Geographical District Offices will close fifteen (15) calendar days prior to the meeting at which names of candidates are announced to the State Council. *Revised 6/23]*
 - b. For **uncontested** vacancies, the candidates will be declared the caucus nominee and the Chairperson of the Elections and Credentials Committee shall announce the names of all candidates who have

filed declarations of candidacy to the State Council. *[Revised 6/22]*

- i. In the event that only one nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the State Council on a non-debatable basis.
 - ii. A two-thirds (2/3) vote shall be required to waive the ballot.
- c. For **contested** vacancies, a member of the CTA Elections and Credentials Committee shall chair the Directorial Caucus voting process.
 - i. The chairperson shall announce the names of the candidates.
 - ii. Candidates or their designee shall have up to five (5) minutes to give a speech, including an introduction, to the Directorial Caucus.
 - iii. Speeches will be given in order of the CTA alphabet and the candidate's last name.
 - iv. After all speeches, there will be a question-and-answer period of no more than ten (10) minutes. Candidates will have thirty (30) seconds to respond to each question.
 - v. All candidates will answer all questions beginning in the order of the CTA alphabet and rotating one position for each question.
 - vi. Ballots with names of candidates will be preprinted with an appropriate heading.
 - In caucuses where CTA Board of Director and CTA/ABC Committee Member are both vacant, the CTA Board of Director nomination shall be conducted first.
 - vii. The chairperson shall give ballots to only State Council members (or alternates) whose names are on the official list and any ex-officio voting members (Executive Officers, CTA Board of Directors, and NEA Board of Directors) employed in the district.
 - Voting members shall sign to receive a ballot. *[Revised 6/23]*
 - Caucus members shall vote in an area specified by the chairperson.
 - Voted ballots shall be returned to the chairperson.
 - viii. A majority vote shall be required.
 - ix. The chairperson shall count and announce the results by reading the teller's report. *[Revised 6/22]*
- d. Run-off Election
 - i. If a candidate does not receive a majority vote, a run-off election shall be conducted between the candidates receiving the highest number of votes.
 - ii. The names on the ballot will be one (1) more than the number of vacancies to be filled.
 - There shall be no provision for a write-in.
 - The chairperson shall give ballots to only State Council members (or alternates) whose names are on the official list and any ex-officio voting members (Executive Officers, CTA Board of Directors, and NEA Board of Directors) employed in the district.
 - Voting members shall sign to receive a ballot. *[Revised 6/23]*
 - Caucus members shall vote in an area specified by the chairperson.
 - Voted ballots shall be returned to the chairperson.
 - iii. A majority vote shall be required to win on the first ballot.
 - iv. The chairperson shall count and announce the results by reading the teller's report.
 - v. If the result is a tie vote, the names of the candidates in the run-off election shall be presented to the Council.
- e. On Sunday, the Elections and Credentials Committee Chairperson will announce to State Council the name of the caucus nominee, and any declare candidates. *[Revised 6/23]*
 - i. In the event that only one nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the State Council on a non-debatable basis.
 - ii. A two-thirds (2/3) vote shall be required to waive the ballot. *[Revised 6/22]*
- f. Withdrawal of Nomination

In order for their name not to appear on the ballot, a candidate withdrawing from candidacy may do so only by written request to the Chairperson of the Elections and Credentials Committee at State Council or c/o the Governance Support Department outside of State Council prior to the Elections and Credentials Committee report to Council. *[Revised 6/22, 6/23]*

g. Caucus Voting Eligibility

- i. Challenges to the caucus nomination procedures must be made at or before the time of caucus voting and filed with the Elections and Credentials Committee within thirty (30) minutes after the close of the caucus.
- ii. The Elections and Credentials Committee shall keep the ballot of any challenged voter(s) separate and sealed until a determination is made as to whether or not such ballot(s) could affect the outcome.
- iii. If such ballot(s) could affect the outcome of the election, the Elections and Credentials Committee shall conduct such fact finding as is possible and report the circumstances to the State Council, whose decision as to acceptance of such ballot(s) shall be final.
- iv. Challenges to caucus nominations are not in order after the State Council has voted to elect a Board of Director and/or CTA/ABC Committee Member.

I-7. Campaigning for CTA Offices

1. Candidates for CTA President, CTA Vice President, and CTA Secretary-Treasurer may begin campaigning following the close of the last California Caucus meeting at the NEA RA.
2. Candidates for all other CTA offices may begin campaigning **after** the vacancy has been announced at the State Council meeting.
3. All candidates will receive, within three (3) business days, upon CTA Elections verifying the submission of a properly filed electronic declaration of candidacy form and a signed Candidate Non-Disclosure Agreement: *[Revised 6/23]*
 - a. A list of eligible State Council voters and ex-officio members, with the last known address, telephone numbers, personal (non-school, non-association) email addresses, chapter, and Service Center Council as of the date that the vacancy is announced.
 - b. A list of Service Center Council meeting dates, names, office addresses, telephone numbers, and personal (non-school, non-association) email address of the Service Center Council Chairpersons.
 - c. A copy of the latest edition of the CTA Elections Manual.
 - d. A Financial Disclosure Report form.
 - e. A list of CTA-recognized caucuses.
 - f. Campaign 101 Brochure and virtual training. *[Revised 6/24]*
4. Candidates, all State Council members, and/or those involved in a campaign must follow the Rules of Ethical Conduct in Campaigning. *(See Appendix N)*
5. Campaign Posters, Tables, and Receptions
 - a. Candidates may request a campaign table with easel for the purpose of campaigning, and a suite on the hotel property at State Council. *[Revised 6/24]*
 - i. The request for a table with easel for campaigning and a suite at a State Council meeting, may be made by making a written request to the Governance Logistics Committee by emailing GovLog@cta.org no later than seven (7) calendar days before the next regular CTA Board meeting (preceding the State Council meeting at which the table with easel and/or suite are being requested.) *[Revised 6/24]*
 - ii. Easel signage sizing is up to 30 x 40 inches. *[Revised 6/24]*
 - iii. Candidates may hold events off hotel property.
 - iv. Candidates are responsible for all reception/event details.
 - v. Candidates are responsible for paying any amount above the posted CTA reimbursement for a suite used to hold a reception.

Complimentary Executive Officer suites are for CTA official business only.
 - b. Candidates for CTA President, CTA Vice President, and CTA Secretary-Treasurer may have a table at all CTA-sponsored events, including statewide conferences, except the Summer Institute, at which they can display two campaign posters.

- c. Candidates may request to display one (1) campaign poster on the provided easel at statewide conferences (CTA LGBTQ+ Issues, Equity and Human Rights, Good Teaching (North and South) and the Summer Institute). [Revised 6/24]
 - i. The placement of poster is determined by the respective conference planning committee. [Revised 6/24]
 - ii. Posters requests shall be submitted in writing to the Governance Logistics Committee by emailing GovLog@cta.org no later than seven (7) calendar days before the regular board meeting immediately preceding the event. [Revised 6/24]
 - iii. Easel signage sizing is up to 30 x 40 inches. [Revised 6/24]
 - iv. If the candidate(s) are unopposed and they wish to relinquish their table and/or easel, the candidate can notify the Governance Logistics Committee at GovLog@cta.org. [Revised 6/24]
- d. Candidates may hold receptions at statewide conferences.
 - i. Candidates are responsible for the cost of the reception including the cost of the suite/room.
- e. Candidates may request to have a table with easel display for all regional, SCC, and local conferences by contacting the appropriate conference planning committee no later than the conference registration deadline. [Revised 6/24]
 - i. The placement of posters and tables will be determined by the respective conference planning committee.
 - ii. The conference planning committee shall treat all candidates the same. [Revised 6/22]

I-8. Campaign Materials for CTA Offices

- 1. Content of Materials
 - a. Candidates may print campaign materials.
 - b. All campaign materials must be free of **any** association logo.
 - i. Association or affiliate names may be used on an endorsement list.
 - c. All electronic or printed campaign material, larger than a credit card, must have the following disclaimer stated verbatim: *“The views and opinions expressed are those of the candidate and not necessarily those of CTA and NEA.”*
- 2. Electronic Packet
 - a. Candidates may provide CTA with one singled-sided electronic flyer, 8.5 x 11 or smaller (pdf, doc, etc.) to be included in the electronic State Council Virtual Hub.
 - i. Candidates are responsible for making sure the flyer is received by ctaelections@cta.org no later than 5pm on the tenth (10th) calendar day after the State Council meeting in which the names of the candidates were announced.
- 3. Distribution of Campaign Materials
 - a. Candidates may distribute campaign material at SCC meetings.
 - b. Candidates not attending the SCC meeting may contact the SCC chair to make arrangements to have materials mailed to the meeting location for distribution.
 - i. SCC Chairs will make the materials available to attendees.
 - c. Candidates may distribute campaign material electronically using personal accounts only.
 - d. Candidates may distribute campaign material at State Council from their campaign table only.
- 4. Articles in Official Publication of CTA
 - a. Candidates for the Office of CTA President, CTA Vice President, and CTA Secretary- Treasurer may submit an article for publication in the official publication of CTA.
 - i. The article will appear between the second and third State Council meetings.
 - ii. The article may be no more than 400 words.
 - iii. The article is to be typewritten, double spaced, signed and submitted in an electronic read only format to ctaelections@cta.org. [Revised 6/22]

I-9. Campaign Limitations

1. Endorsements
 - a. A candidate may only seek endorsements from a CTA recognized caucus.
 - i. No caucus will provide endorsement of a candidate unless they have been properly recognized in accordance with CTA procedures *Standing Rule 3-8: State Council Caucuses*.
 - b. Candidates may seek endorsements from CTA Chapters.
 - i. CTA Chapters choosing to endorse may publicize the endorsement to their members in a manner that is compliant with campaign material rules. *[Revised 6/17]*
2. Technology
 - a. Candidates cannot campaign on any affiliated chapter/service center social media sites created for association/leadership members to communicate with each other.
3. Virtual Meetings *[Revised 6/24]*
 - a. During campaign speeches, the chat portion of the virtual meeting should be disabled. At no time during the meeting should any campaign materials be posted in the chat, including any statements, announcements, flyers, links, etc. This is considered campaigning on the floor.
 - b. During the 10-minute question and answer period, the chat can be reopened for posting of questions only.

I-10. Campaign Violations

1. Campaign violations witnessed by an Elections and Credentials Committee Member at State Council shall be reported to the Chairperson of the Elections and Credentials Committee.
 - a. The Chairperson will report the violation to the candidate.
 - b. The Candidate is responsible for correcting the violation immediately.
2. All other alleged campaign violations are subject to the challenge procedure. *[Revised 6/22]*

I-11. Financial Limitations and Disclosure for CTA Offices

1. Income
 - a. Campaign income is defined as financial contributions and goods and/or in-kind services (contributions of goods other than cash grants) made available to the candidate.
 - b. Candidates may accept contributions from CTA members only.
 - c. Candidates may contribute to their own campaigns.
2. Campaign Expenses
 - a. Campaign expense categories include:
 - i. Travel: A trip having as its major purpose campaigning to seek political support;
 - ii. Telephone: Toll call charges related to campaigning;
 - iii. Postage: Cost to mail material directly related to campaigning;
 - iv. Receptions: Social occasions given for the purpose of campaigning;
 - v. Campaign Materials: Printing, paper, photography, posters, flyers, buttons (but not limited to items listed);
 - vi. Substitute’s Pay: Cost of providing a substitute when the candidate takes release time to campaign;
 - vii. Other: Any item related to the campaign not fitting the above categories.
 - b. Campaign expenses include:
 - i. Costs connected with printing material that directly advances the position of the candidate;
 - ii. Mailing of campaign material;
 - iii. Operation of hospitality suites during the campaign year whether such suites are funded by the candidate or by supporters;
 - iv. Other entertainment designed to advance the candidate’s campaign;
 - v. Expenditures of the official campaign committee, including travel, lodging and meals;
 - vi. Giveaways (e.g., buttons, pencils, etc.);
 - vii. Items used to solicit voluntary contributions;
 - viii. Monies spent to purchase any item(s) for raffle, lottery, or similar activity.

- c. Expenditure Cap. There shall be no cap on the amounts that may be spent by a candidate in campaigning for a statewide office.
- d. Financial Disclosure Report. (See Appendix B)
 - i. Each candidate for office shall submit a financial disclosure report listing all income and expenses. The Financial Disclosure Report must be submitted to the Chairperson of the Elections and Credentials Committee c/o the Governance Support Department no later than thirty (30) calendar days after the election. Candidates who fail to submit this report will be listed on the final financial disclosure report under “NO REPORT SUBMITTED”.
- e. Financial Summary
 - i. The Chairperson of the Elections and Credentials Committee shall prepare a summary (totals for each category on the Final Financial Disclosure Report) of campaign income and expenses for each candidate for all statewide offices to be included in the appropriate State Council electronic packet and to be available upon request. *[Revised 6/22]*

I-12. Speeches by Candidates for CTA Offices

- 1. Service Center Councils
 - a. In an election year, each Service Center Council will provide time for campaign speeches on each meeting agenda. It is the responsibility of the candidate to confirm the date, time and location of the Service Center Council meetings. It is the candidate’s responsibility to identify a designee to read their speech if the candidate cannot attend. *[Revised 6/17, 6/19]*
 - b. The candidate or the candidate’s designee is required to notify the Service Center Council Chairperson in writing prior to the day of the meeting if they plan on attending. *[Revised 6/17]*
 - c. The order of the campaign speeches shall be determined by using the CTA alphabet and the candidates’ last names within each office. *[Revised 6/14]*
 - d. The Service Center Council will provide time for campaign speeches for CTA offices of five (5) minutes, with a question-and-answer period after all speeches, not to exceed ten (10) minutes.
 - e. A candidate visiting a Service Center Council for the purpose of campaigning shall report any campaign expense incurred for said visit. *[Revised 6/18]*
- 2. State Council
 - a. The order of the campaign speeches shall be determined by using the CTA alphabet and the candidates’ last names within each office. *[Revised 6/18]*
 - b. The length of time for combined campaign speeches, which includes the introduction and candidate’s speech, shall not be more than the following:

Office	Minutes
CTA President	10
CTA Vice President	5
CTA Secretary-Treasurer	5
CTA Board Member	5
CTA Directors At-Large	5
NEA Directors & Alternate Directors	5
CTA/NEA Coordinating Director	5
CTA/ABC Committee Member	5
CTA/ABC Committee Member At-Large	5

- c. The Chairperson of the Elections and Credentials Committee will appoint a timekeeper from among members of the Committee.
- d. The timekeeper shall give each speaker a one-minute and a 30 SECOND warning before the time has elapsed.

- e. When the time limit is up, the timekeeper will call “time”. *[Revised 6/17]*
- f. A candidate for office who has an opportunity to speak to the State Council in a general session shall not be permitted to appear at a directorial district caucus other than their own; however, in the event of a run-off election, each candidate shall be provided an opportunity to speak up to one minute at each directorial district caucus.

I-13. Voting Procedures for CTA Offices

1. Polling Time
 - a. The polling date, hours and location shall be announced by the Chairperson of the Elections and Credentials Committee at the opening session of the State Council meeting at which an election will be held.
 - b. The polls shall be open for at least one hour after the adjournment of the General Session. *[Revised 7/97, 6/23, 6/24]*
2. Ballots *[Revised 6/23]*
 - a. The names of candidates on the ballot shall be listed according to the CTA alphabet for the year. *(See Appendix C)*
 - b. CTA shall be responsible for creating all ballots on which State Council members shall vote.
 - c. Ballots will be created for each election.
 - d. Ballots and/or instruction sheets for officer and director elections shall be prepared with the names of candidates listed.
 - e. A candidate shall have their name listed on the ballot and/or instruction sheet as indicated on the declaration of candidacy form.
 - f. When a candidate’s last name is hyphenated, the name before the hyphen shall be used for placement on the ballot and/or instruction sheet.
 - g. Candidates’ names on the ballot and/or instruction sheet shall be limited to the following characters: letters of the alphabet and hyphens. *[Revised 6/17]*
 - h. Space shall be provided for write-ins.
3. Eligibility of Voters *(See Appendix F) [Revised 7/97]*
 - a. Members of the State Council who have been elected by a direct vote of the membership shall be eligible to vote in State Council elections. A list of duly certified voting State Council members and duly certified Alternates shall be prepared.
 - b. State Council Representatives and Alternates must register with the CTA Registration desk no later than 11 a.m. of the First General Session. *[Revised 6/23, 6/24]*
 - c. All State Council Representatives from electoral districts qualify to vote for candidates for the NEA Board of Directors.
 - d. CTA Board of Directors who retain their State Council seat are considered to still be elected by the active members and eligible to vote for candidates of the NEA Board of Directors.
4. Observers
 - a. Each candidate may designate one representative to observe the voting process.
 - b. The name of the observer shall be submitted in writing to the Chairperson of the Elections and Credentials Committee prior to the opening of the polls.
 - c. The observer shall not interfere with the work of the Elections and Credentials Committee and must remain in the Election room until the results are published. *[Revised 6/23]*
 - d. Electronic devices of any kind (cell phone, computer, tablet, etc.) are not allowed in the counting area. *[Revised 6/13]*
5. Voting by Paper Ballot (When paper ballots are used instead of electronic voting the following section applies). *[Revised 6/23]*
 - a. Each voter must wear the State Council badge issued for the meeting at which the election is held.
 - b. No campaign materials, clothing, or jewelry will be permitted in the polling place. *[Revised 6/05]*

- c. No campaigning shall occur in or around the polling place, or with individuals in line to vote.
 - d. No food or drink will be permitted in the polling place while voting is in progress.
 - e. Each voter must sign the voter roster after their name before receiving a ballot from the Elections and Credentials Committee. *[Revised 7/97]*
 - f. Alternates must sign their name on the designated alternate voter roster. *[Revised 6/17]*
 - g. A ballot marked in error shall be returned to the Chairperson of the Elections and Credentials Committee who shall mark it “Void” and sign the ballot before issuing a replacement ballot.
 - h. Every effort shall be made to ensure that the voter is able to mark their ballot in secrecy.
 - i. The voter shall place their marked ballot into the ballot box.
6. **Vote Requirements**
- a. A majority vote of the ballots cast shall be required to win the election for all CTA Offices. A majority vote shall be more than half of the votes cast by persons legally entitled to vote, excluding blank or illegal ballots, for each office.
 - b. In the event that no candidate receives a majority vote on the first ballot, a run-off election shall be held.
 - c. The candidates in the run-off election shall be the candidates receiving the two (2) highest numbers of votes on the first ballot.
 - d. There shall be no provisions for write-in candidates in run-off elections. A majority vote is required to win a run-off election. *[Revised 6/13]*
7. **Counting of Ballots** *[Revised 6/23]*
- a. The Elections and Credentials Committee shall count the ballots in the designated Election room.
 - i. In the event there are more ballots than signatures and the difference would not change the outcome of the election, the results will stand.
 - b. The Chairperson of the Elections and Credentials Committee shall prepare the Official CTA State Council Teller’s Report which shall be signed by the members of the Elections and Credentials Committee.
 - c. Immediately following the completion of the Teller’s Report, the results of the balloting shall be given to the President or designee to announce.
 - d. The voter roster and results shall be posted in CTA’s Cvent/Attendee Hub.
 - e. The President or designee shall announce the results of the election to the State Council as soon as possible.

I-14. Run-off Procedures for Elections by State Council for Statewide Office *[Revised 7/03, 6/23]*

If a candidate does not receive a majority vote, a run-off election shall be conducted between the candidates receiving the highest number of votes. The names on the ballot will be one (1) more than the number of vacancies to be filled. There shall be no provisions for write-in candidates in run-off elections.

- 1. Names of the candidates shall be listed in the order of the CTA alphabet.
- 2. The Elections and Credentials Committee shall issue ballots in the same manner as prescribed for the first election.
- 3. The Elections and Credentials Committee shall count the ballots.
- 4. The Chairperson of the Elections and Credentials Committee shall prepare the Official CTA State Council Teller’s Report, which shall be signed by the members of the Elections and Credentials Committee.
- 5. Immediately following the completion of the Teller’s Report, the results of the balloting shall be given to the President to announce.
- 6. The voting roster and results shall be posted in CTA’s Cvent/Attendee Hub.

7. The President or designee shall announce the results of the election to the State Council as soon as possible.
8. If the run-off election results in a tie vote, the election procedure for a run-off election shall be repeated immediately.

I-15. Custody of Ballots for CTA Offices

1. The Chairperson of the Elections and Credentials Committee has custodial responsibility of all ballots, which will be retained in the Governance Support Department. *[Revised 7/97]*
2. After the tallying and recording of ballots have been completed, all voted and unused ballots shall be returned by the Chairperson of the Elections and Credentials Committee to the staff consultant who shall arrange to have the ballots retained for at least one (1) year.

I-16. Procedures for State Council Election Completion By Mail Ballot

In the event that the required number of elections, including run-offs, at any State Council meeting exceeds the amount of time available in which to complete them, the final ballot shall be submitted to mail ballot for handling, within the following general guidelines:

1. These procedures shall be handled by the Elections and Credentials Committee.
2. Only those representatives registered at the State Council meeting during which the election was held shall be eligible to vote.
3. The Elections and Credentials Committee shall prepare ballots as well as two return envelopes and mail them to the last known home address of the representatives.
 - a. The outside envelope shall contain prepaid postage, along with the name and address of the representative and a place for verification signature of the representative.
 - b. The inside envelope shall contain no markings.
4. In the letter of instructions to those who are to vote in the election, the Elections and Credentials Committee shall specify the final date for receipt of the ballot by the CTA Elections and Credentials Committee.
5. The Elections and Credentials Committee shall make provisions for a representative to request and receive a replacement ballot if that representative does not receive their original ballot by a specific date.
6. The ballots shall be returned to a special post office box selected for the election.
7. At an announced time, subsequent to the time designated for final receipt of the ballots, the Elections and Credentials Committee will conduct the vote count.
 - a. The Elections and Credentials Committee will determine validity by checking each outer envelope against the official list of representatives eligible to vote.
 - b. Once eligibility has been verified, the Elections and Credentials Committee will open each outer envelope and remove its inner envelope and mix all inner envelopes.
 - c. The Elections and Credentials Committee will then open all inner envelopes and count the ballots.
 - d. Following the count, the Elections and Credentials Committee shall transmit the final results to the CTA President. The Elections and Credentials Committee shall retain the ballots for one (1) year in the Governance Support Department.
8. Any candidate in the election may appoint an observer to be present at steps 3 and 7 of the procedure. *[Revised 7/96]*

I-17. Challenge Procedures for CTA Office Elections

Any State Council member or candidate for CTA office who observes any irregularity must report in writing through the CTA challenge forms to the Chairperson of the Elections and Credentials Committee according to the following: *[Revised 6/98, 8/24]*

1. Eligibility of Voters
 - a. Challenges to the eligibility of voters in CTA elections must be filed in writing using the CTA challenge forms with the Chairperson of the Elections and Credentials Committee no later than one-half (1/2) hour before the printed time of the convening of the general session of the State Council that immediately precedes the election. *[Revised 8/24]*

- b. The Elections and Credentials Committee shall conduct such fact-finding as is possible and report the circumstances to the CTA Board of Directors, whose decision as to acceptance of such challenge shall be final, prior to the holding of the election. *[Revised 8/24]*
- 2. Voting Procedures
 - a. Challenges to the voting procedure, counting, and tallying must be filed in writing with the Chairperson of the Elections and Credentials Committee within one (1) hour after the results are published. *[Revised 6/23]*
 - b. The Chairperson of the Elections and Credentials Committee shall inform the CTA President of the filing of the challenge.
 - c. The CTA President may request the Elections and Credentials Committee to conduct an investigation and to report back to the President within one (1) hour.
 - d. The President shall report to the CTA Board of Directors on the day of the election. *[Revised 8/24]*
 - e. The CTA Board of Directors may either void the election and order another one or may confirm the election results. *[Revised 8/24]*
- 3. CTA Elections Manual Regulations
 - a. Any alleged violation of the *CTA Elections Manual* regulations must be reported to the Chairperson of the Elections and Credentials Committee no later than ten (10) calendar days after the results are published. *[Revised 7/96, 6/23]*
 - b. The report/challenge must be supported by *prima facie* evidence of a violation, i.e., evidence which is sufficient on its face to support the fact until it is contradicted and overcome by other evidence.
 - c. Names and addresses of parties who can give evidence shall be included with the report.
 - d. Upon receipt of a challenge, the Elections and Credentials Committee shall determine whether:
 - 1. The challenge alleges a violation of a CTA election requirement; and
 - 2. The challenge is supported by appropriate documentation.
 - e. The Elections and Credentials Committee will give immediate notice to the CTA Board of Directors of its intent to conduct an investigation. *[Revised 8/24]*
 - f. The Elections and Credentials Committee shall take such steps as it deems appropriate in order to prepare for the State Council a written report of the relevant facts regarding the challenge, and whether the violation(s) may have affected the outcome of the election, and a recommendation as to its disposition.
 - g. In the case where the majority of the CTA Board of Directors is unable to act on the challenge the decision shall move to State Council. *[Revised 8/24]*
 - h. In the event the State Council is not in session, the Elections and Credentials Committee will give its report to the Board of Directors within forty-five (45) calendar days of receipt of the challenge.

I-18. Counting a Standing Vote of the State Council

- 1. When the President calls for the counting of a standing vote of the State Council, the Elections and Credentials Committee shall count the votes of only those State Council members who are wearing badges and who are standing in front of chairs designated for State Council members.
- 2. In the event that the Elections and Credentials Committee is not available to count standing votes, the President shall appoint members of the CTA Board of Directors to serve.

I-19. Vacancies in CTA Offices Elected by State Council *[Revised 6/23]*

- 1. In the event a vacancy should occur in a CTA office elected by the State Council, the Chairperson of the Elections and Credentials Committee shall announce that a special election shall be held at the next regular State Council meeting to fill the vacancy.
- 2. If there are at least five (5) weeks before the next regular State Council meeting, the announcement may be made by email.

3. The regular procedure shall be followed, except as follows:
 - a. At the next State Council meeting, nominations and acceptance speeches shall be given.
 - b. The election shall be held at the same meeting.
 - c. The run-off election, if necessary, shall be held at the same meeting.
4. The financial limitations will be the same as those listed for the position that has the vacancy.
5. The qualifications are the same as those listed for the position which has the vacancy.
6. The length of speeches are the same as that listed for the position which has the vacancy.
7. Since nominations and voting are completed at the same meeting, the Association shall not print or distribute campaign material.

I-20. CTA/NEA Coordinating Director, Vacancy/Term

Whenever a vacancy occurs in the separate office of NEA Director serving on the CTA Board of Directors, a special election shall be held. The State Council shall elect one of the California NEA State Directors to be seated as a regular voting member of the CTA Board of Directors for the remainder of their current elected term as NEA State Director.

I-21. Other

The most recent edition of *Robert's Rules of Order, Revised*, shall govern election procedures, except as specified in their *CTA Elections Manual*.

II. CTA/ABC Committee Internal Elections

1. The election of CTA/ABC Committee Chairperson, Vice Chairperson, and Recording Secretary shall be held at the 4th State Council meeting.
2. The term of office for newly elected CTA/ABC Officers will commence on June 26. *[Revised 6/99]*
3. Only the current Members from each geographical district and At-Large Members shall be eligible to be candidates and to vote. *[Revised 7/97]*
4. A member of the CTA Elections and Credentials Committee shall chair the election portion of the meeting of the CTA/ABC Committee.
5. The Elections and Credentials Committee member shall appoint a timekeeper and two (2) members from among CTA/ABC Committee Members to assist in the counting of ballots.
6. The Elections and Credentials Committee member shall call for nominations for Chairperson of the CTA/ABC Committee.
7. Any CTA/ABC Committee member may nominate a CTA/ABC Committee member, including himself/herself. Advance declarations of candidacy are not necessary.
8. In the event that only one (1) nominee is presented for an office, the question of waiving the ballot shall be immediately placed before the Committee on a non-debatable basis. A two-thirds (2/3) vote shall be required to waive the ballot. *[Revised 6/99]*
9. Combined nomination (optional) and acceptance speeches shall be no more than five (5) minutes.
10. After all nomination and acceptance speeches have been made, the Elections and Credentials Committee member shall distribute ballots with a preprinted heading to each CTA/ABC Committee Member.
11. Voted ballots shall be returned to the Elections and Credentials Committee member.
12. The Elections and Credentials Committee member and assistants shall count the ballots.
13. A majority vote shall be required to win on the first ballot.
14. If no candidate receives a majority vote on the first ballot, a run-off election shall be held.
15. The candidates in the run-off election shall be those receiving the two highest numbers of votes on the first ballot.
16. The Elections and Credentials Committee member shall distribute run-off ballots with a preprinted heading to CTA/ABC Committee members.
17. Voted ballots shall be returned to the Elections and Credentials Committee member.
18. The Elections and Credentials Committee member and assistants shall count the ballots.
19. The Elections and Credentials Committee member shall announce the results.
20. If the result is a tie vote, the Members shall continue to vote until one candidate receives a majority of the votes cast.
21. The same procedure shall then be followed for the election of Vice Chairperson and Recording Secretary.

III. General Election Procedures for State Council of Education Representatives and Alternates

III-1. Electoral District Responsibilities

1. Chapter presidents must provide members an opportunity to vote in all elections for State Council Representatives.
2. Chapter presidents do not have the option of deciding that such election shall not be held.
3. When an electoral district is composed of one chapter, the chapter elections committee shall be responsible for conducting the election.
4. When an electoral district is composed of two or more chapters, the Service Center Council elections committee shall be responsible for conducting the election.
5. Elections shall be conducted by a chapter or Service Center Council after receipt of an official notification from the CTA Elections and Credentials Committee. *[Revised 6/14, 6/17]*

III-2. Terms of Office for State Council Representatives and Alternates *[Revised 6/23]*

1. The term of the State Council Representative and/or Alternate is three (3) years.
2. No person may serve more than three (3) consecutive three-year terms without a break in service of at least one full term year as a State Council Representative.
3. No person may serve more than eleven (11) consecutive years, including completed and/or extended terms.
4. No person will be eligible for election for any term which would provide total service greater than eleven (11) consecutive years.
5. Service as an Alternate does not count towards the eleven (11) years allowed as a regular State Council Representative.

III-3. Qualifications for State Council Representatives and Alternates

A candidate for State Council Representative and/or Alternate must be an Active member of CTA, NEA and a chapter, if available.

III-4. Vote Requirements for State Council Representatives and Alternates

1. **State Council Representatives**
State Council Representatives shall be elected by a majority vote.
2. **State Council Alternates**
 - a. State Council Alternates must be elected.
 1. Runners-up become Alternate(s).
 2. In the event the number of alternatives is low, the CTA Board of Directors may call for a special alternate election. *[Revised 6/23]*
 - b. Elections shall be by plurality vote.
 - c. An Alternate does not automatically become a Representative when a State Council position becomes vacant.
 - d. An Alternate serves as Alternate for an electoral district, not for a State Council Representative. *[Revised 6/14, 6/15]*

III-5. Numbered Seat System

Chapters may choose to use the numbered seat system to conduct elections in accordance with the following procedures: *[Revised 6/23]*

1. The numbered seat system requires each State Council seat to be numbered. *(See Appendix K)*
2. Before nominations are opened, single chapters must decide and then announce whether or not the numbered seat system shall be used. Otherwise, the single list system will be used. *[Revised.6/23]*

3. Once the election system has been determined, it cannot be changed until the election has been concluded, the results have been published, and until any and all challenges have been resolved. *[Revised 6/04, 6/23]*
4. A candidate must declare for which number seat s/he is running.
5. Voters can vote for one candidate in each numbered seat.
6. A majority will constitute more than half of the votes cast by persons legally entitled to vote, excluding blank or illegal ballots.
7. The candidate receiving the majority vote is elected. Otherwise, the two candidates receiving the highest number of votes shall participate in a run-off. **There shall be no provisions for write-in candidates in run-off elections.**
8. An Alternate serves as an alternate for an electoral district, not for a specific numbered seat. *[Adopted 6/00]*

III-6. Filing a Declaration of Candidacy for State Council Representatives and Alternates

1. **Open Nominations**
 - a. Nominations for State Council Representative and Alternates shall be conducted according to the Open Nomination procedure. This procedure holds that every eligible CTA member shall have the opportunity to nominate any CTA member who meets the qualifications for office.
 - b. In the event that there are no declaration of candidacy forms received for a position, the election shall be held with a write-in provision on the ballot for that position. *[Revised 6/14]*
2. **Filing Procedure**
 - a. Member must file using an official CTA Declaration of Candidacy for State Council Representative and/or Alternate form. The candidate statement must be cut at 250 characters, not words, excluding references to BIPOC identification. *[Revised 6/11, 6/14, 6/22, 6/23, 6/24]* Declaration of candidacy forms must be filed online by the date and time stated in the announcement. **IT IS THE RESPONSIBILITY OF THE CANDIDATE TO ENSURE THAT THIS DOCUMENT IS RECEIVED BY THE DUE DATE AND TIME.** *[Revised 6/14, 8/24]*
3. **Withdrawal of Candidacy**

In order for their name not to appear on the ballot, any person withdrawing from candidacy may do so only by written request. *[Revised 6/23]*

III-7. Campaigning for State Council Representatives and Alternates

1. **Site List**

Each candidate shall have the right to a list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning. *[Revised 6/14]*
2. **Chapter Publications.**

A chapter may not endorse a candidate for State Council Representative or Alternate. *[Revised 6/12]*
3. **Campaign Contribution**
 - a. Monies received by a chapter by ways of dues, assessment or similar levy must not be applied to promote a candidate.
 - b. Candidates may not accept direct contributions from a chapter's treasury or indirect contributions in the form of use of a chapter's assets, facilities, staff, equipment, mailings, good will and credit

4. **Logo.**
The use of all Association logos shall not be allowed on campaign materials.
5. **Campaign Flyers/Materials.**
All campaign flyers/materials must include the following disclaimer, which must be stated verbatim: “The views and opinions expressed are those of the candidate and not necessarily those of CTA and NEA.” [Revised 6/04, 6/14]
6. **District Email Addresses.**
District email addresses and/or electronic systems shall not be used for campaigning. [Revised 6/12, 6/14, 6/23]
7. Access to CTA 360 is frozen during the election period. [Revised 6/23]

III-8. Campaign Materials for State Council Representatives and Alternates

1. A chapter or Service Center Council will honor all reasonable requests to distribute campaign literature to all members whether the distribution is by mail or other means, at the expense of the candidate.
2. All privileges, including distribution of campaign material without charge, extended to one candidate must be extended to all. Refusing to honor any and all reasonable requests for distribution of campaign material at the candidate’s expense is not permitted. [Revised 6/14]
3. The chapter or service center shall inform all candidates of rules in this regard.

III-9. Election Procedures and Timelines for State Council Representatives and Alternates

1. **Single Chapter Electoral Districts**
 - a. **Step 1.** CTA Elections and Credentials Committee sends notification to Chapter Presidents for “single chapter electoral districts” to hold an election.
 - b. **Step 2.** The Chapter Elections Committee (Chapter EC), appointed in accordance with the *Elections Procedures and Requirements for Chapters and SCCs*, shall meet to discuss the following procedures:
 1. Decide on a single list or numbered seat system.
 2. Decide on uniform method of distribution of ballots and voter roster/sign-in sheets, i.e., by mail, pick up at a meeting, or other.
 3. Decide the process for candidates to request the list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning.
 4. Alternates are to be elected in accordance with Section III-4.2(b) and determine which Declaration of Candidacy form (*Appendix G(a) or G(b)*) will be used accordingly. [Revised 6/15]
 5. Decide on number of Alternates to be elected, which must be included on the ballot.
 - c. **Step 3.** The Chapter EC will determine and publish the following timeline, which shall be long enough to allow for voting by mail where there are year-round schools, and shall include dates for run-offs and possible challenges:
 1. Dates to announce vacancy(ies);
 - a) Inform members that names on ballot must be listed in order of the current CTA alphabet;
 - b) Allow at least fifteen (15) calendar days between the announcement of the vacancy(ies) and the date voting begins;
 2. Deadline date for return of declaration of candidacy forms;
 3. Deadline date for submission of biographical material;
 4. Date that each candidate shall receive an acknowledgement of the filing (inform the candidates that each candidate may designate one observer, who may be the candidate);
 5. Deadline for candidates to request the list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning;

6. Dates for preparation of candidate statements/biographical material, ballots, voter roster/sign-in sheets;
 7. Dates that ballots will be distributed.
 8. Dates that voting will take place (no less than five (5) and no more than fifteen (15) calendar days for voting);
 9. Deadline date for return of ballots and voter roster/sign-in sheet from schools to unit elections committee;
 10. Date, time and place where ballots will be counted. Counting shall be immediately after the deadline for return of ballots;
 11. Date that announcement of results will be sent to candidates and CTA;
 12. Dates and timelines for run-off election, if necessary; and
 13. Deadline date for filing of challenges to initial election and run-off, if necessary (date received, not date postmarked). Challenge timeline must follow the procedures outlined in Section III- 17.
- d. **Step 4.** Chapter EC convenes a meeting with Association Representatives (AR's) to review election requirements, timelines, guidelines and voting procedures.
 - e. **Step 5.** The Chapter EC consisting of at least three (3) persons who are not candidates will verify that ballots and voter roster/sign-in sheets have been returned. The Chapter EC shall count the ballots and report to the chapter president.
 - f. **Step 6.** The chapter president announces results to chapter members and makes appropriate arrangements for posting of results not later than five (5) calendar days at each school/work site.
 - g. **Step 7.** Chapter EC prepares the official CTA Teller's Report and official Report of Results of Election forms and sends them to CTA with a copy of the ballot and timeline.
 - h. A minimum of two (2) signatures are required on both forms. (*See Appendix I, I(a), J, J(a)*).
[Revised 7/03, 6/11, 6/13, 6/14]
2. **Multiple Chapter Electoral Districts.**
 - a. **Step 1.** The CTA Elections and Credentials Committee shall conduct the election for the Multiple Chapter Electoral State Council Representatives and Alternates.
 - b. **Step 2.** The CTA Elections and Credentials Committee, appointed in accordance with the *CTA Organizational Handbook*, shall meet to determine the following procedures:
 1. Decide the process for candidates to request the list of the names and addresses of work sites and the number of Active members at each site for the purposes of campaigning.
 2. Alternates are to be elected in accordance with Section III-4.2(c). [Revised 6/15]
 3. Runners-up shall become the Alternate.
 - c. **Step 3.** The CTA Elections and Credentials Committee publishes the timeline and shall include dates for run-offs and possible challenges:
 1. Information to be disclosed on the Announcement:
 - a) Inform members that names on the ballot must be listed in order of the current CTA alphabet;
 - b) Allow at least fifteen (15) calendar days between the announcement of the vacancy(ies) and the date voting begins;
 2. Deadline date for online filing of declaration of candidacy forms;
 3. Deadline date for submission of biographical material;
 4. Date that each candidate shall receive an acknowledgement of the filing (inform the candidates that each candidate may designate one observer, who may be the candidate);
 5. Deadline for candidates to request the list of names and addresses of work sites and the number of Active members at each site for the purposes of campaigning;
 6. Candidate statements/biographical materials shall not be printed on the ballot.
 7. Dates that voting will take place (no less than five (5) and no more than fifteen (15) calendar days for voting);
 8. Date when ballots will be counted.

9. Date that announcement of results will be sent to unit presidents, candidates, and SCC's (no later than five (5) calendar days from the date ballots are counted);
 10. Dates and timelines for run-off election, if necessary.
 11. Deadline date for filing of challenges to initial election and run-off, if necessary (date received, not date postmarked). Challenge timeline must follow the procedures outlined in Section III-17.
- d. **Step 4.** The CTA Elections and Credentials Committee shall email to the Multiple Electoral Chapters and Service Center Councils the link to the Announcement and Timeline on CTA.org. *[Revised 9/21]*
- e. **Step 5.**
1. Declarations of Candidacy are to be filed on CTA.org (link will be provided on the Announcement). *[Revised 9/21]*
 2. The CTA Elections and Credentials Committee sends an acknowledgement email and the written summary of election rules to each candidate. *[Revised 8/24]*
- f. **Step 6.** Voting will be conducted via an electronic voting platform.
1. The CTA Elections and Credentials Committee shall prepare a Teller's Report and emails the results to the candidates, chapter presidents and SCC's, not later than five (5) calendar days from the date ballots are counted.
 2. The CTA Elections and Credentials Committee shall retain the election results, the Teller's Reports, and other materials related to the election for one (1) year.
 3. The SCCs shall assist in forwarding the election results to their respective chapter presidents and members.
 4. The CTA Elections and Credentials Committee shall provide a timeline for a run-off election if necessary. *[Revised 6/11, 6/12, 6/13, 6/14, 9/21]*

III-10. Voting Methods

Elections for State Council Representatives and Alternates conducted by single chapter electoral districts shall be conducted using methods outlined in Section XI, Voting Methods found in the *Elections Procedures & Requirements for Chapters and Service Center Councils*. *[Revised 6/13, 6/14, 9/21]*

III-11. Run-off Elections for State Council Representatives and Alternates

1. **State Council Representatives.** *[Revised 6/23]*
If a candidate does not receive a majority vote, a run-off election shall be conducted between the candidates receiving the highest number of votes. The names on the ballot will be one (1) more than the number of vacancies to be filled. There shall be **no** provisions for write-in candidates in run-off elections.
 - a. In the event there is only one candidate to place on the ballot for a run-off election, the Elections & Credentials Committee Chair may waive the run-off ballot.
2. **State Council Alternates** *[Revised 6/11, 6/14]*
When there is a tie in a plurality election, the following procedure shall be followed:
 - a. When there is a tie, the ballots shall be recounted.
 - b. If the result is still a tie, the elections committee chairperson shall:
 - i. Call the candidates (according to the CTA alphabet) and inform them of the tie and that a coin toss shall be used to determine the winner.
 - ii. If the first candidate called wishes to remain in the race, the chairperson shall ask that candidate to choose "heads" or "tails" in the coin toss.
 - iii. The elections committee chairperson shall designate the time and place for the coin toss and inform the candidates who may have an observer present. The observer may be the candidate.
 - iv. The elections committee shall note the coin toss on the CTA State Council Official Teller's Report. *[Revised 6/12]*
 - v. The elections committee shall follow the established procedure in notifying the candidates of the results.

3. The Official State Council Teller’s Report from the election that caused the run-off must be submitted with the run-off election documents.

III-12. Certification, Designation, and Registration of State Council Representatives and Alternates

1. Certification of Election

- a. The current Official State Council Teller’s Report– Representative Election, CTA Report of Results of Elections – State Council Representative(s), Official State Council Teller’s Report– Alternate Election (if alternates were elected) and Report of Results of Elections – State Council Alternate(s) (if alternates were elected) must be completed and returned to the CTA Governance Support Department in order for the election to be certified by the Chairperson of the CTA Elections and Credentials Committee. A minimum of two (2) signatures shall be required to validate the Teller’s Report and Report of Results of Elections forms. *(See Appendix I, I(a), J, J(a))*
[Revised 6/11, 6/13]
- b. The results, on a CTA Official State Council Representative/Alternate Election Teller’s Report shall be accepted from: *[Revised 6/13]*
 1. A chapter president or designee of a single chapter electoral district.
 2. Service Center Council Chairperson or designee of a multiple chapter electoral district.
 3. UniServ Chairperson or designee when a multiple chapter electoral district is the same as the UniServ unit.

2. Designation of Alternates

In the event an elected representative is unable to attend a meeting of the State Council of Education, an elected alternate shall be designated using the following process: *[Revised 10/78, 10/95]*

a. Single Chapter

In an electoral district comprised of a single chapter, an elected representative who is unable to attend such a meeting shall notify the president of the chapter, who shall designate an alternate on the basis of seniority as an alternate and using a rotation method for each meeting that an alternate is needed. If seniority is equal among alternates, then the CTA alphabet will be used to determine which senior alternate will be contacted and notified to attend. The rotation will become effective with the first State Council meeting. If an alternate is unable to attend a meeting, the alternate shall retain their place in the rotation order, unless otherwise stated in the Chapter’s bylaws.

[Revised 6/14, 6/15]

b. Multiple Chapters

In an electoral district comprised of two (2) or more chapters, an elected representative who is unable to attend such a meeting shall immediately notify the CTA President through the Governance Support Department. In an electoral district comprised of two or more chapters, alternates in multiple electoral districts shall be selected on the basis of seniority and using a rotation method for each meeting that an alternate is needed. If seniority is equal among alternates, then the CTA alphabet will be used to determine which senior alternate will be contacted and notified to attend. The rotation would become effective with the first State Council meeting. If an alternate is unable to attend a meeting, the alternate shall retain their place in the rotation order.

[Revised 3/91, 6/92, 10/95]

- c. In the event a representative in a multiple electoral district is absent from State Council for more than one meeting, due to a leave of absence approved by the CTA Board, the same alternate who has been selected on the basis of seniority shall attend for the representative in their absence. If seniority is equal among alternates, then the CTA alphabet will be used to determine which senior alternate will be contacted and notified to attend. Once the representative returns to State Council, the alternate who attended for the absent representative shall move back into the rotation process.

[Revised 10/95]

- d. Only those alternates who have been officially certified by the CTA Elections and Credentials Committee prior to the opening of the first session of State Council shall be seated and permitted to vote. *[Adopted 3/72, Revised 10/95]*
3. **Registration at State Council Meetings**
 - a. Representatives certified as prescribed above shall be permitted to register at State Council meetings not later than 11 a.m. on the first State Council day.
 - b. Such registration shall include issuance of a State Council badge and materials at the CTA registration desk.
 - c. Whenever possible, the Chairperson of the Elections and Credentials Committee shall be available to assist the CTA registration desk staff with certification of Representatives and Alternates whose names have not been previously submitted.
 - d. When this is not possible, an Alternate, or Representative with a special problem, shall be directed to the Elections and Credentials Committee for assistance.
 - e. An Alternate certified under the above provisions must register by 11 a.m. on the first State Council day and sign a statement that he/she is serving for a designated Representative. *[Revised 7/03]*
 - f. Once the Alternate has registered, that seat is filled for the duration of that State Council meeting.
 - g. An Alternate badge shall be issued which will include the name of the Alternate and the absent Representative.
 - h. The practice of seating unelected alternates is not allowed. *[Revised 6/13]*

III-13. Over-Represented Single and Multiple Chapters

Whenever an electoral district loses membership and is otherwise thereafter over-represented by one or more excess representatives, the following shall apply within the year following the decrease in membership:

1. If there are sufficient terms expiring that an open election can be held for the newly established decreased allocation, an election shall be held for the appropriate number of open seats.
2. If sufficient terms expire which would eliminate the excess representation and no incumbent otherwise eligible to seek reelection is thereby deprived of doing so, no further action shall be required, and all elections to fill expiring terms thereafter shall be held as regularly scheduled.
3. If sufficient terms do not expire, which would eliminate the excess representation, all terms shall expire, and an open election shall be held to fill the allocated seats.
4. Those incumbents who are reelected shall be assigned to the same term previously held.

III-14. Election of At-Large Representatives and At-Large Alternates to State Council

1. The Board of Directors, upon recommendation of the Representation Committee, shall recommend the allocation of At-Large State Council members to Service Center Councils.
2. If an election is necessary, the CTA Elections and Credentials Committee shall conduct the election. *[Revised 9/21]*
3. The election for At-Large State Council Representatives may be conducted at the same time as the other elections.
4. The procedures for an all-member vote, including ESP members, shall be followed.
5. Voting procedures set forth in Section III-9.2 for Multiple Chapter Electoral Districts. *[Revised 6/13]*
6. Candidates must be BIPOC (Black, Indigenous and People of Color).
7. The winner(s) shall be determined by *majority* vote. *[Revised 7/24]*
8. If there is a tie, the procedures set forth in Section III-11.2 shall be followed.
9. The term shall be for three (3) years and will follow the same term limitations as set forth in Section III-2. *[Revised 6/24]*
10. Alternates shall be ranked in the order of votes received.
11. If the At-Large State Council Representative seat is vacated, the Alternate shall fill the vacant seat for the remainder of the term. *[Revised 11/20]*
12. In the event no Alternate has been elected or is available, a special election will be held. *[Revised 11/20]*

13. ESP members are eligible to run for State Council Members At-Large positions provided they meet the requirements set forth in Section III-14.6 of this *CTA Elections Manual*. [Revised 6/11]

III-15. Election of State Council Retired Representatives [Revised 6/23]

1. CTA/NEA-Retired shall elect two (2) State Council Representative from each of the four (4) CTA Geographical regions. [Revised 9/21, 6/24]
2. CTA/NEA-Retired shall have open nominations and a secret ballot for all State Council representatives.
3. A candidate must be a member of CTA-Retired and of NEA-Retired, and must reside in the retired electoral district s/he is elected to represent.
4. Voting timelines and procedures for the election of Retired Representatives shall be published.
5. A declaration of candidacy form for Retired Representatives shall be published. [Revised 6/24]
6. The ballot will be by electronic voting. [Revised 6/24]
7. The ballot will indicate the region each candidate is eligible to represent. [Revised 6/24]
8. Each CTA/NEA-Retired member shall be eligible to cast a vote for up to two (2) Retired Representative candidate in each Retired region on the ballot. [Revised 6/24]
9. The winner(s) shall be determined by *majority* vote. [Revised 6/24]
10. The term of Retired Representative shall be three (3) years.
11. A Retired Representative shall be eligible for reelection, but no person may serve more than three (3) consecutive three-year terms or serve more than eleven (11) consecutive years, including completed unexpired terms, without a break of service of at least one (1) year. [Revised 6/24]
12. Service as a Retired Representative and service as an active Representative elected from an electoral district shall be calculated separately for the purposes of the eleven (11)-year limitation. [Revised 6/24]
13. Two (2) alternates in each electoral district shall be elected and ranked in the order of votes received in the alternate election. When an alternate is needed, the first alternate is called to serve. The second alternate is only called when both the CTA/NEA-Retired State Council Representative and the first alternate are unable to attend State Council. [Revised 6/24]
14. If the position of a Retired Representative becomes vacant before the end of that Retired Representative's elected term, the first Alternate shall serve as Retired Representative through June 25 of the year in which the position becomes vacant.
15. If one (1) or more years of the vacated term will then remain, an election will be held for the Retired Representative to serve the unexpired term. [Revised 6/24]

III-16. Election of State Council CTA Aspiring Educators Representatives [Revised 6/24]

1. CTA rules governing election of CTA State Council Representatives shall prevail.
2. The CTA Board of Directors, upon recommendation of the Representation Committee, shall recommend the allocation of CTA Aspiring Educators (CTA AE) State Council Representatives determined by CTA AE membership totals.
3. The CTA Board of Directors, through the CTA Elections and Credentials Committee, shall notify the CTA Aspiring Educators President when an election is necessary.
4. The CTA AE Elections Committee shall be responsible for ensuring that all timelines, rules and regulations of CTA are followed.
5. An all-member vote shall be conducted by mail to determine CTA AE State Council Representatives and Alternates.
6. A candidate must be a member of CTA Aspiring Educators and Student NEA and must be an active student at the time elected.
7. The winner(s) shall be determined by majority vote.
8. The term of CTA AE Representatives and Alternates shall be one (1) year.
9. Alternates shall be ranked in order of votes received.

10. The results of the election shall be published. *[Revised 6/23]*
11. If a seat of a CTA AE Representative becomes vacant before the end of that Representative's elected term, the first Alternate shall serve as CTA AE Representative through June 25 of the year in which the position becomes vacant.
12. Candidate statements must be cut at 250 characters, not words, excluding references to BIPOC identification. *[Adopted 7/02, 6/23, 6/24]*

III-17. Challenge Procedures for State Council Representative Elections

A challenge may be made regarding eligibility requirements or election requirements.

1. Eligibility Requirements

Representatives shall not be seated in the following circumstances:

- a. If an individual is not an active member of CTA/NEA and a chapter (if such membership is available).
- b. If the election results have not been submitted to and certified by the Chairperson of the CTA Elections and Credentials Committee c/o the Governance Support Department. *[Revised 6/14]*

2. Election Requirements

- a. All elections shall be conducted using open nomination (eligibility of any member to run) and secret ballot.
- b. All members in an electoral district shall be given an opportunity to vote.
- c. Elections shall be determined by majority vote or plurality vote where permitted.
- d. Voted ballots and voter roster/sign-in sheets must be returned to the election committee who shall retain them for one year.
- e. Preparation and distribution of campaign material must comply with Section I-11 of this *CTA Elections Manual*. *[Revised 7/97]*

3. Challenge Procedure

- a. The announcement of election results shall be made no later than five (5) days after the ballots are counted. *[Revised 6/15]*
- b. A challenging party(ies) must notify the chapter elections committee chairperson (single chapter electoral district) and CTA Elections Committee Chair of a challenge in writing using the official Original Election Challenge Form (*See Appendix Q*) within ten (10) calendar days after the results are published, including any run-offs if necessary, of the election. The report/challenge must be supported by *prima facie* evidence of a violation (e.g., evidence which is sufficient on its face to support the fact until it is contradicted and overcome by other evidence). *[Revised 6/04, 6/13, 6/15, 6/17, 6/24]*
- c. The chapter elections committee CTA elections committee shall have ten (10) calendar days, commencing on the day the challenge was received and in accordance with chapter bylaws and standing rules or CTA election procedures, to conduct an investigation of the challenged election for the purpose of determining the facts; to attempt to reach local resolution; and to issue a written report to the chapter executive board/ CTA board of directors regarding the validity of the challenge based on whether the alleged violation may have affected the outcome of the election. *[Revised 6/24]*
- d. The chapter executive board/ CTA board of directors must render a decision on the challenge and send a copy of that decision to the challenging party, all candidates on the ballot, and the elections committee chair within ten (10) calendar days following receipt of the report. *[Revised 6/13, 6/24]*
- e. Any member of the chapter executive board/ CTA board of directors who was a candidate in the race that has been challenged, was named in the challenge, signed an individual witness documentation form, or whose immediate family member was a candidate in the race that has been challenged, shall recuse themselves from discussion of and voting on the challenge. *[Revised 6/14, 6/24]*
- f. If in the case where the majority of the chapter executive board is unable to act on the challenge, the decision shall move to the Representative Council. In the absence of a Representative Council, the chapter shall contact the CTA Elections and Credentials

- Chairperson through the Governance Support Department to determine the next step. *[Revised 6/11, 6/24]*
- g. The challenging party or any candidate affected by the decision of the chapter executive board/ may file an appeal on the official CTA Appeal Form to the CTA President at ctaelections@cta.org within ten (10) calendar days from the date of the decision. The appeal shall include the information requested on the official CTA Appeal Form located in Appendix R of this manual. The appeal and all required documentation shall be received by the CTA President at ctaelections@cta.org no later than 5:00 p.m. on or before the tenth (10th) day. *[Revised 6/04, 6/11, 7/12, 6/13, 6/17, 6/24]*
 - h. If the chapter executive board fails to act within twenty (20) calendar days of the original challenge, the challenging party(ies) may file an appeal on the official CTA Appeal Form to the CTA President at ctaelections@cta.org. The appeal and all required documentation, as requested on the official CTA Appeal Form located in Appendix R of this manual, shall be received by the CTA President at ctaelections@cta.org no later than 5:00 p.m. on or before the tenth (10th) day. *[Revised 6/11, 6/13, 6/17, 6/24]*
 - i. The CTA President shall refer the matter to the Chairperson of the CTA Elections and Credentials Committee.
 - j. Upon receipt of the appeal, the CTA Elections and Credentials committee shall take jurisdiction of the challenge. The Elections and Credentials Committee Challenge Subcommittee consisting of the Chairperson of Elections and Credentials Committee, the Board Liaison to the Elections and Credentials Committee and two (2) Elections and Credentials Committee members shall conduct an investigation and determine whether:
 1. The challenge alleges a violation of a CTA election requirement.
 2. The challenge is supported by appropriate documentation.
 3. More information is needed, in which case, the information will be obtained via the most feasible method.
 4. The alleged violation may have affected the outcome of the election.
 5. A hearing should be conducted.
 - k. If it is determined that no basis for challenge exists:
 1. The Chairperson of the Elections and Credentials Committee shall submit a report including issues and recommendations to the CTA President and CTA Board of Directors.
 2. The CTA Board of Directors shall act on the report at its first opportunity, and the actions shall be emailed to the person(s) filing the challenge and to the chapter president. *[Revised 6/23, 6/24]*
 3. When an election is overturned, the seat is vacant until the new election is completed.
 - l. If it is determined that a hearing should be conducted:
 1. The Chairperson of the Elections and Credentials Committee shall appoint a panel of members from the Committee within seven (7) calendar days of the determination.
 2. The hearing will be held at a CTA office in the area of the electoral district, if at all feasible.
 3. The hearing will be held on a date that gives members sufficient notice and at a time that would allow maximum attendance.
 4. The notification will give the date, time and place of the hearing and the nature of the challenge.
 5. The notification will be sent to the person(s) filing the challenge, the other candidates and others designated by the Chairperson of the CTA Elections and Credentials Committee. *[Revised 6/24]*
 6. The notification shall indicate that other members may attend.

7. Each person will be encouraged to present, prior to the hearing, a statement and evidence in writing to the Chairperson of the Elections and Credentials Committee c/o the Governance Support Department. *[Revised 7/97, 6/14]*
8. At the conclusion of the hearing, the panel will prepare a written report to be sent to the CTA Board of Directors.
9. The CTA Board of Directors, at its earliest opportunity, shall act on the recommendations.
10. The CTA Board approved recommendations of the CTA Elections and Credentials Committee shall be sent to the members who provided information and the challenging party(ies). *[Revised 6/10, 6/12, 6/24]*

III-18. Vacancies in State Council Representative and Alternate Positions.

1. When a State Council Representative resigns, a new election must be held within the fiscal year (September 1 to August 31).*[Revised 7/94, 6/23]*
 - a. State Council vacancies must be included in annual chapter elections.
 - b. If a seat becomes vacant before the end of that representative's elected term, the first Alternate shall serve as representative through June 25 of the year in which the position becomes vacant.
 - c. If the election is not held within the fiscal year the seat remains vacant and unfilled.
2. If an Alternate resigns in the middle of a term, the new Alternate shall complete the term of the resigned Alternate.
3. When an electoral district does not have a regularly elected Alternate, the CTA Elections and Credentials Committee hold an election for an Alternate. *[Revised 6/00, 9/21]*
4. A vacancy shall not be declared if a representative/alternate receiving a lay-off notice is rehired by the district prior to the start of the following school year. *[Revised 11/08]*
5. The steps by which a State Council seat is declared vacant following the resignation of a State Council Representative are described in Appendix L - Following a State Council Representative's resignation, an election *cannot* be held until the CTA Board of Directors has declared the seat vacant. Any elections conducted prior to a seat being declared vacant will be considered invalid. *[Revised 6/12, 6/24]*
6. An alternate may not attend more than two (2) times for the same elected State Council Representative unless Section III-18.1. above has been initiated. *[Revised 6/24]*

IV. Educational Support Professionals

IV-1. ESP Representation at State Council Meetings

1. Educational Support Professionals (ESP) members shall be allocated representation through single unit electoral districts or multiple unit electoral districts on the State Council of Education on the same ratio as that of CTA local chapters.
2. The electoral districts will be in a separate section of the Representation Book.
3. State Council Representatives from ESP electoral districts shall have all of the voting privileges other State Council Representatives have.
4. State Council Representatives from ESP electoral districts will be paid expenses on the same basis as Representatives from CTA local chapter electoral districts.

IV-2. Election Responsibility for ESP [Revised 6/24]

1. When an ESP electoral district is composed of one unit, the CTA Elections Committee shall be responsible for conducting the election.
2. When an ESP electoral district is composed of more than one unit, the CTA Elections Committee which has the most ESP members shall be responsible for conducting the election.

IV-3. Election Procedures for ESP

The election procedures for ESP Representatives to State Council shall be the same as that of Representatives from CTA local chapters. *(See Section III “General Election Procedures for State Council of Education Representatives and Alternates”)*

IV-4. At-Large Representative and At-Large Alternate State Council Elections

ESP members are eligible to run for State Council Members At-Large positions provided they meet the requirements set forth in Section III-14.6 of this *CTA Elections Manual*. *[Revised 6/11]*

V. Recommendation/Endorsement Procedures for Candidates for NEA Office

V-1. Allocation of Local Delegates to the NEA RA

1. The NEA Constitution provides for the allocation of Delegate credentials to local affiliates as follows:
 - a. Single locals with 76 or more members; and
 - b. Combined locals each with fewer than 76 members.
2. Allocations are based on membership records as of January 15 of the calendar year in which the Representative Assembly convenes.
3. Locals with 76 or more members will be allocated Delegates in the ratio of one Delegate for each 150 NEA Active and Educational Support members or major fractions thereof.
4. A local with more than 75, but fewer than 226 members will be entitled to one (1) Delegate.
5. A local with more than 225 and fewer than 376 members shall be entitled to two (2) Delegates.
6. Locals with more than 75 members may not cluster with other locals.
7. Locals with fewer than 76 members may join together to form membership units for the purpose of representation.
8. Each local in a cluster of two (2) or more must have fewer than 76 members.
9. Allocation of credentials for such clustered locals shall be based on the ratio of 1:150 NEA Active and Educational Support members or major fraction thereof.
10. Terms for Local Delegates may range from one to three years.
11. There is no limit on the number of terms. The terms may be staggered.
12. Funding for Local Delegates shall be determined by the local.

V-2. Recommendation of In-State Candidates

1. Each candidate seeking consideration for CTA endorsement shall notify the CTA President by the last State Council meeting two (2) years prior to the year the candidate runs for office.
2. Where a previously endorsed candidate is standing for reelection to the same office and is deemed to be a friendly incumbent, the Interview Team may waive the requirement for another interview.
3. The candidate must show evidence of endorsement from at least three locals.
4. The President shall notify the chairperson of the CTA/NEA Interview Team of such announcements.
5. The chairperson of the CTA/NEA Interview Team shall notify each in-state candidate and give him/her the opportunity to be interviewed no later than the third State Council meeting following the notification.
6. Each in-state candidate will be allowed up to fifteen (15) minutes for a presentation to the CTA/NEA Interview Team, after which the Interview Team may ask questions to determine the candidate's views on NEA issues and advocacy of California positions.
7. The CTA/NEA Interview Team will report to the CTA Board of Directors.
8. The CTA Board of Directors shall vote on a recommendation to present to the State Council.
9. Each recommended candidate will be given an opportunity to address the State Council.
10. Other candidates may also address the State Council.
11. The State Council will vote by secret ballot on the CTA Board of Director's recommendation at the same meeting at which the recommendation is made.
12. Candidates receiving a sixty percent (60%) vote of the State Council shall be recommended for endorsement to the California Caucus at the NEA Representative Assembly.
13. As a courtesy, once an in-state candidate has been recommended for endorsement by the State Council for an NEA office, out-of-state candidates for the same office shall be notified of the recommendation by the CTA President.
14. CTA shall provide opportunities to each recommended in-state candidate for promotion of their candidacy and for fund-raising events.

Should a candidate wish to request the use of a table for campaigning at a CTA-sponsored event, s/he may do so no sooner than the close of the last California Caucus meeting of the NEA Representative Assembly preceding the election. *[Revised 6/99]*

V-3. Recommendation of Out-of-State Candidates

The responsibilities for the endorsement procedure shall be as follows:

1. **Candidate**
 - a. Each out-of-state candidate for NEA office seeking consideration for California endorsement shall contact the CTA President.
 - b. Any candidate who cannot attend the interview meeting may provide the CTA/NEA Interview Team with a five (5) to ten- (10) minute tape detailing their views on NEA issues.
 - c. The candidate shall also have an opportunity to have a spokesperson represent him/her.
 - d. Any NEA candidate in attendance at a State Council meeting shall be allowed up to three (3) minutes for a presentation at a general session and shall also have the opportunity to speak up to one (1) minute at each directorial district caucus.
 - e. Should a candidate wish to request the use of a table for campaigning at a CTA- sponsored event, s/he may do so no sooner than the close of the last California Caucus meeting at the NEA Representative Assembly preceding the election. *[Revised 6/99]*
2. **CTA President**
 - a. The CTA President shall notify the chairperson of the CTA/NEA Interview Team of request(s) for endorsement.
 - b. The CTA President shall assign each out-of-state candidate to a California NEA Director who shall serve as that candidate's official contact until CTA endorses a candidate for office.
 - c. The CTA President will inform the candidate(s) of the CTA Board of Directors' recommendation and will also inform the California members on the NEA Board of Directors.
3. **California NEA Directors**
 - a. The CTA contact shall inform the candidate of the state's endorsement process, including the date of the State Council meeting when the recommendation is to take place and shall provide information about California's concerns and problems as they affect the office being sought.
 - b. The CTA contact shall receive any free material provided by the candidate to be made available to State Council meetings and/or the California Caucus at the convention site.
4. **CTA/NEA Interview Team**
 - a. Where a previously endorsed candidate is standing for reelection to the same office and is deemed to be a friendly incumbent, the Interview Team may waive the requirement for another interview.
 - b. The chairperson of the CTA/NEA Interview Team shall notify each out-of-state candidate and inform them of the opportunity to be interviewed.
 - c. Each candidate will be allowed up to fifteen (15) minutes for a presentation to the CTA/NEA Interview Team, after which the Interview Team may ask questions to determine the candidate's views on NEA issues and advocacy of California positions.
 - d. The CTA/NEA Interview Team will vote on recommendations for endorsement and may recommend as many candidates as there are openings.
5. **CTA Board of Directors**

The CTA Board of Directors will vote on the recommendation(s) of the CTA/NEA Interview Committee for endorsement of candidates for recommendation to the State Council.

6. Voting Procedure

- a. The State Council will vote by secret ballot on the CTA Board of Director's recommendation at the same meeting at which the recommendation is made.
- b. Only the name(s) of the CTA Board of Director's recommended candidate(s) shall be listed on the ballot. *[Revised 6/14]*
- c. Should the Board choose not to make a recommendation, all candidates will be listed on the ballot.
- d. Candidates receiving a sixty percent (60%) vote of the votes cast shall be recommended to the California delegation at the NEA Representative Assembly for final endorsement.

V-4. Recommendation of NEA Board At-Large Candidates at the NEA Representative Assembly

1. Notify the CTA President by the close of the first California Caucus.
2. Interviews will occur in the morning and on the day following the first and second California Caucus meetings.
3. The CTA/NEA Interview Team will make a recommendation to the CTA Board of Directors.
4. The CTA Board of Directors' recommendation(s) will be presented to the California Caucus at the third California Caucus meeting.
5. Candidates must have a sixty percent (60%) vote of the Caucus in order to be recommended. *[Adopted 6/13]*

V-5. California Caucus

1. The California Caucus, at the NEA Representative Assembly, shall consider endorsements at a meeting designated by the Chairperson of the California Caucus.
2. The ballot shall list the names of all candidates according to the CTA alphabet.
3. Candidates who have received State Council endorsement will be so designated.
4. Any State Council recommended candidate receiving a majority of the secret ballot vote will be an officially endorsed candidate of California.
5. A candidate not endorsed by State Council must have a sixty percent (60%) vote of the Caucus to be endorsed.
6. In the event a run-off election occurs at the NEA Representative Assembly, the California Caucus may consider non-endorsed candidates at whichever caucus meeting is appropriate for the final voting.
7. Any candidate receiving a majority vote of the secret ballot vote will be an officially endorsed candidate of the Caucus.

VI. Delegates to NEA Representative Assembly

VI-1. Allocation of Local Delegates to the NEA RA

1. The NEA Constitution provides for the allocation of Delegate credentials to local affiliates as follows:
 - a. Single locals with 76 or more members; and
 - b. Combined locals each with fewer than 76 members.
2. Allocations are based on membership records as of January 15 of the calendar year in which the Representative Assembly convenes.
3. Locals with 76 or more members will be allocated Delegates in the ratio of one Delegate for each 150 NEA Active and Educational Support members or major fractions thereof.
4. A local with more than 75, but fewer than 226 members will be entitled to one (1) Delegate.
5. A local with more than 225 and fewer than 376 members shall be entitled to two (2) Delegates.
6. Locals with more than 75 members may not cluster with other locals.
7. Locals with fewer than 76 members may join together to form membership units for the purpose of representation.
8. Each local in a cluster of two (2) or more must have fewer than 76 members.
9. Allocation of credentials for such clustered locals shall be based on the ratio of 1:150 NEA Active and Educational Support members or major fraction thereof.
10. Terms for Local Delegates may range from one to three years.
11. There is no limit on the number of terms. The terms may be staggered.
12. Funding for Local Delegates shall be determined by the local.

VI-2. Election Requirements and Procedures for NEA RA Local Delegate Positions

Chapter presidents must provide members an opportunity to vote in **all** NEA Representative Assembly elections and must ensure that an election is held for the chapter's full allocation of NEA RA delegates.

Whether the local is funding or not funding delegates, the election for NEA RA delegates must be held in accordance with Article VII-1.

- a. Prior to the election, the local will determine the number of delegates that will receive funding.
 - i. This number may be equal to or less than the number allocated.
 - ii. The amount of funding they will provide for delegate elected to the NEA RA based on the number determined above.
 - iii. The amount of funding for each delegate must be equal.
 - iv. This information must be in the announcement of the election.
 - b. Funding will be based on the election results. For example, if four (4) delegates are elected but funding will only be provided for two (2) delegates, funding will go to the top two (2) with the most votes.
 - c. If the number of declared candidates exceeds the number of delegates receiving funding, an election must be held.
 - d. In the event there are more funded spaces than candidates, the amount of funding per delegate will remain the same as announced.
2. It is NEA policy that each state includes BIPOC Delegates in numbers commensurate with the population of the state. *(See Appendix D)*
 3. It is CTA policy that the Association is committed to BIPOC representation in the California delegation. *[Revised 6/12]*
 4. A chapter and a cluster of chapters must follow the same requirements, as follows:
 - a. There must be open nominations. All NEA members are eligible to nominate or be nominated for office.
 - b. Declaration of Candidacy forms shall be readily available to members, stating requirements as to time and place of filing. **IT IS THE RESPONSIBILITY OF THE CANDIDATE TO ENSURE THAT THIS DOCUMENT IS RECEIVED BY THE DUE DATE AND TIME AT THE PROPER LOCATION.** *[Revised 6/14]*

- c. No less than fifteen (15) calendar days prior to an election, the local chapter shall notify members of the election.
 - d. Candidates must not use any portion of dues money of the local, Service Center Council, state or national level to promote the candidacy.
 - e. District email addresses and/or systems shall not be used for campaigning. *[Revised 6/12]*
 - f. All NEA members within the chapter or cluster of chapters shall be eligible to vote.
 - g. The time and place of the election must be designated.
 - h. Candidates may run as both State and Local Delegates, but must decide which position to accept and notify the Service Center Council and local no later than the deadline stated on the NEA State and Local Delegate Elections Timelines approved by the CTA Board of Directors. The candidate shall relinquish all claims to the released position in writing. *[Revised 10/99, 6/12]*
 - i. Elections shall be by secret ballot.
 - j. There shall be a provision for write-in candidates.
 - k. The election shall be by plurality vote.
 - l. When there is a tie in a plurality election, the following procedure shall be followed: *[Revised 6/14]*
 - 1. When there is a tie, the ballots shall be recounted.
 - 2. If the result is still a tie, then the elections committee chairperson shall:
 - (a) Call the candidates (according to the CTA alphabet) and inform them of the tie and that a coin toss shall be used to determine the winner.
 - (b) If the first candidate called wishes to remain in the race, the chairperson shall ask that candidate to choose “heads” or “tails” in the coin toss.
 - (c) The elections committee chairperson shall designate the time and place for the coin toss and inform the candidates who may have an observer present. The observer may be the candidate.
 - (d) The elections committee shall note the coin toss on the CTA Official Teller’s Report.
 - (e) The elections committee shall follow the established procedure in notifying the candidates of the results. *[Revised 6/11]*
 - m. If there is a tie among three or more candidates, contact the CTA Elections & Credentials Chairperson through the Governance Support Department. *[Revised 6/12]*
 - n. All candidates shall be ranked in the order of votes received. *[Renumbered 6/12]*
5. A chapter or a cluster of chapters may waive the requirement for secret ballot election for NEA RA local delegates and candidate(s) declared elected only if the following conditions have been met prior to the election being held:
- a. The chapter or cluster of chapters has adopted a governing provision or election policy allowing the practice for waiving the NEA RA local delegates’ elections secret ballot when the number of candidates is equal to or less than the number of delegate positions to be filled.
 - b. The period for open nominations shall be no less than fifteen (15) calendar days.
 - c. This election practice will not generate successor delegates unless the nomination process requires candidates for both regular and successor delegate positions.
6. The announcement of election results shall be made the next day after the votes are counted. *[Revised 6/10]*
7. The local shall retain all ballots and election records until the expiration of the term to which the delegate was elected. *[Revised 7/02, 7/03]*

VI-3. Time Schedule for Elections for NEA RA Local Delegates

Whenever possible the local CTA chapters are encouraged to follow the same timeline as the state so that elections can be consolidated. Consideration must be given for vacations and year-round school calendars.

1. The specific timelines for elections for NEA Local Delegates shall be determined by each chapter or cluster of chapters, provided that names of Delegates are reported to the state by the required deadline.
2. The timeline shall include dates for:
 - a. Deadline for receiving Declaration of Candidacy forms by members;
 - b. Preparation of ballots: the ballot shall state the name of the office, the term, and the name of the candidate(s) who have filed declarations of candidacy within the timeline. The ballot shall include space for a write-in candidate, except in a run-off election; [Revised 6/04]
 - c. Election in chapter;
 - d. Counting of ballots by chapter elections committee;
 - e. Deadline for receipt of Local Delegate election results to CTA Elections and Credentials Committee, c/o Governance Support Department, P.O. Box 921, Burlingame, CA 94011- 0921;
 - f. Delegates who have been elected to both Local and State Delegate positions to notify the chapter and Service Center Council of the position accepted (Delegates may not hold both positions);
 - g. Chapter president to notify CTA of names of Successor Local Delegates if an elected Local Delegate chooses to go as a State Delegate; [Revised 6/13]
 - h. Deadline for filing a challenge to the election (date received, not date postmarked, three (3) calendar days after the announcement of election results, including any run-offs if necessary);
 - i. June 1 deadline for filing an appeal of the state’s decision on a challenge with the NEA Credentials Committee. [Revised 6/10, 6/13, 6/14]

VI-4. Successor Delegate Procedures for NEA RA Local Delegate Positions

1. A successor delegate is the candidate with the next highest votes after the winners have been declared. The successor delegate will automatically be declared a Delegate when a vacancy occurs.
2. Only those members who are certified are eligible to serve as Successor Delegates.
3. All candidates shall be ranked in order of votes received.

VI-5. Challenge Procedure – NEA RA Local Delegate Elections

1. The challenging party may file a challenge on the official CTA Challenge Form (see Appendix Q of this manual) to the CTA President within four (4) calendar days after the date the ballots are counted. The challenge and all of the requested documentation must be received by the CTA President no later than 5:00 p.m. on or before the fourth (4th) day. The report/challenge must be supported by *prima facie* evidence of a violation (e.g., evidence which is sufficient on its face to support the fact until it is contradicted and overcome by other evidence). [Revised 6/24]
2. The CTA President shall refer the matter to the Chairperson of the Election and Credentials Committee.
3. Upon receipt of the challenge, the CTA Elections and Credentials Committee shall take jurisdiction of the challenge.
4. The Chairperson of the Elections and Credentials Committee and Board Liaison of the Elections and Credentials Committee shall conduct an investigation and determine whether:
 - a. The challenge alleges a violation of a CTA election requirement;
 - b. The challenge is supported by appropriate documentation;
 - c. More information is needed, in which case, the information will be obtained via the most feasible method;
 - d. The alleged violation may have affected the outcome of the election;
5. If it is determined that no basis for a challenge exists:
 - a. The Chairperson of the Elections and Credentials Committee shall submit a written copy of the findings and recommendation(s) of the investigation team to the CTA President and CTA Board of Directors. [Revised 7/97]

- b. The CTA Board of Directors shall act on the report, and the approved actions shall be sent to the person(s) filing the challenge and to the chapter president. *[Revised 6/14]*
- c. June 1 is the deadline for filing an appeal of the CTA Board of Directors decision on a challenge with the NEA Credentials Committee. *[Renumbered and revised 6/14, 6/15]*

VI-6. Allocation of State Delegates to the NEA RA

- 1. Delegates shall be allocated to state affiliates in the ratio of one delegate for each 1,000 NEA Active and Educational Support members.
- 2. The term for State Delegate and Successor Delegate shall be one (1) year.
- 3. NEA policy requires that each state include BIPOC delegates in numbers commensurate with the population of the state. *(See Appendix D)*
- 4. CTA policy requires that the Association is committed to an affirmative action program in all areas, including BIPOC representation in the California delegation.

VI-7. Election Requirements for NEA RA State Delegate Positions [Revised 6/24]

State Delegates are required to attend all sessions of the California Caucus, NEA Representative Assembly, and take into consideration CTA policy when voting on NEA proposals.

- 1. Representation shall be determined on the basis of proportional representation by educational position in NEA Category 1, which includes NEA Active and Educational Support members who are not supervisors. *[Revised 6/12]*
- 2. Open nominations (any NEA member is eligible to nominate and be nominated for office). In the event that there are no declaration of candidacy forms received for a position, the SCC’s allocated delegate(s) will be reallocated to another SCC by the CTA Governance Support Department in accordance with CTA’s allocation formula. *[Revised 6/14]*
- 3. All NEA members within a Service Center Council area shall be eligible to vote in their chapters for the number of delegates allocated to the Service Center Council by electronic ballot.
- 4. Elections must be by secret ballot.
- 5. An election by secret ballot may be waived and the candidate(s) declared elected if, following a period of open nominations, the number of candidates is equal to or less than the number of delegate positions to be filled. An affiliate utilizing this provision must have adopted a governing provision or election policy allowing such a practice. This election practice will not generate successor delegates unless the nomination process requires candidates for both regular and successor delegate positions.
- 6. Each ballot shall list names of candidates in the current CTA alphabetical order.
- 7. Candidates may run as both State and Local Delegates, but must decide which position to accept and notify the Service Center Council and local in accordance with the NEA state and local delegate elections timelines. The candidate shall relinquish all claims to the released position in writing. *[Revised 10/99, 6/07]*
- 8. The election shall be by plurality vote. *[Revised 6/12]*
- 9. When there is a tie in a plurality election, the following procedure shall be followed:
 - a. When there is a tie, the ballots shall be recounted.
 - b. If the result is still a tie, then the elections committee chairperson shall:
 - (1) Call the candidates (according to the CTA alphabet) and inform them of the tie and that a coin toss shall be used to determine the winner.
 - (2) If the first candidate called wishes to remain in the race, the chairperson shall ask that candidate to choose “heads” or “tails” in a coin toss.
 - (3) The elections committee chairperson shall designate the time and place for the coin toss and inform the candidates who may have an observer present. The observer may be the candidate.
 - (4) The elections committee shall note the coin toss on the Teller’s Report.
 - (5) The elections committee shall follow the established procedure in notifying the candidates of the results.
 - c. If there is a tie among three or more candidates, contact the CTA Elections & Credentials Chairperson c/o the Governance Support Department. *[Revised 6/14]*

10. All candidates shall be ranked in the order of votes received.
11. CTA Elections shall make the results of the election known to the members as appropriate through any procedure which allows the members to obtain the information without unusual effort.
12. Each Service Center Council will inform CTA Elections of their decision to tier in writing. The provided form must be received no later than the second Monday of January each year. In the event the form is not received from the Service Center, the default will be no tiering for that year. *[Revised and renumbered 6/12, 6/14, 6/24]*

VI-8. Procedures and Guidelines for NEA RA State Delegate Elections

1. Election procedures for conducting the election for State Delegates are the responsibility of the CTA Elections and Credentials Committee Chairperson.
2. Each candidate who has electronically filed a declaration of candidacy shall receive an acknowledgment of the filing.
3. Candidates must not use any portion of dues money of the local chapter, state, or national level to promote their candidacy.
5. District email addresses and/or systems shall not be used for campaigning. *[Revised 6/12]*
6. The election for At-Large State Council Representatives may be conducted at the same time as the election for NEA State Delegates.
7. If a Service Center chooses to tier, the following process will be adhered to based on receiving the required tiering form by a specified deadline: *[Revised 8/24]*
 - a) Delegates will be allotted to the tiers in the ratio of one delegate for each 1,000 NEA Active and Educational Support members.
 - b) The tiers will be allocated using the following percentages:
 - i. 20% of the seats will be allocated to the small chapter tier
 - ii. 30% of the seats will be allocated to the medium chapter tier
 - iii. 50% of the seats will be allocated to the large chapter tier
 - c) For any remaining unallocated seat(s) within a Service Center, the seat(s) will be allocated to the tier with the greatest number of members remaining over the 1:1000 ratio.
 - d) Each member of a Service Center will be given the opportunity to vote for the number of seats allocated for each tier.
 - e) Any unfilled allocated delegate seats will be reallocated to another Service Center Council by the CTA Governance Support Department in accordance with CTA's allocation formula.

VI-9. Time Schedule for Elections for NEA RA State Delegate Elections

1. The specific timelines for elections for NEA State Delegates shall be sent from the CTA Elections and Credentials Committee, concurrent with the publication of the declaration of candidacy in the CTA official publication.
2. The timeline shall include dates and information for the following:
 - a. CTA to send State Delegate election procedures to the local chapters;
 - b. CTA to send allocation of State Delegates to Service Center Councils;
 - c. Declaration of Candidacy forms are to be filed on the CTA website (link will be provided on Announcement). *[Revised 9/21]*
 - d. Deadline for CTA Elections to receive Declaration of Candidacy forms;
 - e. Preparation of the electronic-voting ballot: The ballot shall state the name of the office, the term, and the name of the candidate(s) who have filed declarations of candidacy within the timeline. The ballot shall include space for a write-in candidate, except in a run-off election; *[Revised 6/04]*
 - f. CTA Elections tabulates the ballots and emails the Tellers Report to the general membership of each Service Center with a copy to the appropriate NEA and CTA board members representing that service center. *[Revised 6/12, 9/21, 6/24]*
 - g. Deadline for Delegates who have been elected to both Local and State Delegate positions must notify the chapter and CTA Elections (email ctaelections@cta.org) of the position accepted (**delegates may not hold both positions**);

- h. Deadline for local chapters to notify CTA of names of Successor State Delegates if an elected State Delegate chooses to go as a Local Delegate; *[Revised 9/21]*
- i. Deadline for filing a challenge to the election (date received, not date postmarked) is four (4) calendar days after the ballots are counted, including any run-offs if necessary; *[Revised 6/13, 6/14, 6/15]*
- j. A copy of the challenge must be also filed with the CTA Elections and Credentials Committee;
- k. June 1 is the deadline for filing an appeal of the state's decision on a challenge with the NEA Credentials Committee. *[Revised 7/96]*

VI-10. Student NEA Members

- 1. Election procedure for Student NEA Delegates must conform to CTA and NEA guidelines.
- 2. Delegates are allocated in the ratio of one Delegate for the first fifty (50) student members; two (2) Delegates for 750 members and an additional seat for each five hundred (500) student members thereafter.
- 3. Membership is based on student membership figures as of March 15 of the calendar year in which the Representative Assembly convenes.
- 4. A declaration of candidacy form, with instructions for filing of the form, shall be published in the official publication of CTA.
- 5. The statewide ballot shall be conducted by electronic voting. *[Revised 6/24]*
- 6. Only student members may nominate, vote for, or serve as student delegates.
- 7. Student groups shall comply with NEA Bylaw 3-1.g in order to achieve BIPOC representation as required.
- 8. The CTA Aspiring Educators President is responsible for election procedures.

VI-11. NEA Retired Members

- 1. CTA/NEA-Retired shall have open nominations and a secret ballot for all NEA Representative Assembly delegates.
- 2. Delegates will be allocated in the ratio of one (1) Delegate for the first fifty (50) retired members and an additional Delegate for each 1,000 NEA-Retired members thereafter.
- 3. Membership figures are based on NEA-Retired membership as of January 15 of the calendar year in which the Representative Assembly convenes.
- 4. A declaration of candidacy form, with instructions for filing the form, shall be published in the official publication of CTA.
- 5. Only NEA-Retired and NEA Retired Life members who also hold CTA/NEA Retired membership can vote for, or serve as, NEA-Retired delegates.
- 6. State NEA-Retired shall comply with NEA Bylaw 3-1.g in order to achieve BIPOC representation. *[Revised and renumbered 6/04]*

VI-12. Successor Delegate Procedure for NEA RA State Delegate Positions

- 1. A successor delegate is the candidate with the next highest votes after the winners have been declared. The successor delegate will automatically be declared a Delegate when a vacancy occurs.
- 2. Only those members who are so certified are eligible to serve as Successor Delegates.
- 3. All candidates shall be ranked in order of votes received.
- 4. In an attempt to meet NEA Bylaw 3-1.g requirement, unfilled seats from SCC elections will be reallocated to BIPOC members. Seats will be distributed as best as possible to each BIPOC group based on the regional geographic area and chapter size (chapter size determined by the NEA rule). SCCs that did not run elections will not receive additional seats. *[Revised 6/24]*

VI-13. Challenge Procedure – NEA RA State Delegate Elections

- 1. The announcement of election results shall be made the next day after the votes are counted.
- 2. A challenging party(ies) must notify the CTA President at ctaelections@cta.org of a challenge in writing using the official Original Election Challenge Form (*See Appendix Q*) within four (4) calendar days after the ballots are counted, including any run-offs if necessary, of the election. *[Revised 6/13, 6/15, 6/17]*
- 3. The CTA President shall refer the matter to the Chairperson of the Election and Credentials Committee.
- 4. Upon receipt of the appeal, the CTA Elections and Credentials Committee shall take jurisdiction of the challenge.

5. Within three (3) calendar days of receipt of the appeal, the Chairperson of the Elections and Credentials Committee and Board Liaison of the Elections and Credentials Committee shall conduct an investigation and determine whether:
 - a. The challenge alleges a violation of a CTA election requirement;
 - b. The challenge is supported by appropriate documentation;
 - c. More information is needed, in which case, the information will be obtained via the most feasible method;
 - d. The alleged violation may have affected the outcome of the election;
6. If it is determined that no basis for a challenge exists:
 - a. The Chairperson of the Elections and Credentials Committee shall submit a written copy of the findings and recommendation(s) of the investigation team to the CTA President and CTA Board of Directors. *[Revised 7/97]*
 - b. The CTA Board of Directors shall act on the report at its first opportunity, and the approved actions shall be sent to the person(s) filing the challenge and to the Service Center Council Chairperson.
 - c. June 1 is the deadline for filing an appeal of the CTA Board of Directors decision on a challenge with the NEA Credentials Committee. *[Revised 6/10, 6/12, 6/13, 6/14]*

VI-14. NEA Resolutions Committee Elections [Revised 7/24]

1. The CTA Elections Committee will run the NEA Resolutions Committee Election for the California delegation at the NEA RA.
2. Electronic voting will be utilized by the California delegation at the NEA RA for all candidates in all seats.
3. Vote is by plurality using the NEA Election rules and guidelines.
4. Run-off will be conducted by coin-toss (see page 34, VI-7 Number 9 a-c of this elections manual).
5. Questions and/or challenges will be handled by the CTA Elections Committee via email to ctaelections@cta.org.

VII. Recall Procedures

VII-1. Recall Petition

1. Any person or group within an electoral district desiring to recall its State Council Representative shall file a copy of a petition with the Chairperson of the CTA Elections and Credentials Committee c/o the Governance Support Department before it can be circulated. *[Revised 6/14]*
2. A petition cannot be filed until a Representative has served for at least six (6) months.
3. The petition must include the following information:
 - a. Name of individual who is the subject of the recall;
 - b. Electoral district;
 - c. Date of petition;
 - d. Name(s) of person(s) filing petition;
 - e. Notation that “Each signature must be in ink”;
 - f. Space must be provided for the printed name, signature, chapter affiliation, and date of signing for each name on the petition.
4. Within fourteen (14) working days after receipt of the recall petition, the Chairperson of the Elections and Credentials Committee shall determine whether the petition contains the necessary information and inform the CTA President.
 - a. If the petition contains the necessary information, the Chairperson of the Elections and Credentials Committee shall so notify the following:
 1. Petitioners;
 2. Individual who is the subject of the recall;
 3. President(s) of the electoral district, and;
 4. Other appropriate leadership.
 - b. A copy of the petition shall be enclosed.
 - c. If the petition does not contain the necessary information, the Chairperson of the Elections and Credentials Committee shall so notify the petitioner.

VII-2. Recall Rules, Procedures and Timeline

If the petition contains the necessary information, the Chairperson of the Elections and Credentials Committee shall inform the petitioner and the individual who is the subject of the recall of the rules, procedures and timeline (beginning date and deadline date for gathering of signatures), and the need for protection of due process rights of the parties.

1. Monies received by a CTA chapter by way of dues, assessment or similar levy, a chapter’s assets, facilities, staff, equipment, mailings, good will and credit, or in-kind services must not be used in the recall process.
2. No chapter may state or indicate its preference in the chapter’s newspaper, newsletter, or communications to its members.
3. The timeline for gathering of signatures will commence the day after the Chairperson of the Elections and Credentials Committee notifies the petition circulator(s) and the individual who is the subject of the recall that the petition contains the necessary information.
4. A maximum of ninety (90) calendar days shall be permitted to obtain the signatures of at least twenty percent (20%) of CTA members from a single chapter electoral district or twenty-five percent (25%) or more of the CTA members from a multiple chapter electoral district on the petition. *[Revised 7/02]*
5. The signed petitions must be received by the CTA Elections and Credentials Committee by the specified deadline date. Postmarked date is not accepted. *[Revised 10/99]*
6. The CTA Elections and Credentials Committee shall have fifteen (15) working days after receipt of the petition to verify the CTA membership of the signers.
7. If there are insufficient signatures, the Chairperson shall notify the petition circulator(s) via email of the number of signatures needed to qualify the petition. *[Revised 6/23]*

8. The petition circulator(s) shall have an additional fifteen (15) calendar days from the date of the notification to gather and submit the necessary signatures. *[Revised 7/02]*
9. The Elections and Credentials Committee shall have ten (10) calendar days after receipt of the additional signatures to verify the CTA membership of the signers. *[Revised 7/02]*
10. Within five (5) working days of verification of CTA membership, the Chairperson of the Elections and Credentials Committee shall notify, by next day mail, the chapter president of a single chapter electoral district, or the Service Center Council Chairperson of a multiple chapter electoral district, to submit the question of the recall of the Representative to the presidents of the chapters and to the State Council Representative(s) of the electoral district.
11. The notification shall indicate whether, if the recall election should result in the recall of the incumbent State Council Representative, to conduct an election for a new Representative to complete the term should be held at the same time as the recall election, or to conduct a separate election after the recall election has been completed.
12. The local president or Service Center Council Chairperson shall arrange to have the recall election initiated, including distribution of ballots, within fifteen (15) calendar days of receipt of the notification from the Chairperson of the Elections and Credentials Committee. *[Revised 7/02]*
13. The election must be concluded within fifteen (15) calendar days of distribution of the ballots. *[Revised 7/02]*
14. The election must be conducted in a democratic manner to include the following:
 - a. Provisions for a secret ballot;
 - b. Voter roster/sign-in sheets;
 - c. Provisions for a post office box where ballots can be sent;
 - d. Provision for vote requirement of at least two-thirds of votes cast by persons legally entitled to votes, excluding blanks and/or illegal ballots; and
 - e. Provision for observers.
15. The president or Service Center Council Chairperson shall notify the Elections and Credentials Committee c/o the Governance Support Department of the result of the election within five (5) calendar days after the counting of the ballots. *[Revised 6/14]*
16. The Chairperson of the Elections and Credentials Committee shall certify the election and send a notification of such to the following:
 - a. Local president;
 - b. Petitioners;
 - c. Individual who is the subject of the recall;
 - d. Other appropriate leadership, and;
 - e. Incumbent State Council Representative and candidates if an election for the new Representative is held at the same time.

VIII. CTA Statewide Issues and Bylaw Amendments

VIII-1. CTA Statewide Issues

A majority vote of the ballots cast shall be required to approve an issue.

VIII-2. CTA Bylaw Amendments

ARTICLE XVI, AMENDMENTS, Section 3, Adoption of Amendments to Bylaws, pages 63-64, of the CTA Organizational Handbook states: Any amendment to these Bylaws may be adopted by any of the following processes: *[Revised 1/98]*

1. Approval by at least a two-thirds (2/3) vote of the Active and life members participating in a valid initiative or referendum election.
2. The affirmative vote by written ballot of at least two-thirds of the votes cast at the meeting of the State Council of Education at which such amendment is submitted for action, provided that at least a majority of the voting members of the Council, as defined in of Article V, State Council of Education, Section 2, Composition, page 51, of the CTA Organizational Handbook, vote affirmatively for the amendment regardless of the number registered for the meeting.
3. Prior to the written ballot, amendments shall be considered during a business session of the Council and may be modified by majority vote of the Council in any manner which does not increase their scope or impact.
4. The final written vote on the adoption of amendments at a meeting of the State Council shall be at polling places under regularly adopted elections procedures designed to ensure that every voting Council member present at the meeting has a reasonable opportunity to cast a vote. *[Revised 3/73, 10/73]*

Appendix A - CTA Candidate Financial Disclosure Report

CTA Candidate Financial Disclosure Report

Candidate _____

Office _____

Individuals: _____ Travel: _____

Telephone _____

Candidate: _____ Postage _____

Receptions _____

In-Kind Goods or Services: _____ Campaign Materials _____

Substitute's Pay: _____

Other: _____ Other _____

Total Income: * _____ Total Expenses: * _____

* Total income must equal total expenses.

Date: _____

Signed: _____

PLEASE RETURN THIS FORM TO:
CTA Elections and Credentials Committee
P.O. Box 921, Burlingame, CA 94011-0921
Email: ctaelections@cta.org

Appendix B – CTA Alphabetical Order

The CTA alphabetical order for 2024-2025 shall be:

C K N G U E H A M Y R J O V Q D Z B P F T L W X I S

In the event that the last name of more than one candidate begins with the same letter or more than one candidate has the same last name, the CTA alphabetical order shall continue to be applied throughout the name, including the first name. *[Revised 6/05, 6/06]*

Appendix C – BIPOC Percentage

The BIPOC percentage for 2024-2025 is 65%.

Appendix D – Summary of Campaign Publications

OFFICE	CA EDUCATOR ARTICLE	ELECTRONIC FLYER FOR STATE COUNCIL NOTICE AND ELECTRONIC PACKET
CTA President CTA Vice President CTA Secretary-Treasurer	DUE: In accordance with CA Educator deadline 400 words in length	DUE: 10 calendar days after 2 nd State Council meeting One 8 ½ “ x 11” page, one side only
CTA Board Member CTA/ABC Committee Member	N/A	DUE: 10 calendar days after 3 rd State Council meeting One 8 ½ “ x 11” page, one side only
CTA Director, At-Large CTA/ABC Committee Member, At-Large	N/A	DUE: 10 calendar days after 3 rd State Council meeting One 8 ½ “ x 11” page, one side only
CTA/NEA Coordinating Director	N/A	DUE: 10 calendar days after 3 rd State Council meeting One 8-1/2” x 11” page, one side only
NEA Director	N/A	DUE: 10 calendar days after 2 nd State Council meeting One 8-1/2” x 11” page, one side only
NEA Director, Alternate	N/A	DUE: 10 calendar days after 3 rd State Council meeting One 8-1/2” x 11” page, one side only

[Revised 6/13]

Appendix E – Summary of Election Procedures for Officers and Directors

Office	CTA President, Vice President, Secretary-Treasurer	NEA Director	NEA Alternate Director	CTA/NEA Coordinating Director	CTA Board Member and CTA/ABC Committee Member	CTA Director At-Large, CTA/ABC Committee Member At-Large (Permanent)
Announcement of Vacancy	1 st State Council meeting in even numbered years	1 st State Council meeting	2 nd State Council meeting	2 nd State Council meeting	2 nd State Council meeting	2 nd State Council meeting
Announcement of Candidates Names and Final Nominations	2 nd State Council meeting	2 nd State Council meeting	3 rd State Council meeting	3 rd State Council meeting	3 rd State Council meeting	3 rd State Council meeting
Qualifications	Member of CTA, NEA and a Chapter	Member of CTA and NEA for past 2 years	Member of CTA and NEA for past 2 years	NEA Director from California	Member of CTA, NEA and a Chapter	Member of CTA, NEA, and a Chapter; Racial and BIPOC
Date Due for Declaration of Candidacy	15 calendar days before 2 nd meeting	15 calendar days before 2 nd meeting	15 calendar days before 3 rd meeting	15 calendar days before 3 rd meeting	15 calendar days before 3 rd meeting	15 calendar days before 3 rd meeting
Length of Combined Campaign Speeches	President: 10 minutes Vice President: 5 minutes Sec/Treasurer: 5 minutes at 3 rd meeting	5 minutes at 3 rd meeting	5 minutes at 4 th meeting	5 minutes at 4 th meeting	5 minutes at 4 th meeting	5 minutes at 4 th meeting
Election Procedures for Caucus Nominee					State Council members and alternates employed in Dir. District, Ex-officio members (exclude affiliates)	
Who May Vote						
Length of Combined Campaign Speeches					Caucus campaign speech: 5 min; Questions and Answers: 10 min. at 3 rd meeting	
Date of Election for Nominee					3 rd State Council meeting in Caucus	
Vote Required to Win on the 1st Ballot					Majority	
Vote Required to win Run-off					Majority – two candidates receiving highest number of votes on first ballot	
Election Procedures by State Council	State Council members and alternates registered at 3 rd meeting, except Ex-officio non-voting members	State Council members and alternates from Elec. District, and At-Large Reps.	State Council members and alternates from Elec. District, and At-Large Reps.	State Council members and alternates registered at 4 th meeting, except Ex-officio non-voting members	State Council members and alternates registered at 4 th meeting, except Ex-officio non-voting members	State Council members and alternates registered at 4 th meeting, except Ex-officio non-voting members
Who May Vote						
Date of Election	3 rd State Council meeting or by waiving the ballot at the 2 nd State Council meeting	3 rd State Council meeting or by waiving the ballot at the 2 nd State Council meeting	4 th State Council meeting or by waiving the ballot at the 3 rd State Council meeting	4 th State Council meeting or by waiving the ballot at the 3 rd State Council meeting	4 th State Council meeting or by waiving the ballot at the 3 rd State Council meeting	4 th State Council meeting or by waiving the ballot at the 3 rd State Council meeting
Vote Required	Majority	Majority	Majority	Majority	Majority	Majority
Vote Required to Win Run-off	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot	Majority – Two candidates receiving highest number of votes on first ballot

[Revised 7/02,8/24]

Appendix F(a) – Declaration of Candidacy for State Council Representative and Alternate

CALIFORNIA TEACHERS ASSOCIATION DECLARATION OF CANDIDACY FOR STATE COUNCIL REPRESENTATIVE AND ALTERNATE

This form must be returned (received, not postmarked) to local chapter for single chapter electoral district. The information on this form will be kept confidential.

Election for Representative only, runner-up will become Alternate. At-Large candidates must be an BIPOC as defined in the CTA Bylaws and self-identified in CTA membership records.

Candidate for:

- | | |
|--|--|
| <input type="checkbox"/> CTA State Council Representative
(Runner-up will become the Alternate)
Term is 3 years from 20____ to 20____; | <input type="checkbox"/> CTA State Council Representative At-Large
(Runner-up will become the Alternate At-Large) |
|--|--|

OR completing unexpired term to 20____. I am running for seat number ____ (if appropriate)

Please print:

Name _____ Personal Email _____
(Please print name as you wish it to appear on the ballot.) *(Email address must not reference any association name, leadership position or school.)*

Home Address _____ Work Site Name _____

City and Zip _____ Work Site Addr. _____

Home Phone (____) _____ City and Zip _____

Cell Phone (____) _____ School Phone (____) _____

I am a member of: California Teachers Association National Education Association and

Chapter: _____ CTA/NEA Member ID #: _____

(ID # can be found on the CTA/NEA Membership Card.)

Electoral District: _____

- Ethnicity: African American American Indian/Alaska Native Asian/Pacific Islander
 Caucasian Hispanic Other:
Gender: Female Male

I understand that the duties of State Council of Education Representative shall be to perform the following duties:

(CTA Bylaws, Article V, Section 6)

- a. Regularly attend all meeting of the State Council of Education.
- b. Participate actively in the work of committees to which he/she is assigned.
- c. Become informed on professional and educational matters in the chapter(s) or organization represented and be prepared to make adequate presentation of proposals or recommendations originating in the chapter(s).
- d. Report regularly to their chapter(s), regarding the deliberations and actions of the State Council of Education.
- e. Attend and participate in the meetings and activities of the Service Center Council of which their chapter is a part.
- f. Perform such other duties as may be assigned to representatives by action of the State Council of Education.

Campaign Statement: (optional)

Please use the following campaign statement/biographical sketch on the flyer that accompanies the ballot. Must be cut at 250 characters, not words, excluding references to BIPOC identification. [Revised 6/11, 6/22, 6/24]

Signed _____ Date _____

IT IS THE RESPONSIBILITY OF THE CANDIDATE TO ENSURE THAT THIS DOCUMENT IS COMPLETED AND RECEIVED BY THE DUE DATE AND TIME.

[Revised 07/02, 07/03, 01/06, 6/07, 6/10, 6/14, 6/15,

6/24]

Declarations for Multiple Electoral and At-Large State Council REP/ALT seats are to be filed online at CTA.org

Appendix F(b) – Declaration of Candidacy for State Council Representative and/or Alternate

CALIFORNIA TEACHERS ASSOCIATION DECLARATION OF CANDIDACY

FOR STATE COUNCIL REPRESENTATIVE AND / OR ALTERNATE

This form must be returned (received, not postmarked) to local chapter for single chapter electoral district. The information on this form will be kept confidential.

***Separate* Election is being conducted for Representative and / or Alternate. At-Large candidates must be an BIPOC as defined in the CTA Bylaws and self-identified in CTA membership records.**

Candidate for:

- CTA State Council Representative
 - CTA State Council Alternate
 - Term is 3 years from 20_____ to 20_____; **OR**
- CTA State Council Representative At-Large
 - CTA State Council Alternate At-Large
 -
 -

Completing **unexpired** term to 20_____. I am running for seat number _____(if appropriate)

Please print:

Name _____ Personal Email _____
(Please print name as you wish it to appear on the ballot.) *(Email address must not reference any association name, leadership position or school.)*

Home Address _____ Work Site Name _____

City and Zip _____ Work Site Addr. _____

Home Phone () _____ City and Zip _____

Cell Phone () _____ School Phone () _____

I am a member of: California Teachers Association National Education Association and

Chapter: _____ CTA/NEA Member ID #: _____

(ID # can be found on the CTA/NEA Membership Card.)

Electoral District: _____

- Ethnicity: African American American Indian/Alaska Native Asian/Pacific Islander
- Caucasian Hispanic Other:
- Gender: Female Male

I understand that the duties of State Council of Education Representative shall be to perform the following duties:

(CTA Bylaws, Article V, Section 6)

- a. Regularly attend all meeting of the State Council of Education.
- b. Participate actively in the work of committees to which he/she is assigned.
- c. Become informed on professional and educational matters in the chapter(s) or organization represented and be prepared to make adequate presentation of proposals or recommendations originating in the chapter(s).
- d. Report regularly to their chapter(s), regarding the deliberations and actions of the State Council of Education.
- e. Attend and participate in the meetings and activities of the Service Center Council of which their chapter is a part.
- f. Perform such other duties as may be assigned to representatives by action of the State Council of Education.

Campaign Statement: (optional)

Please use the following campaign statement/biographical sketch on the flyer that accompanies the ballot. Must be cut at 250 characters, not words, excluding references to BIPOC identification. *[Revised 6/11, 6/22]*

Signed _____ Date _____

IT IS THE RESPONSIBILITY OF THE CANDIDATE TO ENSURE THAT THIS DOCUMENT IS COMPLETED AND RECEIVED BY THE DUE DATE AND TIME.

[Revised 07/02, 07/03, 01/06, 6/07, 6/10, 6/14, 6/15, 6/24]

Appendix G – Signature and Ballot Verification Sheet

Signature and Voted Ballot Verification

Please attach to voter rosters and ballots from each voting site. Copy if needed.

Signatures on the roster: _____

Number of **Voted** Ballots Received: _____

Verified by: _____

[Adopted 6/12]

Appendix H – Official State Council Teller’s Report – Representative Election

**CTA OFFICIAL STATE COUNCIL TELLER’S
REPORT REPRESENTATIVE ELECTION**

* Email this Teller’s Report, the Report of Results, a copy of the timeline and ballot to ctaelections@cta.org. If electronic voting, include the results from e-voting vendor.

This form must be filled out completely.

We are using the numbered seat system

CHAPTER NAME (PLEASE DO NOT ABBREVIATE): _____

VOTING BEGAN: _____ VOTING ENDED: _____

Is this a run-off election?

No

Yes

If yes, please attach the Official State Council Teller’s Report from the election that caused the run-off.

Representatives, including At-Large, must be elected by a majority vote (more than half of the legal votes cast)

	State Council Representative		State Council Representative	
	Term of office: _____		Term of office: _____	
	Number of seats for this term: _____		Number of seats for this term: _____	
Total Ballots Cast				
*Blank Ballots				
Illegal Ballots				
Legal Ballots Cast				
Votes needed to win	Majority		Majority	
List All Candidates on Ballot	Candidate Name	Votes Received	Candidate Name	Votes Received
List Write-Ins (if any)				

*A **blank ballot** is defined as not having a vote marked for a position on a ballot that has been cast.

List Reason(s) for Illegal Ballots: _____

PLEASE PRINT CLEARLY - MINIMUM TWO (2) SIGNATURES REQUIRED

Elections Committee Chair Name

Elections Committee Member Name

Elections Committee Chair Signature

Date

Elections Committee Member Signature

Date

Email Address: _____

Phone Numbers _____

Home: _____

Cell: _____

Elections Committee Member Name

Chapter Office: _____

Elections Committee Member Signature

Date

Appendix H(a) – Report of Results of Elections – State Council Representative(s)

REPORT OF RESULTS OF ELECTIONS OF STATE COUNCIL REPRESENTATIVE(S)

Chapter/Multiple Group: _____

BEFORE PROCEEDING: Representatives reported here must have accepted to serve in this position.

Representative's name: _____ Member # _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Representative's Chapter: _____

Term begins: (Check one) From the date of the election OR From June 26, _____

Term ends: June 25, _____

Representative's name: _____ Member # _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Representative's Chapter: _____

Term begins: (Check one) From the date of the election OR From June 26, _____

Term ends: June 25, _____

Email this Report of Results, along with the Teller's Report, Timeline, and Ballot (if e-voting, include the results from e-voting vendor) to ctaelections@cta.org.

PLEASE PRINT CLEARLY - MINIMUM TWO (2) SIGNATURES REQUIRED

Elections Committee Chair Name

Elections Committee Member Name

Elections Committee Chair Signature

Date

Elections Committee Member Signature

Date

Email Address: _____

Phone Numbers

Home: _____

Cell: _____

Elections Committee Member Name

Chapter Office: _____

Elections Committee Member Signature

Date

Appendix I(a) – Report of Results of Elections – State Council Alternate(s)

**REPORT OF RESULTS OF ELECTIONS OF
STATE COUNCIL ALTERNATE(S)**

Chapter/Multiple Group: _____

Service Center Council: _____

BEFORE PROCEEDING: Alternates reported here must have accepted to serve in this position.

Alternate’s name: _____ **Member #** _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Alternate’s Chapter: _____

Term begins: (Check one) From the date of the election **OR** From June 26, _____

Term ends: June 25, _____

Alternate’s name: _____ **Member #** _____

Gender: _____ Ethnicity (Optional): _____

Mailing Address: _____

City: _____ Zip Code: _____

Daytime Telephone: _____ Evening Telephone: _____

Cell Phone Number: _____ Personal Email Address: _____

Alternate’s Chapter: _____

Term begins: (Check one) From the date of the election **OR** From June 26, _____

Term ends: June 25, _____

Email this Report of Results, along with the Teller’s Report, Timeline, and Ballot (if e-voting, include the results from e-voting vendor) to ctaelections@cta.org.

PLEASE PRINT CLEARLY - MINIMUM TWO (2) SIGNATURES REQUIRED

Elections Committee Chair Name

Elections Committee Member Name

Elections Committee Chair Signature

Date

Elections Committee Member Signature

Date

Email Address: _____

Phone Numbers

Home: _____

Cell: _____

Elections Committee Member Name

Chapter Office: _____

Elections Committee Member Signature

Date

Appendix J – Numbered Seat System Report

**CALIFORNIA TEACHERS ASSOCIATION
State Council Representative/Alternate Election
Numbered Seat Report**

***IF YOU ARE USING THE NUMBERED SEAT SYSTEM
This Report Must Be Completed and Submitted After Every Election***

Seat #	Representative	Term Number (1st, 2nd, 3rd)	Term Begins	Term Expires
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				

Alternate	Term Number (1st, 2nd, 3rd)	Term Begins	Term Expires

Appendix K – Process to Declare a State Council Seat Vacant

Following a State Council Representative’s resignation, an election *cannot* be held until the CTA Board of Directors has declared the seat vacant. Any elections conducted prior to a seat being declared vacant will be invalid and the elected candidate(s) will not be seated.

Below are the steps that must be followed to declare a State Council Representative seat vacant:

1. Once a State Council Representative has resigned, the local unit or the Representative must notify CTA Elections by submitting the Representative’s written resignation to the CTA President by emailing ctaelections@cta.org.
2. The resignation will be presented to the CTA Board of Directors at its next meeting to declare the seat vacant.
3. Once the seat has been declared vacant by the CTA Board of Directors, the local unit will be notified by the CTA Elections and Credentials Committee that an election is to be held for that State Council seat. Only then may a State Council Representative election be held for the vacant seat.

[Revised [6/24,8/24]

Appendix L – Campaign Violations

1. Campaign violations witnessed by an Elections and Credentials Committee Member at State Council shall be reported to the Chairperson of the Elections and Credentials Committee.
 - a. The Chairperson shall report the violation to the candidate.
 - b. The candidate is responsible for correcting the violation immediately.
2. All other alleged campaign violations shall be subject to the challenge procedure.

[Revised 6/22]

Appendix M – CTA Rules and Ethical Conduct in Campaigning

To be meaningful, an election must be free and decided by informed voters.

Every person in the electorate should have a keen sense of ethical conduct. Each candidate, supporter, or voter has a serious responsibility to make the democratic process work. Self-discipline is needed in establishing and maintaining a sense of conduct, and, while difficult, discipline is preferable to detailed rules.

Though lacking in specific rules, ethical conduct need not be a loose or vague concept. Clear, honest, conscientious answers to relevant questions should define ethical conduct in a wide variety of political situations.

Rules and ethical conduct are particularly important to the State Council of Education. It has been entrusted with the formulation of policy leading ultimately to making teaching the pre-eminent profession. Its members, whether working on matters of public or self-interest, must work together. In order to perform its functions, the State Council must be made up of members who differ in points of view, rise above personal differences, and strive collectively to achieve the goals of the profession. Since overzealous campaigning is likely to strain or damage these good relations, every person in the State Council or in a campaign should follow the dictates of ethical conduct and the rules for election campaigning.

*Approved by CTA Board of Directors, December 1975 Adopted by State Council, January 1976
Amended by CTA Board of Directors, June 1991 Amended by
CTA Board of Directors, June 2008*

Appendix N – CTA Recall Petition

Pursuant to the provisions of Article IV, Section 3 of the California Teachers Association Bylaws, the undersigned members of the California Teachers Association submit this petition signed by 25% of the voting members of the State Council of Education and respectfully seek the recall and removal of _____ from the office of _____.

Reason for recall:

Names(s) and chapter affiliate(s) of person(s) filing petition.

<i>Name</i>	<i>Chapter Affiliate</i>

Registered, prior to circulation, with the Secretary of the California Teachers Association on _____ and filed with the Secretary on _____ within 30 days of the end of circulation.

Each signature must be in ink.

<i>Print Name</i>	<i>Signature</i>	<i>Chapter Affiliation</i>	<i>Date</i>
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			

[Revised 6/15]

Appendix O - CTA Challenge Procedures – Local/Service Center Council Elections

Challenges for election of State Council Representatives and Alternates and state and local delegates to NEA RA follow procedures in the *CTA Elections Manual*.

Local/Service Center Council Level

Challenge filed at local level following local procedures provided in local governance documents no later than 15 calendar days after the counting of the ballots.

Local Elections Committee

The local elections committee has 10 calendar days after the challenge deadline to investigate and report their recommendations to the chapter’s governance body based on the results of the investigation.

Local Governance Body

The local governance body has 10 calendar days to render a decision and to issue that decision in writing to the challenging parties, all candidates on the ballot, and the elections committee chair.

CTA Level

If the governance body fails to act within the 10 calendar days, the challenging party(ies) may file an appeal on the Official CTA Appeal Form to the CTA President at ctaelections@cta.org who shall refer the challenge to the Chairperson of CTA Elections and Credentials Committee.

The challenging party or candidate for the office/position being challenged affected by the written decision of the chapter’s governance body may file an appeal on the official CTA Appeal Form within 10 calendar days from the date of the decision of the chapter’s governance body to the CTA President at ctaelections@cta.org who shall refer the challenge to the Chairperson of CTA Elections and Credentials Committee. Such appeal shall include the information requested on the official CTA Appeal Form.

The challenge appeal and all required documentation shall be received by the CTA President at ctaelections@cta.org no later than 5 pm on or before the 10th day.

CTA Elections Committee Level

The CTA Elections and Credentials Committee investigates the challenge and determines actions to be recommended to the President. At the direction of the CTA President, the CTA Elections and Credentials Committee initiates appropriate action and submits a report of findings and recommendations to the CTA President and the CTA Board.

CTA Board of Directors Level

CTA Board shall send approved directives to the Local President/Service Center Council Chairperson and to the appealing party(ies). The CTA Elections and Credentials Committee report to the Board and documents obtained in regard to the challenge are confidential.

Monitoring

CTA Elections and Credentials Committee will provide follow-up contact with the local chapter as necessary concerning progress of directives.

CTA Geographic Director Level

If a chapter does not respond to the directives in a timely manner, the Board Liaison of the CTA Elections and Credentials Committee will contact the Geographic Director.

Follow-Up Contacts

When the CTA Geographic Director makes follow-up contact with the local, notification will be made to the CTA President.

CTA President and CTA Board of Directors

Whenever the Board Liaison and the Geographic Director have been unsuccessful in working with the chapter to implement directives, the CTA President and Board of Directors will be notified for action.

[Revised 6/04, 6/06, 6/08, 6/10, 7/12, 6/13, 6/15, 6/17]

Appendix P – Original Election Challenge Form

Please remember that a challenge to a local chapter/unit must first go to the local elections committee chairperson and local president. If the findings of the Local Elections Committee did not satisfy the challenger(s), within 10 days of those findings, then the exact same challenge may be appealed to the CTA President at ctaelections@cta.org, along with the official CTA Appeal Form located in Appendix K. (Note: Rules governing state council elections are located in the white manual section of the *CTA Elections Manual*.)

***Please note that challenges to any state NEA RA Delegate elections must be filed directly with the CTA President at ctaelections@cta.org.** Please use the form located in Appendix K.

In order to file a challenge to a unit election, the challenger(s) shall complete the following items and attach copies of all documents required to support the challenge:

The challenge as represented in this form, with attachments, shall first be submitted to the Unit’s Election Committee Chairperson within the timelines as specified in CTA’s *Requirements for Chapter Election Procedures*.

I/we wish to file a challenge to an election as follows:

Challenger 1 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
<i>Personal</i> Email Address:	Original Challenge Filing Date:

Challenger 2 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
<i>Personal</i> Email Address:	Original Challenge Filing Date:

If there are additional chapter/unit members challenging the election, please include their information on a separate page & attach.

Type of Election/Officer position(s) being challenged (check only those that are being challenged):	
<input checked="" type="checkbox"/> President	<input checked="" type="checkbox"/> Director(s)
<input checked="" type="checkbox"/> Vice President	<input checked="" type="checkbox"/> State Council Representative
<input checked="" type="checkbox"/> Secretary and/or Treasurer	<input checked="" type="checkbox"/> State Council Alternate
	<input type="checkbox"/> Local NEA RA Delegate
	<input type="checkbox"/> Other _____
Election Dates: _____	_____
Date(s) Election Held	Date Ballots Counted (Including any run-offs if necessary)

Witnesses: Individuals who can serve as witnesses, what they can attest to, and contact information for each:

Witness 1 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
<i>Personal</i> Email Address:	Fax #:

Witness 2 Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
<i>Personal</i> Email Address:	Fax #:

If there are more witnesses, please include their information on a separate page and attach.

Chapter Information:

Chapter Name:	Office #:
Chapter Email:	Fax #:

Chapter President Name:	President’s Phone #:
President’s Email Address:	

Chapter Elections Committee Chair Name:	Elections Chair Phone #:
Elections Chair’s Email Address:	

Attach the following:

1. Cite the local bylaws, standing rules, and/or *CTA Elections Manual* section(s) and then summarize how and when they were violated.
2. Copies of election materials, for example: timelines, instructions, chapter literature related to the election, campaign flyers, etc.
3. Local unit bylaws and standing rules.
4. Individual Witness Documentation form(s) if any witnesses are reported above.

[Revised 6/11, 6/13, 6/14, 6/15, 6/17, 9/23]

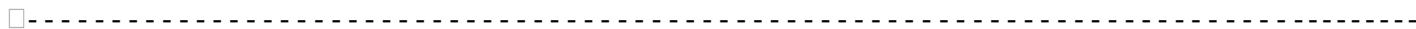
Individual Witness Documentation

Witness 1 Name (please print) _____

Do you believe you witnessed an election violation? Yes No

If yes, please briefly describe the election violation:

Witness
Signature: _____ Date: _____



Individual Witness Documentation

Witness 2 Name (please print) _____

Do you believe you witnessed an election violation? Yes No

If yes, please briefly describe the election violation:

Witness
Signature: _____ Date: _____

[Adopted 6/14]

Appendix Q – Official CTA Appeal Form

TO: CTA President (email this form to ctaelections@cta.org)

I/we wish to file an appeal to the decision of my unit’s governance body in response to an election challenge.

Please check: I am the original challenger. **Please include your original challenge form and the local chapter executive board’s written decision.**

I am not the original challenger, but I am a candidate affected by the decision of my unit’s governance body in response to an election challenge.

Appeler Name	Day Phone:
Street #:	Evening Phone:
City/Zip	Mobile Phone:
<i>Personal</i> Email Address:	CTA Appeal Filing Date:

Chapter Information:

Chapter Name:	Office phone & email:
Chapter President:	President phone & email:
Chapter Elections Committee Chair:	Elections Committee Chair phone & email:

Type of Election/Officer position(s) being challenged (check only those that are being challenged):	
<input type="radio"/> President	<input type="radio"/> Director(s)
<input type="radio"/> Vice President	<input type="radio"/> State Council Representative
<input type="radio"/> Secretary and/or Treasurer	<input type="radio"/> State Council Alternate
<input type="radio"/> Other _____	
Election Dates: _____	_____
Date(s) Election Held	Date Ballots Counted (including any run-offs if necessary)
Challenge Dates: _____	_____
Date Original Challenge Filed with Local	Date Local Decision was Made
Result of Local Decision: <input checked="" type="checkbox"/> Challenge denied	<input type="radio"/> Challenge upheld
(Check all that applies) <input type="checkbox"/> Election results upheld	<input type="checkbox"/> Election to be re-run
<input type="checkbox"/> Other: (please specify)	

Attach the following:

- If you are the original challenger, attach your original challenge form. If you are not the original challenger, you may submit this form by itself.
- Copies of election materials, for example: timelines, instructions, chapter literature related to the election, campaign flyers, etc.

[Adopted 6/13, Revised 6/15, 6/17, 9/23]

Appendix R - Sections of CTA Bylaws Pertaining to CTA Elections

Pertinent sections of the CTA Bylaws that are related to elections are included in the *Elections Manual*, which is a Standing Rule.

ARTICLE IV — INITIATIVE, REFERENDUM, AND RECALL

SECTION 3. Recall. The State Council of Education shall have the authority to recall from office any person or persons holding office by virtue of having been elected by the State Council of Education. *(Amended January 1998)*

- a. **Registration and Circulation of Recall Petitions.** Recall petitions must be registered with the Secretary- Treasurer prior to their circulation and shall use the form prescribed in the Standing Rules. These petitions shall be valid for a period of ninety (90) days. In the event that the proposed recall is for the person holding the office of Secretary-Treasurer, the request to register the petition shall be made to the President who shall, with the advice and consent of the Board of Directors, appoint an acting Secretary to handle the official acts required by the Secretary-Treasurer in connection with recall, as described in this Article. *(Amended January 1998)*
- b. **Signature Requirements.** Only signatures obtained within the registration period shall be considered valid. Petitions must be signed by 25 percent (25%) or more of the voting members of the State Council of Education. *(Amended January 1998)*
- c. **Filing and Verification of Recall Petitions.** Completed petitions must be filed with the Secretary- Treasurer within thirty (30) days of the end of the circulation period specified at the time of their circulation. The Secretary-Treasurer shall complete an appropriate verification process to determine the validity and sufficiency of the signatures within an additional thirty (30) day period. *(Amended January 1998)*
- d. **Report to the Board of Directors.** The Secretary-Treasurer shall report to the Board of Directors at the time of registration of a recall petition and again at the Board meeting following the close of the verification period. *(Amended January 1998)*
- e. **Call of Election.** When it has been determined that a recall petition is valid, the Board of Directors shall publicize such request in the official publication of the Association within sixty (60) days. The question of recall shall be submitted to a vote of the State Council of Education at the first meeting following publication. *(Amended January 1998)*
- f. **Action by State Council of Education.** If two-thirds of the members of the State Council of Education present vote to recall, the office shall immediately be declared vacant. *(Amended January 1998)*
- g. **Supplementary Rules.** Supplementary rules governing recall may be adopted and published in the official publication and by the same manner as are prescribed for other elections within the Association. *(Amended April 1960, June 1971, March 1973, March 1977, May 1977, June 1988, January 1998)*

ARTICLE V — STATE COUNCIL OF EDUCATION

SECTION 2. Composition. The State Council of Education shall be composed of elected voting representatives together with ex officio voting and non-voting members as prescribed below. Elected voting representatives shall include those elected from electoral districts and those elected to meet racial/BIPOC guarantees. *(Amended January 1990, January 1998)*

- a. **Electoral District Representatives.** Except for electoral districts established to provide representation for members of CTA/NEA-Retired, an electoral district shall consist of one or more chapters of Active or Student members.
 - (1) Chapters of Active K-12 members, Active higher education members, and Student members shall not be combined into the same electoral district. *(Amended January 1998)*
 - (2) The boundaries of electoral districts shall be established by the State Council periodically following a review not less often than every three years. *(Amended January 1998)*
 - (3) Chapters shall be grouped to ensure that all chapters are in an electoral district large enough to be entitled to elect at least one representative. *(Amended January 1998)*
 - (4) The representation ratio for State Council shall be adjusted each year by a percentage amount, not to exceed the statewide percentage change in Association membership from the previous fiscal year. The ratio shall be a part of the Representation Report adopted by the State Council. *(Amended January 1998)*
 - (5) The number of representatives shall be established in such a manner that the final voting representation on the Council shall meet the test that 50.1 percent of the State Council representatives shall represent at least 45.1 percent of the Association members. *(Amended June 1991, January 1993, January 1998)*
- b. **Electoral District Retired Representatives.** Four (4) electoral districts shall be established to provide State Council representation for members of CTA-Retired. The Board of Directors shall define the boundaries of the electoral districts for Retired representatives. *(Adopted June 1991)*

- c. **Racial and BIPOC Guarantees.** An annual BIPOC census of the electoral district voting representatives shall be made to establish the proportion of such persons who are members of racial/BIPOC in the categories of Black, Indigenous and People of Color. This proportion shall be compared with the proportion of all California public school teachers who are members of these minority groups. A determination shall be made of the number of additional representatives required to bring the proportion of minority voting representatives of the State Council so as to equal the proportion of those teaching in the California public schools. This number shall constitute the number of vacancies to be allocated on a one-person, one-vote basis among the geographical boundaries of the Service Center Councils for election. When an At-Large racial/BIPOC seat is established, it shall exist for nine years. *(Amended February 1981, January 1991, March 1991, January 1998)*
- d. **Ex Officio Voting Members.** *(Renumbered January 1990)*
 - (1) The members of the Board of Directors of the Association.
 - (2) The members of the Board of Directors of the National Education Association from California.
- e. **Ex Officio Non-voting Members.** One representative from each statewide non-governance (professional organization) affiliate. *(Amended October 1978 to be effective July 1, 1979)*

SECTION 3. Qualifications. The following qualifications must be met in order to be elected or continue as a voting representative to the State Council of Education within the appropriate category of membership: *(Amended January 1998)*

- a. Must be an Active, Student member of the Association, or a CTA/NEA-Retired member. *(Amended June 1991, January 1998)*
 - b. Must be an Active, Student, or a NEA-Retired member. *(Amended June 1991, January 1992, January 1998)*
 - c. Must be an Active or Student member of a chapter of the Association where such membership is available, provided that membership in no more than one such chapter shall be required. *(Amended October 1978 to be effective July 1, 1979)*
 - d. For eligibility to serve as a Retired representative, s/he must have held Active CTA membership at the time s/he retired and must reside in the Retired Electoral District s/he is elected to represent. *(Adopted June 1991)*
- SECTION 4. Election and Term of Office of Voting Representatives.** The provisions of this Section shall apply to representatives elected from electoral districts and to those elected for purposes of racial/BIPOC guarantees. *(Amended January 1990, January 1998)*

- a. **Election.** All elections of voting representatives shall be conducted by an open nomination and secret ballot process. *(Amended January 1998)*
 - (1) Representatives from electoral districts shall be chosen by and from an election among all Association members contained within the electoral district. The chapter governance bodies for single-chapter electoral districts shall conduct and certify their own elections. The geographical Service Center Council containing the largest share of members shall conduct and certify the election for a given multi-chapter electoral district. Each electoral district shall guarantee racial/BIPOC representation among its total delegation which is at least proportional to its racial/BIPOC membership.
 - (2) Representatives to meet racial and BIPOC guarantees shall be chosen by and from an election among all the Active members contained within the Service Center Council boundaries to which the vacancies are allocated. The Service Center Council shall conduct and certify the election.
- b. **Term of Office.** The term of office of elected representatives, with the exception of representatives elected by the Student California Teachers Association, shall be three years and shall expire June 25 of the year ending the term. When a new office is initiated creating two or more offices in an electoral district, such districts may elect representatives initially for less than the full three-year term to effect staggered terms. Representatives shall be eligible for reelection, but no person may serve more than three consecutive three-year terms. No person may serve more than eleven consecutive years, including completed and/or extended terms, without a break in service of at least one year. No person will be eligible for election for any term which would provide total service greater than eleven consecutive years. *(Amended February 1981, October 1981, January 1984, October 1987, January 1998)*
 - (1) The term of office of a racial and BIPOC representative shall end on the June 25 immediately following the completion of three years from the date of election. *(Amended October 1987, January 1990, January 1998)*
 - (2) Whenever an electoral district gains substantially in membership so as to be entitled to one or more additional representatives based on the full ratio of members per allocated representatives, the Council may establish such additional allocation(s), following completion of prescribed procedures for study, verification, and report/recommendation to the Council. *(Adopted October 1981; Amended January 1998)*

- (3) Whenever an electoral district loses membership and is over-represented by one or more excess representatives, the following shall apply within the year following the decrease in membership: *(Amended January 1998)*
 - (a) If there are sufficient terms expiring that an open election can be held for the newly established decreased allocation, an election shall be held for the appropriate number of open seats.
 - (b) If sufficient terms expire which would eliminate the excess representation and no incumbent otherwise eligible to seek reelection is thereby deprived of doing so, no further action shall be required, and all elections to fill expiring terms thereafter shall be held as regularly scheduled.
 - (c) If sufficient terms do not expire which would eliminate the excess representation, all terms shall expire, and an open election shall be held to fill the allocated seats. Those incumbents who are reelected shall be assigned to the same term previously held. *(Adopted October 1981, Amended March 1985)*
 - (d) If a midterm vacancy occurs, that seat shall be eliminated reducing the overrepresentation by one seat. *(Adopted February 2013)*
- (4) Bylaws of the Student California Teachers Association may provide for terms of less than three years duration. *(Adopted January 1984, Amended January 1998)*
- c. **Recall.** The electorate which chooses an elected representative shall have the power of removal by a two-thirds vote in a recall election held pursuant to the election procedures. *(Amended January 1998)*
- d. **Vacancies.** Vacancies in the office of elected representatives shall be deemed to exist in the event of resignation, death, recall, or inability to serve, or the elected representative is no longer employed to perform professional educational work within the electoral district from which s/he was elected. *(Amended January 1992, January 1998)*
 - (1) Elections shall be held to fill vacancies as soon as practicable. The term of office of the new representative shall be from the date of the elections until the completion date of the term filled. *(Amended January 1998)*
 - (2) The question of inability to serve shall be deemed to arise in the event of absence from two meetings during any single membership year or any two consecutive meetings. The Board of Directors shall notify the representative after the first absence. Prior to declaring a seat vacant, the Board of Directors may consider any extenuating circumstances, including but not limited to, official leaves of absence from teaching, illness, and/or other personal emergency. The Board shall also take into consideration whether or not an elected alternate was available and notified to attend in the place of the regular delegate. Actions by the Board of Directors to declare a vacancy may be appealed to the next regular meeting of the State Council. Actions on the appeal by the Council shall be deemed to be final. *(Amended March 1983, June 1988, June 1992)*
- (3) The Board of Directors may grant leaves of absences on a case-by-case basis.
- e. **Temporary Loss of Representation Delinquency in Dues Transmittals.** Payment and transmittal of dues on a timely basis is a prerequisite for representation on the State Council of Education. The Council may adopt policies setting forth standards for determination that a condition of delinquency exists. Such policies shall include provisions for formal notice of delinquency by the Board of Directors; a right to a due process hearing on the facts; the right to a timely appeal to the Council of any adverse decision contemplated as a result of the hearing prior to loss of representation or other rights; and the procedure for curing the delinquency. In cases where a representative is elected from a multi-chapter district, provisions shall be made for safeguarding the representation rights for those chapters which are in current dues status. *(Adopted October 1981, Amended October 1978 to be effective July 1, 1979)*

SECTION 5. Alternates. In the event an elected Representative is unable to attend a meeting of the State Council of Education, an elected Alternate shall be designated using the following process: *(Amended October 1978, October 1995)*

- a. **Single Chapter.** In an electoral district comprised of a single chapter, an elected Representative who is unable to attend such a meeting shall notify the president of the chapter, who shall designate an Alternate in a method set forth in the bylaws or standing rules of the chapter. *(Amended July 1999)*
- b. **Multiple Chapter.** In an electoral district comprised of two or more chapters, an elective Representative who is unable to attend such a meeting shall immediately notify the CTA President through the Governance Support Department. In an electoral district comprised of two or more chapters, Alternates in multiple electoral districts shall be selected on the basis of seniority and the use of a rotation method for each meeting that an Alternate is needed. If seniority is equal among Alternates, then the CTA alphabet will be used to determine which senior Alternate will be contacted by the Governance Support Department and notified to attend. The rotation would become effective with the first State Council meeting. If an alternate is unable to attend a meeting, the Alternate shall retain their place in the rotation order. *(Amended March 1991, June 1992, October 1995, January 1998, July 1999)*

- c. In the event a Representative in a multiple electoral district is absent from Council for more than one meeting, due to a leave of absence approved by the CTA Board of Directors, the same Alternate who has been selected on the basis of seniority shall attend for the Representative in their absence. If seniority is equal among Alternates, then the CTA alphabet will be used to determine which senior Alternate will be contacted and notified to attend. Once the Representative returns to Council, the Alternate who attended for the absent Representative shall move back into the rotation process. (Amended October 1995, July 1999)
- d. Only those Alternates who have been officially certified by the CTA Elections and Credentials Committee prior to the opening of the first session of State Council shall be seated and permitted to vote. (Adopted March 1972, Amended October 1995, July 1999)

SECTION 8. Voting Rights. Each voting member of the State Council of Education, as defined in Section 2 above, shall be entitled to one vote. Only members who are registered at the meeting of the Council shall be entitled to vote at that meeting. (Amended April 1968, April 1969, April 1970, October 1973, renumbered October 1979, January 1998)

SECTION 9. Quorum. The presence at any meeting of a majority of the voting members of the State Council of Education, as defined in Section 2 above, shall constitute a quorum for the transaction of business. (Amended April 1968, October 1973)

ARTICLE VI — BOARD OF DIRECTORS

SECTION 1. Composition and Number. The Board of Directors shall consist of: (Amended January 1998)

- a. The President, ex officio;
- b. The Vice President, ex officio; (Adopted May 1975)
- c. The Secretary-Treasurer, ex officio; (Adopted January 1978; Amended October 1980)
- d. Between 17 and 26 Directors, both numbers inclusive, selected from within directorial districts as defined in Section 3 below; (Amended May 1979 [to be effective July 1980]; January 1998)
- e. Additional Directors who are members of racial and BIPOC as defined in Section 3.b. below; and (Amended January 1998, March 2000)
- f. An elected NEA State Director from California as defined in Section 3.c. below. (Adopted May 1974; Amended May 1975, January 1978, May 1979, October 1980, January 1990, January 1998, March 2000)

SECTION 2. Qualifications. The following qualifications must be met to serve on the Board of Directors: (Amended January 1998)

- a. Must be an Active member of the Association.
- b. Must be an Active member of the National Education Association. (Amended January 1998)
- c. Must be an Active member of a chapter of the Association where membership is available, provided that membership in no more than one chapter shall be required. (Added June 1988; Amended January 1998)
- d. Must be employed in the district which s/he represents. (Added June 1992)

SECTION 3. Nomination and Election.

a. Directors from Directorial Districts.

- (1) **Election.** Directors from directorial districts shall be elected by the State Council of Education at its Annual Meeting, or, when a vacancy occurs between Annual Meetings, at the next regular meeting. (Amended January 1998)
- (2) **Establishment of Directorial Districts.** The boundaries of directorial districts shall be established by action of the State Council of Education. Such boundaries shall take into consideration the population and geographical distribution of Association membership and other criteria as the State Council of Education may from time to time adopt, and be in compliance with the one-person, one-vote standard: (Amended January 1998)
 - (a) The total number of Active Association members shall be divided by the total number of geographical Directors to arrive at a base figure of members per geographical Director.
 - (b) A similar computation shall be obtained for each directorial district. (Amended January 1998)
 - (c) The figure for each directorial district shall be compared with the base figure to establish the percentage of deviation.
 - (d) The average percentage of deviation per geographical Director shall not exceed ten percent. (Amended May 1979 to be effective July 1980)
- (3) **Nominating Caucus.** All voting Council members whose place of educational service is within the boundaries of each directorial district, shall be eligible to participate in the nomination of Directors. Each district shall consider all nominees in caucus preceding election by the Council at times and places to be established within regularly adopted election procedures. An alternate shall vote in the same directorial district as that of the representative for whom he/she is an alternate. Names of eligible Association members may be proposed for caucus consideration by any Association member with the consent of the nominee. The caucus shall choose one or more nominees for presentation to the State Council of

Education. Additional nominations of Active members of the Association employed within the boundaries of the directorial district may be made on the Council floor with the consent of the nominee prior to the election by the Council. Elections shall be by written ballot. *(Amended May 1976, October 1978, October 1981, January 1998)*

(4) **Deferral of Election.** By a two-thirds vote of declaration of emergency conditions at the time an election is pending, the State Council may defer an election of a Director from a given directorial district for a period of time up to one year. Such deferral may be vacated by a majority vote of the State Council at any time thereafter.

- b. **Racial and BIPOC Directors.** There shall be two At-Large members of the Board of Directors in the category of racial and BIPOC director as defined in Article V, Section 2.c. Additionally, there shall be at least the same proportion of members of the Board of Directors who are members of those racial and BIPOC as the proportion required for the State Council of Education. If for any reason this minimum proportion of Directors is not either elected to or currently serving on the Board of Directors, the State Council of Education shall hold a special election at its next regular meeting to elect At-Large the additional number of Directors necessary to meet this requirement. *(Amended January 1998)*
- c. **NEA Director Representation.** There shall be a representative from among the elected NEA State Directors from California. Whenever a vacancy occurs in the separate office of NEA Director serving on the CTA Board, a special election shall be held in which the State Council of Education shall choose one of the elected California NEA State Directors to be seated as a regular voting member of the Board of Directors. The term of office shall begin on June 26 following the election and shall run concurrently through June 25 for the remainder of their current elected term as NEA State Director, provided that such person is not prohibited from serving as set forth in Section 4.c. below. *(Adopted May 1974; Amended May 1976, October 1978, March 1979, May 1979, January 1990, January 1998, March 2000, June 2004)*

SECTION 4. Term of Office.

- a. **Directors from Directorial Districts.**
- (1) Each Director shall be elected for a three-year term, beginning on June 26th following the election. Those elected to fill unexpired terms shall take office upon election and serve the unexpired portion of the term. If an election is deferred, the expiration date of term shall be the same. *(Amended October 1987, January 1998)*
 - (2) Directors shall be eligible for reelection, but no person shall serve more than three full three-year terms. *(Amended October 1978, May 1979, January 1998, November 2010)*
- b. **Racial and BIPOC Directors-at Large.** These Directors shall be elected for a three-year term beginning on June 26 following the election. At-Large Directors shall be eligible for reelection or for election as a Director from a directorial district. Those elected to fill unexpired terms shall take office upon election and serve the unexpired portion of term. *(Adopted May 1974; Amended May 1975, November 1977, October 1978, May 1979, January 1998, March 2000, November 2010)*
- c. **All Directors.** Directors who have been elected to three three-year terms shall not be eligible for reelection to the Board. *(Adopted March 2000, Amended November 2010)*

SECTION 5. Vacancies. A vacancy as Director shall exist in case of the death, resignation, recall, or inability to serve. If any Director ceases to be a member of the Association or is absent from a meeting of the Board without proper excuse more than three times during any one term of office, a vacancy shall be declared. The Board shall determine whether a particular absence is excused. An appeal of any adverse Board action may be made to the State Council of Education. When a Director, who is elected from within a directorial district, ceases to be employed in active educational service within the boundaries of that directorial district, a vacancy shall be declared. Periods of sabbatical and other temporary leaves of absence or loss of employment due to holding elected office in the Association shall not be deemed to be a lapse of such employment. Any declaration of vacancy on the Board of Directors may be appealed to the State Council of Education. *(Adopted May 1974; Amended May 1975, October 1978, January 1998)*

ARTICLE VII — OFFICERS

SECTION 1. General. The officers of the Association shall be the Executive Officers and all Directors. The Executive Officers shall be President, Vice President, and Secretary-Treasurer. *(Amended October 1980, January 1998)*

SECTION 2. Qualifications. To be elected or continue to serve as an Executive Officer a person must be an Active member of the California Teachers Association, the National Education Association, and a chapter of the Association where such membership is available. *(Adopted June 1988; Amended January 1998)*

SECTION 3. Election and Term of Office. The election and the terms of Executive Officers shall be as follows: The President, Vice President, and Secretary-Treasurer shall be elected by the State Council of Education at the meeting preceding the Annual Meeting of the Council in odd-numbered years for a two-year term beginning on June 26. A person may be re-elected to the same office for a subsequent two-year term after which at least one year must elapse before becoming eligible for reelection. *(Amended January 1976, May 1977, March 1979, October 1980, October 1981, October 1987, January 1998)*

SECTION 4. Subordinate Officers. The Board of Directors may appoint other officers as the business of the Association may require, each of whom shall hold office for a specified period, have authority, and perform duties as are provided in these Bylaws, in the Standing Rules, or as the Board of Directors may determine. *(Amended January 1998)*

SECTION 5. Resignation. An officer may resign at any time by giving written notice to the Board of Directors, the President, or the Secretary-Treasurer. Any resignation shall take effect at the date of the receipt of the notice or at any later time specified. *(Amended June 1971, January 1998)*

SECTION 6. Vacancies. A vacancy shall exist in case of the death, resignation, or inability to serve of the officer. In the case of a vacancy in the office of President, the Vice President shall become President for the remainder of the unexpired term, provided that the Vice President shall have been elected to the office of Vice President by the State Council of Education. In the event that the Vice President is an interim replacement appointed by the Board, s/he shall hold the office of President only until a special election of a new President can be held by the Council. In the event of a vacancy in the office of Vice President or Secretary-Treasurer, the Board of Directors shall appoint a temporary replacement to serve until the State Council of Education shall elect a permanent replacement to complete the unexpired portion of the term. Special elections shall take place at the next regular or special meeting of the Council which occurs not less than thirty days following the existence of the vacancy. *(Amended June 1971, May 1977, January 1978, October 1980, March 1985, January 1998)*

ARTICLE IX – AFFILIATES

SECTION 5. State Directors of NEA. State Council of Education members elected by direct vote of the membership shall elect the California State Directors for the National Education Association: *(Amended May 1979, January 1998)*

- a. **Qualifications.** Any member of the Association who meets the following qualifications may be nominated for the office of State Director. *(Amended June 1971, June 1972, October 1973, May 1979, January 1998)*
 - (1) Active or Life member of the National Education Association. *(Amended January 1998)*
 - (2) A member in good standing of the chapter of the Association where chapter membership is available. *(Amended January 1998)*
 - (3) Is employed in the area to be represented. *(Amended January 1998)*
- b. **Vacancies.** If during their term of office any State Director dies, resigns, or becomes unable to serve their full term, or if he/she ceases to be employed in the area which he/she represents, their office shall be deemed vacant. Their successor shall be selected to fill the remainder of the term as set forth in the Standing Rules of the Association. *(Amended November 1969, October 1973, January 1998)*
- c. **Alternate Directors.** There shall be three alternate NEA Directors elected at large for terms of three years each, with one term expiring each year. Elections to fill vacancies shall be held during the Annual Meeting of the State Council of Education. Criteria for the election and eligibility for service shall be prescribed in Section 5.a.(1)(2). The positions shall be designated as first, second, and third alternate according to the cumulative length of continuous service as Alternate NEA Director, except that rankings shall be established by the drawing of lots in the case of Alternate NEA Directors who have an equal amount of such service. Vacancies occurring in the office of Alternate NEA Director need not be filled between Annual Meetings unless all three offices become vacant. Alternate NEA Directors shall serve in the absence of a regular Director from any NEA Board meeting. An Alternate shall also be recommended to the NEA Board of Directors or Executive Committee to serve as Interim Director to fill a permanent vacancy until an election for regular replacement is held and certified. *(Adopted October 1980, renumbered October 1980, Amended June 1987, January 1992, January 1998)*

ARTICLE X – CHAPTERS (LOCALS)

SECTION 4. Rights of Active Members in Chapters (Locals). Each chapter (local) shall guarantee its Active members an open nomination procedure and a secret ballot. No chapter (local) shall discriminate against its Active members in their right to vote, seek office, or otherwise participate in the affairs of the chapter (local), the Association, or the NEA. Chapters with members in multi-track, year-round schools shall develop specific provisions to ensure that all members are afforded the right to participate in chapter (local), Association, and NEA activities. *(Adopted January 1976, Amended January 1991, January 1998)*

Appendix S – Sections of CTA Standing Rules Pertaining to CTA Elections

RULE 3-1: State Council Registration and Attendance Procedures

1. **Certification of Election.** The current Official CTA State Council Representative/Alternate Tally Sheet must be completed and returned to the CTA Governance Support Department in order for the election to be certified by the Chairperson of the CTA Elections and Credentials Committee. The names of elected Representatives and/or Alternates shall be certified by the Chairperson of the Elections and Credentials Committee upon receipt of the CTA Official State Council Representative/Alternate Election Tally Sheet which states that the election has been held in compliance with rules established in the CTA Elections Manual. The results, on a CTA Official State Council Representative/Alternate Election Tally Sheet, shall be accepted from: *(Amended June 1999)*
 - a. A chapter president or designee of a single chapter electoral district. *(Amended September 1997)*
 - b. Service Center Council Chairperson or designee of a multiple chapter electoral district. *(Amended September 1997)*
 - c. UniServ chairperson or designee when a multiple chapter electoral district is the same as the UniServ Unit. *(Amended September 1997, June 1999)*
 - d. The president of an affiliated organization.
2. **Registration at State Council Meetings.** Representatives certified as prescribed above shall be permitted to register at State Council meetings not later than noon on the first Council day. Such registration shall include issuance of a State Council badge and materials at the CTA registration desk. Whenever possible, the Chairperson of the Elections and Credentials Committee shall be available to assist the CTA registration desk staff with certification of Representatives and Alternates whose names have not been previously submitted. When this is not possible, an Alternate or Representative with a special problem shall be directed to the Elections and Credentials Committee for assistance. *(Amended September 1997, June 1999, July 2009)*
 - a. An Alternate certified under the above provisions must register by noon on the first Council day and sign a statement that he/she is serving for a designated Representative. Once the Alternate has registered, that seat is filled for the duration of that State Council meeting. An Alternate badge shall be issued which will include the name of the Alternate and the absent Representative. *(Amended June 1999)*

RULE 8-8: Elections and Credentials Committee

1. **Composition.** The Elections and Credentials Committee shall consist of eleven (11) members. All members shall be chosen either from among those who have served at least three years on the State Council of Education but who are not in such positions at the time of appointment or during the time of service on the Committee. *(Amended December 1978, September 1979, September 1987, June 2005, June 2009)*
2. **Charge to Committee.** The functions of the Committee shall be as follows:
 - a. To develop and recommend to the Board of Directors for adoption the material to be contained in the Elections Manual as prescribed elsewhere in these Standing Rules.
 - b. To count and certify the votes on elections and/or issues decided by the State Council and such additional matters as may be prescribed by the Board of Directors.
 - c. To hold such hearings in connection with its duties as may be prescribed by the Board of Directors.
 - d. To be responsible for the supervision of the accreditation of members and alternates at the meetings of the State Council of Education, including giving assistance in settling any dispute over the seating of a delegate within the following procedures:
 - (1) An opportunity shall be given for interested parties to present their positions to the Committee, after which the Committee shall consider the evidence and submit its recommendations to the Board of Directors for action.
 - (2) The decision of the State Council of Education shall be final.
 - e. To verify the documentation of members elected to fill unexpired terms.
 - f. To verify the documentation of alternates.
3. **Quorum.** The presence at any meeting of five members shall constitute a quorum for the transaction of business. A lesser number of members than that required for a quorum may discuss and take action on any item of business subject to ratification by a quorum at a subsequent meeting. The Committee shall regularly be available for meetings concurrent with meetings of the State Council of Education, and additionally as deemed necessary upon call of the chairperson in accordance with procedures adopted by the Board of Directors.

4. **Prohibition.** As a condition of being retained on the Committee:

- a. Members shall refrain from being involved in actively promoting any campaign for elected office, or issue, in the Association, whether such activity is identified as promotion or opposition to such candidate, or issue. This prohibition shall apply whenever the Committee has, or has the potential of being assigned, jurisdiction over an election or its appeals process in any way. This shall not operate to preclude activities within the chapter to which a member of the Elections and Credentials Committee belongs, except that when an issue arising from such a chapter becomes the property or is placed under the jurisdiction of the Committee, the member of the Committee belonging to that chapter shall not discuss or vote on the issue as a committee member. *(Adopted November 1978; Amended July 1979, June 2009)*
- b. Members shall abstain from participating in the Committee activities related to balloting during the specific meeting(s) in which their immediate family member is a candidate. *(Amended February 1990; Renumbered June 1994, Renumbered June 2009)*

RULE 9-1: CTA/ABC Committee

1. **CTA/ABC Committee Members.**

- a. **Powers, Duties and Functions.** The general management of the business and affairs of the CTA/ABC Committee shall be under the control, supervision and direction of the CTA/ABC Committee members within the requirements of law, the CTA Bylaws, policies adopted by the CTA State Council of Education, and guidelines established within such policies by the CTA Board of Directors.
 - b. **Composition.** The CTA/ABC Committee shall reflect the number of geographical districts of the CTA Board of Directors as determined in Rule 2-1.1. Additionally, the same racial/BIPOC guarantees shall exist for the Committee as are prescribed for the CTA Board of Directors. *(Amended January 1999, November 2013)*
 - c. **Election of Members.** Election of the CTA/ABC Committee members shall take place in the same manner as that prescribed for CTA Directors.
 - d. **Eligibility for Service.** Any member of CTA shall be eligible for service as CTA/ABC Committee member.
 - e. **Term of Service.** Term of service and limitations upon the number of terms of service as CTA/ABC Committee member shall be the same as prescribed for CTA Director. Each term shall expire June 25 of the year ending the term. *(Amended January 1990)*
 - f. **Vacancies.** Vacancies in the office of CTA/ABC Committee member shall be deemed to exist in the event of excessive absence, inability to serve, resignation or failure to adhere to the policies of the CTA State Council of Education as implemented by guidelines adopted by the CTA Board of Directors. Declaration of vacancy shall be by action of the CTA Board of Directors, taking into account any extenuating circumstances which may be set forth by action of the Committee. An appeal may be taken from the declaration of vacancy to the CTA State Council. Vacancies shall be filled at the next meeting of the CTA State Council of Education in the same manner as if a regular election were being held except that, in the case of a vacancy created by inability to serve or resignation, the President may designate, subject to Board of Directors approval, an interim CTA/ABC Committee member to serve until an election is held, the selection of an interim Committee member to be made from a list of nominees submitted by the CTA Board of Directors member(s) for that directorial district following consultation with the Service Center Chair(s) in that directorial district.
 - g. **Meetings.** The Committee shall meet at least quarterly, or as needed.
2. **Committee Leadership.** The CTA Executive Officers shall be charged with working on a daily basis with the CTA/ABC Committee and its leadership for the proper performance and safeguarding of the funds of CTA/ABC. Additional specific duties of designated CTA/ABC Committee leaders shall be as contained in this paragraph. *(Amended February 1989)*
- a. **Committee Chairperson.** The CTA/ABC Committee Chairperson shall be elected by and from the current members from each geographical district and At-Large members of CTA/ABC Committee, using procedures contained within the CTA Elections Manual. The Chairperson shall serve a period of one year beginning on June 26, or until the end of the period of service as a member of the Committee. The Chairperson shall preside over meetings of the CTA/ABC Committee and shall serve as the official spokesperson for the Committee within the internal structure of CTA. In the event of a vacancy during a term in the office of CTA/ABC Committee Chairperson the CTA/ABC Committee Vice Chairperson shall become the CTA/ABC Committee Chairperson. *(Amended June 1999, and June 2005).*

- b. **CTA/ABC Committee Vice Chairperson.** The CTA/ABC Committee Vice Chairperson shall be elected by and from the current members from each geographical district and At-Large members of the CTA/ABC Committee at the same time and in the same manner as prescribed for CTA/ABC Committee Chairperson. In the event of a vacancy, the election shall be held at a CTA/ABC Committee meeting as soon as feasible. The CTA/ABC Committee Vice Chairperson shall serve for a period of one year beginning June 26 or until the end of the period of service as CTA/ABC Committee member. The CTA/ABC Committee Vice Chairperson shall serve as an assistant to the Chairperson.
(Amended June 1999, June 2005)
- c. **Recording Secretary.** The CTA/ABC Committee Recording Secretary shall be elected by and from the current members from each geographical district and At-Large members of the CTA/ABC Committee at the same time and in the same manner as prescribed for CTA/ABC Committee Chairperson and Vice Chairperson. The CTA/ABC Committee Recording Secretary shall serve for a period of one year beginning June 26 or until the end of the period of service as CTA/ABC Committee member. The CTA/ABC Committee Recording Secretary shall:
(Amended June 1999, June 2005)
 - (1) Keep an accurate record of all action items taken during the ABC meeting.
 - (2) Review the monitoring report and the financial reports to ensure categories and accounts are accurate and adaptable to the needs of the committee.
 - (3) Review policy and working materials essential to the ABC to ensure they are accurate. *(Amended January 1999)*
 - (4) Review special reports as deemed necessary and requested by the ABC, e.g., the minority participation report and the report and materials from the long day meeting.
 - (5) Participate with the other Officers of ABC in the development of the ABC internal working annual budget.
- d. **CTA/ABC Committee Treasurer**
The CTA Treasurer shall function ex officio as Treasurer for the CTA/ABC Committee for purposes of fund control responsibility, rendering such internal and external reports as may be required by the CTA governance structure and/or by the CTA/ABC Committee members.

Appendix T – Timeline Cycles

<p style="text-align: center;">OCTOBER</p> <p><u>NEA-RA</u> SCC Chair of Chairs - Tiering Process & other CTA Manual Updates</p> <p><u>Budget Committee Election</u> Voting for Vice-Chair</p>	<p style="text-align: center;">NOVEMBER</p>	<p style="text-align: center;">DECEMBER</p> <p><u>NEA-RA</u> Elections Process for State & Local Delegates Announcement</p>
<p style="text-align: center;">JANUARY</p> <p><u>NEA-RA</u> Declaration of Candidacy Deadline SCC Chair of Chairs - Tiering Decision and paperwork deadline</p>	<p style="text-align: center;">FEBRUARY</p> <p>CTA At-Large Elections Announcement</p>	<p style="text-align: center;">MARCH</p> <p>NEA-RA and CTA At-Large Elections Voting</p>
<p style="text-align: center;">APRIL</p> <p><u>NEA-RA</u> SCC Chair of Chairs - Results Update State Council REP Elections Announcement</p>	<p style="text-align: center;">MAY</p> <p>State Council REP Elections Voting</p>	<p style="text-align: center;">JUNE</p> <p>SCC Chair of Chairs & CTA/ABC Committee Election Voting for Chair, Vice-Chair and Recording Secretary</p>
<p style="text-align: center;">JULY</p>	<p style="text-align: center;">AUGUST</p> <p>Unfilled State Council Multiple & SCC At-Large Rep/Alt Elections Announcement + Voting</p>	<p style="text-align: center;">SEPTEMBER</p>

[Revised 2/24, 11/24]

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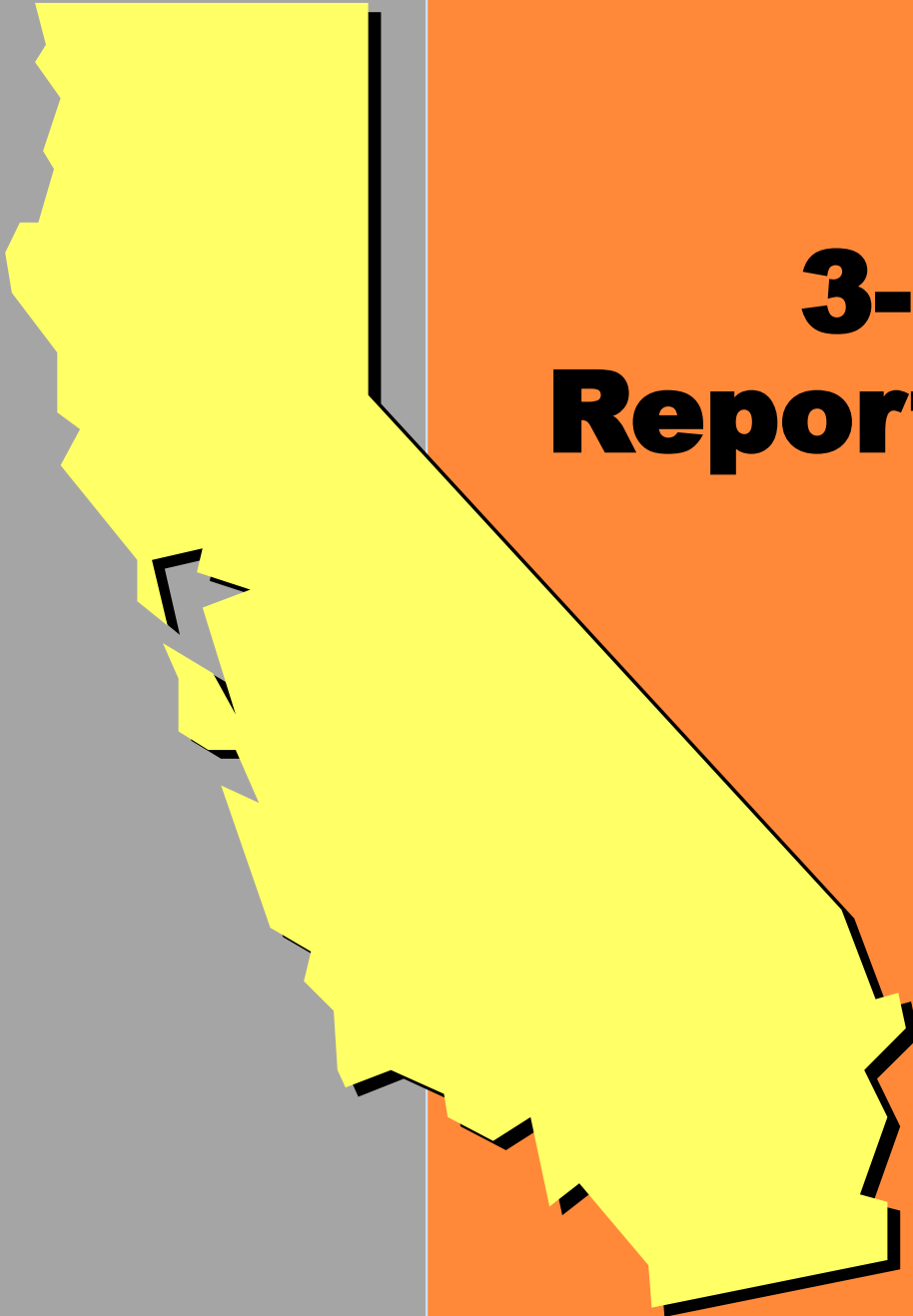
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Exhibit F

California Teachers Association

3-1(g) Report & Plan



2023-2024

CTA'S REPORT & PLAN

FOR ACHIEVING ETHNIC MINORITY REPRESENTATION

AT THE NEA REPRESENTATIVE ASSEMBLY 2023-2024

A. INTRODUCTION

NEA Bylaw 3-1(g) requires state delegations to the Representative Assembly (RA) to reflect ethnic minority participation equal to the State's ethnic minority population. The 2020 Census figures indicate that California has an ethnic minority general population of 65%. CTA did not meet its 3-1(g) goal of 65% in 2023. CTA's minority representation for 2023 was 357 State/Local delegates (54%).

B. CALIFORNIA DEMOGRAPHICS

The changing demographics of our state are seriously affecting the Association's ability to meet the NEA Bylaw 3-1(g). The 2020 Census figures indicate that California has an ethnic minority general population of 60%. For the 2018-2019 school year, the ethnic minority teaching population in California was 34% (see Attachment B). To meet the challenge of the 3-1(g) goals with the expanding ethnic minority population, CTA will actively and vigorously promote minority involvement at all levels. (Attachments A, B, and C) The teaching population data for 2019-2020, 2020-2021, 2021-2022, and 2022-2023 is unavailable due to COVID-19.

C. COMMITMENT

The CTA Board of Directors is committed to racial and social justice and reaffirms its position that the California Teachers Association believes that terms and names matter. Therefore, within this document, we shall refer to all Black, Indigenous, and People of Color (BIPOC) as such, rather than ethnic minorities. To this end, the CTA Board of Directors is committed and will continue to increase the representation of BIPOC in the California NEA/RA delegation at the State and Local levels.

Although CTA has achieved its affirmative action goals and approved the proposal for the CTA Diversity Program as stated in its Strategic Plan, the charge

of the CTA Diversity Program and CTA's core values continue to be developed, clearly stated, and incorporated in all relevant CTA documents.

As part of its commitment to BIPOC involvement in CTA, a Diversity Panel continues to monitor membership participation and employment practices.

The Board remains committed to implementing and supporting current and future program needs in the Human Rights and other appropriate departments to achieve its 3-1(g) goals.

D. RESPONSIBILITY FOR THE IMPLEMENTATION OF THE PLAN

The CTA Board of Directors is responsible for implementing and responding to the plan to achieve increased representation of BIPOC in the NEA/RA delegation.

E. KEY PLANNING COMPONENTS

a. PURPOSE:

Does our plan have a clearly stated purpose?

Example: " --- believes creating a meaningful plan to increase inclusion of members of color throughout our Association is vital to our success. As the racial/ethnic demographics of our state continue to change dramatically every year, our need to address the issues related to equity and diversity are a priority for not only ---, but the education community."

- i. The CTA President shall continue to:
 1. Support a Racial and Social Justice agenda created by the various steering committees, advisory committees, workgroups, and equity teams to be implemented within CTA at every level.
 2. Express CTA's vision of the involvement of BIPOC members and concerns throughout the organization.
- ii. The CTA Executive Director shall continue to:
 1. Appoint the appropriate designees to complete each section of the 3-1(g) Monitoring Tool.
 2. Ensure all CTA internal and external communications are diverse, inclusive, and culturally appropriate (i.e., other languages, message, visual impact).

3. Ensure the execution of a racial and social justice agenda.
 4. Express CTA's vision of involving BIPOC members and leaders throughout the organization.
- iii. The CTA Board of Directors shall continue to:
1. Review and take appropriate action to implement REAC recommendations and other committees and workgroups advancing racial and social justice.
 2. Express CTA's vision of social and racial justice throughout the organization to build stronger Service Centers and Locals.
 3. Ensure the execution of a racial and social justice agenda.
- iv. The CTA State Council shall:
1. Supports CTA's vision of racial and social justice throughout the organization to Build Stronger Locals.
- v. CTA Service Center Councils shall continue to:
1. Express CTA's vision of racial and social justice throughout the organization to Build Stronger Locals.
- vi. CTA Local Associations shall continue to:
1. Express CTA's vision to work toward an inclusive Association that involves and empowers its equity-minded members.
- vii. CTA Publications and Media shall continue to:
1. Reflect on the inclusion of BIPOC members and leaders in all programs within CTA.

b. ENTERPRISE-WIDE COMMITMENT:

Does our plan focus on strengthening and promoting engagement with members of color at each level of the Association?

Example: Process to provide information on how to run for leadership positions (state and local elected positions, state and national representative assemblies), how to apply to serve on committees, task forces, and plan to inform membership when leadership training, conferences, and event opportunities are available.

- i. The CTA President shall continue to:
1. Encourage Service Center Council (SCC) Chairpersons to submit the form appointing Human Rights, Women's, and LGBTQ+ Advocacy Coordinators, as approved by the SCC

- Steering Committee to serve with the elected State Council At-Large Representative on the SCC Equity Team.
2. Ensure that At-Large Board of Directors present information at the new State Council member orientation.
 3. Meet with REAC upon request during State Council to have dialogue regarding the involvement of BIPOC members and leaders and to assist in generating ideas.
- ii. The CTA Executive Director shall continue to:
1. Support REAC in the use of the Monitoring Tool to evaluate the implementation of the 3-1(g) Plan and report to the Board of Directors.
 2. Ensure the electronic availability and/or distribution of the California 3-1(g) plan with a cover memorandum urging support to all staff and the following elected leaders:
 - a. CTA Board of Directors
 - b. Chapter Presidents
 - c. Service Center Council Chairpersons
 - d. State Council Members
 - e. California NEA Directors
 3. Promote diversity goals throughout all association activities.
 4. Direct staff to offer engagement and collaboration opportunities with members and communities of BIPOC to accomplish the goals of the CTA Strategic Plan.
 5. Meet with REAC upon request during State Council to have dialogue regarding the involvement of BIPOC members and leaders and to assist in generating ideas.
- iii. The CTA Board of Directors shall continue to:
1. Support the following scholarship/awards program:
 - a. Alice Piper Native American/Alaska Native Scholarship for Members
 - b. Philip Vera Cruz Pacific Asian American Scholarship for Dependent Children
 - c. Martin Luther King, Jr. Memorial Scholarship Fund
 - d. Cesar E. Chavez and Dolores Huerta Education Award Program.
 2. Promote receptions and BIPOC Leadership Advocacy training that encourage participation of BIPOC members and leaders at all levels.
 3. Ensure participation of BIPOC members and leaders in all political activities.

4. Provide incentive grants for members who are BIPOC to attend all CTA conferences.
 5. Appoint CTA members who are BIPOC at the conferences listed below:
 - a. NEA Conference on Racial & Social Justice (NEA funded)
 - b. NEA Minority Leadership Training (NEA funded)
 - c. NEA National Leadership Summit (NEA funded)
 6. Urge each Local Chapter President to revise their Chapter bylaws to establish Local REACs and Local Equity Teams.
 7. Ensure that REAC is consistently involved in planning ethnically, racially, and culturally diverse activities for CTA.
 8. Include BIPOC members on all CTA Board-appointed committees, panels, work groups, and task forces to ensure proportional representation.
- iv. The CTA State Council shall continue to:
1. Encourage awareness and sensitivity to issues and concerns of BIPOC members and leaders throughout the organization to build a stronger association.
- v. CTA Service Center Councils shall continue to:
1. Send the Human Rights Advocacy Coordinator, Women's Advocacy Coordinator, LGBTQ+ Advocacy Coordinator, and State Council At-Large Representatives to participate in Equity Team Planning Meetings with REAC.
 2. Appoint members to Service Center Committees who are BIPOC.
 3. Ensure the execution of a racial and social justice agenda.
- vi. CTA Racial Equity Affairs Committee shall continue to:
1. Develop recommendations and strategies for increasing the involvement of BIPOC members and leaders in CTA.
 2. Develop activities such as the REAC reception, forum, and presentations to highlight BIPOC communities to encourage more participation of BIPOC members and leaders at the CTA State Council.
 3. Support activities such as Equity Team Planning Meetings at the President's Conference
 4. Promote and support CTA's Racial and Social Justice agenda by hosting forums for greater understanding and to collect ideas for actionable items on what needs to be done

in CTA and/or in our schools to ensure racial and social justice.

5. Participate in BIPOC Advocacy Training along with SCC Equity Teams.
6. Advise the CTA Board of Directors in addressing the needs of California's ethnically, racially, and culturally diverse student population.

c. MEMBER SELF-IDENTIFICATION:

How does our plan encourage members to self-identify their race and ethnicity?

Example: Practices and strategies that support deeper awareness of members' group identities, promoting self-identification on membership forms and event registrations to enhance/improve our data.

- i. The CTA Executive Director shall continue to:
 1. Support staff representatives in meeting with the CTA Diversity Panel to hear directly from staff on equity issues.
 2. Provide visibility at appropriate BIPOC community activities and conferences to reach out to all CTA members.
- ii. The CTA Board of Directors shall continue to:
 1. Provide incentive grants for members who are BIPOC to attend all CTA conferences.
- iii. The CTA State Council shall continue to:
 1. Promote participation of BIPOC members and leaders throughout the Association.
- iv. CTA Service Center Councils shall continue to:
 1. Promote awareness of Minority Incentive Grants at CTA conferences.

d. ACTIONABLE STRATEGIES:

How does our plan spell out specific short and long-term goals, and who is responsible?

Example: Specific and measurable goals, a calendar with clear timelines, and a plan to monitor.

- i. The CTA President shall continue to:
 1. Ensure the CTA Board of Directors reviews and assists in implementing the Service Center Council Equity Team Action Plans.
 2. Ensure that the REAC Biennial Report is distributed and made available to the CTA Board of Directors, REAC, the Executive Director, and others as deemed necessary.
 3. Ensure the annual completion of the Monitoring Tool and return to REAC by June 30th.
 4. Ensure that a list of participants who are BIPOC to all CTA conferences is provided to the current REAC Co-Chairs and CTA At-Large Board of Directors prior to the conference for the purpose of inviting them to the REAC presentations.
- ii. The CTA Board of Directors shall continue to:
 1. Ensure participation of BIPOC members and leaders in all political activities.
 2. Forward to REAC the completed 3-1(g) Monitoring Tool report on the current year's progress of California's Plan for Achieving Ethnic Minority Representation.
- iii. CTA Service Center Councils shall continue to:
 1. Promote participation of BIPOC members and leaders for state and local delegates at the NEA Representative Assembly.
 2. Submit nominations for the CTA Human Rights and NEA Human and Civil Rights Awards.
- iv. CTA Local Associations shall continue to:
 1. Negotiate non-discrimination clauses in their collective bargaining agreement.
 2. Monitor representation of BIPOC members and leaders.
- v. CTA Publications and Media shall continue to:
 1. Publicize CTA's commitment to Racial and Social Justice by highlighting actual efforts.
- vi. CTA Racial Equity Affairs Committee shall continue to:
 1. Monitor CTA activities on the involvement of BIPOC members and leaders within all levels of the Association.
 2. Monitor and review all CTA communications for appropriate representation of BIPOC members and leaders.
 3. Monitor, promote, review, and recommend methods to increase participation in 3-1(g) related activities while striving to meet the predetermined state goal.

4. Formulate measures for the involvement of BIPOC members and leaders in the Association, including but not limited to the standards established by Bylaw 3-1(g).
5. Monitor the inclusion of BIPOC members on all CTA Board Appointed Committees, panels, work groups, and task forces to ensure proportional representation.
6. Monitor the progress of the EMEID Program, diversity plan, etc.
7. Monitor all CTA political campaigns to include community groups and BIPOC members.
8. Use the Monitoring Tool to evaluate the implementation of the 3-1(g) Report and Plan to the Board of Directors.
9. Create, propose, and implement an actionable strategy to assist CTA in meeting the 3-1(g) goal.

e. MAKING THE CONNECTIONS:

Does our plan connect other work within our union?

Example: Leaders for Just Schools, recruitment and retention of educators of color, partnerships, other racial justice work or initiatives.

- i. The CTA President shall continue to:
 1. Convene the Executive Officers Circle (the CTA Officers and the chairs of the four (4) caucuses representing BIPOC members and leaders or their designees) at least twice a year.
- ii. The CTA Executive Director shall continue to:
 1. Establish relationships and ongoing involvement with the Asian / Pacific Islander, African American, Hispanic / Latinx / Chicanx, and American Indian / Alaska Native communities throughout California to encourage support for public education.
 2. Work with appropriate Service Center staff to develop contact information of labor, community, and faith-based organizations for distribution to local chapters.
 3. Coordinate with California State Organization/California Associate Staff (CSO/CAS) to increase opportunities for staff awareness and sensitivity of issues and concerns of BIPOC members and leaders.

4. Provide staff support to the Joint Caucus Racial and Social Justice Conference.
 5. Ensure the hiring, promotion, and retention of BIPOC staff throughout the organization in at least equal proportion to the CTA membership.
- iii. The CTA Board of Directors shall continue to:
1. Approve annual CTA Human Rights Awards recipients,
 2. Identify and strengthen relationships with BIPOC communities, including but not limited to labor, political, and faith-based organizations within their geographical areas.
 3. Support the recruitment and retention of educators who are BIPOC.
 4. Review and assist in implementing the Service Center Council Equity Team Action Plans.
 5. Review all activities, training, and events to assist in the development and implementation of the Service Center Council Equity Team Action Plans.
- iv. The CTA State Council shall continue to:
1. Have State Council At-Large representatives meet at the State Council.
- v. CTA Service Center Councils shall continue to:
1. Establish Racial Equity Affairs Committees (REACs) at the Service Center Council levels.
 2. Submit an Equity Team Action Plan to their CTA Board member(s), which will include but is not limited to encouraging the involvement of BIPOC members and leaders through workshop training and follow-up assistance.
 3. Develop a system for cultivating, building, and sustaining relationships with Local Chapter leaders and BIPOC organizations.
 4. Provide time on the SCC meeting agendas to present the SCC Equity Team Action Plan timelines and updates.
- vi. CTA Local Associations shall continue to:
1. Provide input from BIPOC members and leaders on local membership in programs and policies.
 2. Promote awareness and sensitivity to issues and concerns of BIPOC members and leaders.
 3. Promote BIPOC Leadership Advocacy and other Human Rights Cadre training programs.
- vii. CTA Publications and Media shall continue to:

1. Include all scheduled BIPOC events, cultural days of observance, conferences, and other applicable state and subject area meetings in the CTA calendar and/or other publications.
 2. Provide REAC with a page on the CTA website.
 3. Investigate ways to publicize native land acknowledgment.
- viii. CTA Racial Equity Affairs Committee shall continue to:
1. Develop activities such as the REAC reception, forum, Equity Team Planning Meeting, presentation at President's Conference and other presentations in order to encourage more participation of BIPOC members and leaders at the NEA Representative Assembly.
 2. Promote and support CTA's Racial and Social Justice agenda by hosting forums for greater understanding and to collect ideas for actionable items on what needs to be done in CTA and/or in our schools to ensure racial and social justice.
 3. Develop a plan to encourage networking among the REAC, Service Center Councils and Local Chapters.
 4. Ensure that respective conference planning committees (LGBTQ+ Issues, CTA Issues, Equity and Human Rights) schedule a REAC forum at each conference to collect data, which will be referred to the CTA Board of Directors for discussion and action.

f. FUNDING:

Is our plan clearly funded in our budget?

Example: EMAC, leadership conference opportunities, partnerships, and other initiatives.

- i. The CTA President shall continue to:
 1. Encourage SCCs to allocate adequate resources for Equity Team activities per the Diversity Statement of the CTA Officers. CTA's commitment to racial and social justice as outlined by the CTA Strategic Plan and the CTA Mission Statement.
 2. Support and partially fund the biennial Joint Caucus Racial and Social Justice Conference.

- ii. The CTA Executive Director shall continue to:
 - 1. Provide adequate funding for outreach activities to BIPOC communities.
- iii. The CTA Board of Directors shall continue to:
 - 1. Provide adequate time for REAC meetings.
 - 2. Provide incentive grants for members who are BIPOC to attend all CTA conferences.
 - 3. Fund the attendance of REAC Members or their REAC designees at the conferences listed below.
 - a. REAC co-chairs
 - i. CTA Good Teaching Conferences
 - ii. CTA New Educators Weekend
 - iii. CTA Regional Leadership Conferences
 - b. A representative from each ethnic group
 - i. CTA Issues Conference
 - ii. LGBTQ+ Issues Conference
 - c. All members of REAC
 - i. Equity and Human Rights Conference
 - ii. Presidents Conference
 - d. Equity Team Planning Meeting
 - 4. Provide adequate funding and support for the EMEID Program.
 - 5. Appoint CTA members who are BIPOC at the NEA conferences listed below:
 - a. NEA Conference on Racial & Social Justice (NEA funded)
 - b. NEA Minority Leadership Training (NEA funded)
 - c. NEA National Leadership Summit (NEA funded)
 - 6. Encourage SCCs and Local Chapters to provide incentive grants for BIPOC members to attend CTA conferences.
 - 7. Provide continued support for CTA Aspiring Educators as a means of recruiting more teachers who are BIPOC.
 - 8. Support the recruitment, hiring, promotion, and retention of BIPOC staff throughout the organization.
- iv. CTA Service Center Councils shall continue to:
 - 1. Promote and provide adequate funding for:
 - a. Local Equity Team Contacts Training
 - b. Human Rights Cadre Training Programs
 - c. Equity Team Planning Meeting
 - d. Equity and Human Rights Conference attendance

- e. Joint Caucus Conference
- v. CTA Local Associations shall continue to:
 - 1. Promote and recommend members for all CTA Minority Incentive Grants.

g. ONE-TO-ONE INTERACTIONS:

Does our plan include intentional communication to grow participation?

Example: Personal calls or communication from leadership to check in with leaders and learn how we can support them in their leadership journey.

- i. The CTA President shall continue to:
 - 1. Send a letter by mail or email to all self-identified BIPOC members of CTA, encouraging them to become candidates for the NEA Representative Assembly.
 - 2. Provide the REAC Board Liaisons with contact information of BIPOC members who are State Council members, chapter presidents, and/or NEA RA delegates.
- ii. The CTA Executive Director shall continue to:
 - 1. Develop a comprehensive program for ongoing networking with BIPOC communities.
 - 2. Encourage the publication of educational issues in major print and broadcast media serving BIPOC communities.
- iii. The CTA Board of Directors shall continue to:
 - 1. Encourage Local Chapters to develop and implement a plan to increase the involvement of BIPOC members and leaders.
 - 2. Promote increased participation of BIPOC members and leaders at the NEA RA.
- iv. The CTA State Council shall continue to:
 - 1. Promote participation of BIPOC members and leaders throughout the Association.
- v. CTA Service Center Councils shall continue to:
 - 1. Submit an activity report to the CTA President of all BIPOC members and leader involvement receptions, training and other activities.
- vi. CTA Local Associations shall continue to:
 - 1. Establish a local leadership mentoring system to enhance the leadership development of BIPOC.

vii. CTA Publications and Media shall continue to:

1. Publicize the application process, timelines, and recipients of the CTA Human Rights Awards in the California Educator, CCA Advocate, the CTA website.
2. Publicize the application process, timelines, and recipients of the NEA Human and Civil Rights Awards in the California Educator, CCA Advocate, and on the CTA website.
3. Publicize CTA Minority Incentive Grants available to all CTA statewide and regional conferences.
4. Promote and publicize all virtual events and webinars that promote racial and social justice.

h. INCLUSIVITY:

How does our plan make space for all to support this critical work?

Example: Early career educators, Aspiring Educators, White co-conspirators, ethnic minority affairs committee or comparable bodies, ethnic-minority caucuses, higher ed members, graduates from HBCUs and TCUs.

i. The CTA President shall continue to:

1. Ensure there is communication with BIPOC members, encouraging their participation in upcoming elections at the state and federal levels.
2. Work with REAC to explore new opportunities to address the needs of CTA BIPOC members, California's diverse student population, and its communities.
3. Work with REAC on current political campaign strategies for engaging BIPOC members and communities in a timely manner.

ii. The CTA Executive Director shall continue to:

1. Ensure staff training on how the changes in the demographics of BIPOC in California's population continues to impact education and CTA's goals and policies.
2. Monitor that the appropriate staff are actively involved to ensure that Service Center Councils hold receptions and BIPOC Advocacy training that encourage statewide and national participation of BIPOC.

3. Support the appropriate staff in reviewing and assisting in implementing the Service Center Council's Equity Team Action Plan.
 4. Provide ongoing training incorporating the REAC Biennial Report to all CTA staff to learn about BIPOC concerns to facilitate the implementation of CTA goals and policies in their respective job assignments.
- iii. The CTA Board of Directors shall continue to:
1. Provide adequate time for a presentation of the REAC Biennial Report to the Board of Directors by the Committee Liaisons serving in the year of the Report.
 2. Include Human Rights and Social Justice as an integral part of the training for the President's Conference.
 3. Encourage Conference Planning Committees to include opportunities for ethnic caucuses to meet.
 4. Continue to support and expand the CTA Racial and Social Justice Training.
- iv. CTA Local Associations shall continue to:
1. Provide member training on the changing demographics of classrooms in California.
 2. Annually identify new BIPOC members and provide them with 1) information about benefits (incentive grants, scholarships, available training) and 2) mentors at both the local and state levels.
 3. Implement community engagement programs for their BIPOC communities.
 4. Actively recruit and involve BIPOC in all aspects of the Association.
 5. Develop local REACs and/or local Human Rights Committees.
- v. CTA Publications and Media shall continue to:
1. Encourage advertisers to be more sensitive in representing BIPOC people in their ads.
- vi. CTA Publications and Media shall:
1. Actively recruit and involve BIPOC members and leaders in all aspects of the Association.
- vii. CTA Racial Equity Affairs Committee shall continue to:
1. Formulate measures for the involvement of BIPOC in the Association, including but not limited to the standards established by Bylaw 3-1(g).

2. Support Caucuses that represent BIPOC with their celebrations.

i. LEADER IDENTIFICATION:

How does our plan help identify potential leaders?

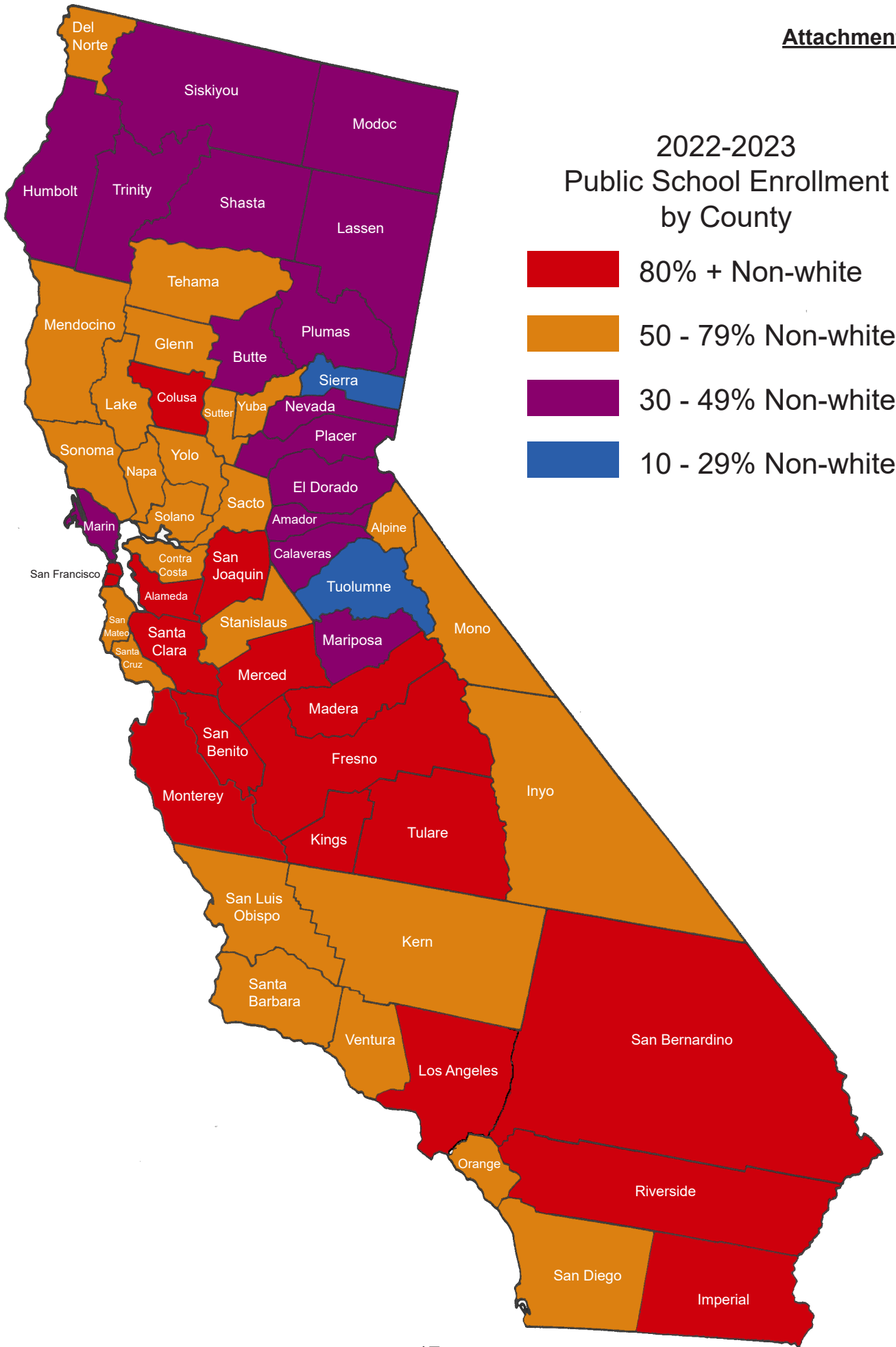
Example: Opportunity to submit names of BIPOC members as candidates for appointment to state/national committees, leadership training opportunities at all levels.

- i. The CTA President shall continue to:
 1. Present the annual CTA Human Rights Awards to the recipients at the Equity and Human Rights Conference.
 2. Promote ethnic, racial, cultural, and gender balance when making Association appointments to any external committees, commissions, task forces, functions, and conferences.
 3. Ensure that all CTA committees, work groups, and task forces have representation of BIPOC members and leaders in at least equal proportion to the CTA membership who are BIPOC.
 4. Ensure that BIPOC members are appointed as chairs of committees, work groups, and task forces in at least equal proportion to the CTA membership who are BIPOC.
 5. Encourage racial equity among SCC committees appointed by the SCC Chairperson.
 6. Include Racial Equity Affairs Committee (REAC) members as presenters in the core curriculum of the annual CTA Presidents Conference.
 7. Appoint At-Large Board members to serve on the regional leadership conference planning committees.
 8. Require that the State Council At-Large representative serves as the Chair of the Service Center Equity Team.
 9. Encourage SCCs to establish a REAC.
 10. Recognize SCCs as they establish a REAC at the Service Center level.
- ii. The CTA Executive Director shall continue to:
 1. Encourage the hiring of CTA members and intern graduates who are BIPOC.

2. Review the data in the Biennial Report on the number of receptions and BIPOC Leadership Advocacy trainings that encourage statewide and national participation of BIPOC with Service Center staff consultants to improve future receptions and training.
 3. Provide information to REAC as to the actual percentage of BIPOC members at all CTA conferences.
 4. Designate the appropriate staff to review and assist in implementing the Ethnic Minority Early Identification and Development (EMEID) Program.
- iii. The CTA Board of Directors shall continue to:
1. Appoint CTA members who are BIPOC at the conferences listed below:
 - a. NEA Conference on Racial & Social Justice (NEA funded)
 - b. NEA Minority Leadership Training (NEA funded)
 - c. NEA National Leadership Summit (NEA funded)
 2. Encourage Local Chapters to develop and implement a plan to increase the involvement of BIPOC members and leaders.
 3. Provide names of BIPOC members in their geographical areas to the officers for their consideration for appointments.
- iv. CTA Local Associations shall continue to:
1. Submit nominations for the CTA Human Rights and NEA Human Rights Awards.
 2. Promote participation of BIPOC members and leaders at the NEA RA.
 3. Promote the hiring of individuals who are BIPOC for staff positions throughout the organization.
 4. Actively recruit and involve BIPOC members and leaders in all aspects of the Association.
 5. Develop local REACs and/or local Human Rights Committees.
- v. CTA Publications and Media shall continue to:
1. Feature stories on issues that affect BIPOC communities and stories on BIPOC members who are participating in CTA activities.
 2. Promote and publicize all virtual events and webinars that promote racial and social justice.
- vi. CTA Racial Equity Affairs Committee shall continue to:

1. Monitor the inclusion of BIPOC members on all CTA Board Appointed Committees, panels, work groups, and task forces to ensure proportional representation.

2022-2023
Public School Enrollment
by County



NUMBER OF TEACHERS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

Information obtained from California Basic Educational Data Systems (CBEDS) State Department of Education. Due to COVID-19, data for the 2019-2020, 2020-2021, 2021-2022, and 2022-2023 fiscal years is unreported to date.

<i>Minority Teachers =</i>	104,966 or 34.1%	(2018-19)
	102,937 or 33.6%	(2017-18)
	100,826 or 33.0%	(2016-17)
	87,167 or 29.0%	(2015-16)
	91,659 or 31.0%	(2014-15)
	87,932 or 30.5%	(2013-14)
	86,255 or 30.2%	(2012-13)
	84,402 or 29.6%	(2011-12)
	85,032 or 29.7%	(2010-11)
	89,212 or 29.9%	(2009-10)

BREAKDOWN BY ETHNICITY

<i>American Indian/Alaska Native =</i>	1,579 or 0.5%	(2018-19)
	1,524 or 0.5%	(2017-18)
	1,511 or 0.5%	(2016-17)
	1,577 or 0.5%	(2015-16)
	1,530 or 0.5%	(2014-15)
	1,551 or 0.5%	(2013-14)
	1,563 or 0.5%	(2012-13)
	1,553 or 0.5%	(2011-12)
	1,651 or 0.6%	(2010-11)
	1,553 or 0.5%	(2009-10)
 <i>Asian =</i>		
	17,867 or 5.8%	(2018-19)
	17,660 or 5.8%	(2017-18)
	17,250 or 5.7%	(2016-17)
	16,954 or 5.7%	(2015-16)
	16,068 or 5.4%	(2014-15)
	15,231 or 5.3%	(2013-14)
	14,868 or 5.2%	(2012-13)
	14,284 or 5.0%	(2011-12)
	14,036 or 4.9%	(2010-11)
	15,567 or 5.2%	(2009-10)

NUMBER OF TEACHERS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

<i>Pacific Islander</i> =	925 or 0.3%	(2018-19)
	915 or 0.3%	(2017-18)
	968 or 0.3%	(2016-17)
	984 or 0.3%	(2015-16)
	942 or 0.3%	(2014-15)
	935 or 0.3%	(2013-14)
	930 or 0.3%	(2012-13)
	957 or 0.3%	(2011-12)
	847 or 0.3%	(2010-11)
	775 or 0.2%	(2009-10)
<i>Filipino</i> =	4,708 or 1.5%	(2018-19)
	4,675 or 1.5%	(2017-18)
	4,551 or 1.5%	(2016-17)
	4,504 or 1.5%	(2015-16)
	4,324 or 1.5%	(2014-15)
	4,115 or 1.4%	(2013-14)
	4,011 or 1.4%	(2012-13)
	3,983 or 1.4%	(2011-12)
	3,995 or 1.4%	(2010-11)
	4,348 or 1.5%	(2009-10)
<i>Hispanic</i> =	64,904 or 21.1%	(2018-19)
	63,380 or 20.7%	(2017-18)
	61,755 or 20.2%	(2016-17)
	48,677 or 16.2%	(2015-16)
	55,104 or 18.6%	(2014-15)
	52,992 or 18.4%	(2013-14)
	51,332 or 18.0%	(2012-13)
	50,174 or 17.7%	(2011-12)
	49,570 or 17.3%	(2010-11)
	52,052 or 13.4%	(2009-10)
<i>African-American</i> =	11,998 or 3.9%	(2018-19)
	11,918 or 3.9%	(2017-18)
	12,162 or 4.0%	(2016-17)
	12,030 or 4.0%	(2015-16)
	11,401 or 3.9%	(2014-15)
	10,857 or 3.8%	(2013-14)
	11,343 or 4.0%	(2012-13)
	11,341 or 4.0%	(2011-12)
	11,513 or 4.0%	(2010-11)
	12,593 or 4.2%	(2009-10)

NUMBER OF TEACHERS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

<i>Two or More Races*</i> =	2,985 or 0.9%	(2018-19)
	2,865 or 0.9%	(2017-18)
	2,629 or 0.9%	(2016-17)
	2,441 or 0.8%	(2015-16)
	2,290 or 0.8%	(2014-15)
	2,251 or 0.8%	(2013-14)
	2,208 or 0.8%	(2012-13)
	2,110 or 0.7%	(2011-12)
	3,420 or 1.2%	(2010-11)
	2,324 or 0.8%	(2009-10)
<i>Caucasian</i> =	188,229 or 61.2%	(2018-19)
	190,012 or 62%	(2017-18)
	193,196 or 63.3%	(2016-17)
	203,122 or 67.6%	(2015-16)
	192,193 or 65%	(2014-15)
	188,892 or 66%	(2013-14)
	189,702 or 66.5%	(2012-13)
	189,734 or 66.8%	(2011-12)
	192,729 or 67.2%	(2010-11)
	207,457 or 69.2%	(2009-10)

2018-19 information obtained on September 27, 2019

NUMBER OF STUDENTS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

*Information obtained from: California Basic Educational Data Systems (CBEDS)
State Department of Education*

<i>Percent of Minority Students =</i>	77.66%	(2022-23)
	77.9%	(2021-22)
	77.4%	(2020-21)
	76.7%	(2019-20)
	76.3%	(2018-19)
	75.9%	(2017-18)
	75.7%	(2016-17)
	75.4%	(2015-16)
	74.8%	(2014-15)
	74.4%	(2013-14)
	73.8%	(2012-13)
73.2%	(2011-12)	

<i>Number of Minority Students =</i>	4,545,216	(2022-23)
	4,591,376	(2021-22)
	4,646,508	(2020-21)
	4,728,111	(2019-20)
	4,716,588	(2018-19)
	4,719,675	(2017-18)
	4,711,434	(2016-17)
	4,665,623	(2015-16)
	4,665,623	(2014-15)
	4,638,440	(2013-14)
	4,592,839	(2012-13)
4,545,558	(2011-12)	

BREAKDOWN BY ETHNICITY

<i>American Indian/Alaska Native =</i>	26,108 or 0.4%	(2022-23)
	27,001 or 0.5%	(2021-22)
	28,331 or 0.5%	(2020-21)
	30,282 or 0.5%	(2019-20)
	31,358 or 0.5%	(2018-19)
	32,500 or 0.5%	(2017-18)
	33,369 or 0.5%	(2016-17)
	34,704 or 0.6%	(2015-16)
	36,755 or 0.6%	(2014-15)
	38,616 or 0.6%	(2013-14)
	40,414 or 0.7%	(2012-13)
42,486 or 0.7%	(2011-12)	

<i>Asian =</i>	557,190 or 9.5%	(2022-23)
	561,795 or 9.5%	(2021-22)
	572,451 or 9.5%	(2020-21)
	575,067 or 9.3%	(2019-20)

NUMBER OF STUDENTS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

	573,925 or 9.3%	(2018-19)
	569,744 or 9.2%	(2017-18)
	559,159 or 9.0%	(2016-17)
	551,229 or 8.9%	(2015-16)
	545,720 or 8.8%	(2014-15)
	542,540 or 8.7%	(2013-14)
	536,970 or 8.6%	(2012-13)
	535,752 or 8.6%	(2011-12)
<i>Pacific Islander</i> =	23,847 or 0.4%	(2022-23)
	24,752 or 0.4%	(2021-22)
	26,240 or 0.4%	(2020-21)
	27,195 or 0.4%	(2019-20)
	28,085 or 0.5%	(2018-19)
	28,920 or 0.5%	(2017-18)
	29,384 or 0.5%	(2016-17)
	30,436 or 0.5%	(2015-16)
	31,513 or 0.5%	(2014-15)
	32,821 or 0.5%	(2013-14)
	33,958 or 0.6%	(2012-13)
	35,232 or 0.6%	(2011-12)
<i>Filipino</i> =	127,735 or 2.2%	(2022-23)
	136,836 or 2.3%	(2021-22)
	142,645 or 2.4%	(2020-21)
	146,501 or 2.4%	(2019-20)
	149,680 or 2.4%	(2018-19)
	151,650 or 2.4%	(2017-18)
	153,670 or 2.5%	(2016-17)
	156,166 or 2.5%	(2015-16)
	158,224 or 2.5%	(2014-15)
	151,745 or 2.4%	(2013-14)
	154,891 or 2.5%	(2012-13)
	157,561 or 2.5%	(2011-12)
<i>Hispanic</i> =	3,284,788 or 56.1%	(2022-23)
	3,291,260 or 55.9%	(2021-22)
	3,320,300 or 55.3%	(2020-21)
	3,381,198 or 54.9%	(2019-20)
	3,374,921 or 54.6%	(2018-19)
	3,376,591 or 54.3%	(2017-18)
	3,378,344 or 54.2%	(2016-17)
	3,360,562 or 54.0%	(2015-16)
	3,344,431 or 53.6%	(2014-15)
	3,321,274 or 53.3%	(2013-14)
	3,282,105 or 52.7%	(2012-13)
	3,239,296 or 52.1%	(2011-12)

NUMBER OF STUDENTS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

<i>African American</i> =	273,148 or 4.7% ⁹	(2022-23)
	298,768 or 5.1%	(2021-22)
	309,827 or 5.2%	(2020-21)
	324,496 or 5.3%	(2019-20)
	334,652 or 5.4%	(2018-19)
	340,841 or 5.5%	(2017-18)
	350,338 or 5.6%	(2016-17)
	361,752 or 5.8%	(2015-16)
	373,280 or 6.0%	(2014-15)
	384,291 or 6.2%	(2013-14)
394,695 or 6.3%	(2012-13)	
404,412 or 6.5%	(2011-12)	
<i>Two or More Races</i> * =	252,400 or 4.3%	(2022-23)
	250,964 or 4.3%	(2021-22)
	246,714 or 4.1%	(2020-21)
	243,372 or 3.9%	(2019-20)
	223,967 or 3.6%	(2018-19)
	219,429 or 3.5%	(2017-18)
	207,170 or 3.3%	(2016-17)
	192,146 or 3.1%	(2015-16)
	175,700 or 2.8%	(2014-15)
	167,163 or 2.7%	(2013-14)
149,806 or 2.4%	(2012-13)	
130,819 or 2.1%	(2011-12)	
<i>Caucasian</i> =	1,175,911 or 20.1%	(2022-23)
	1,240,474 or 21.1%	(2021-22)
	1,304,963 or 21.7%	(2020-21)
	1,381,737 or 22.4%	(2019-20)
	1,417,055 or 22.9%	(2018-19)
	1,442,388 or 23.2%	(2017-18)
	1,470,499 or 23.6%	(2016-17)
	1,500,932 or 24.1%	(2015-16)
	1,531,088 or 24.6%	(2014-15)
	1,559,113 or 25.0%	(2013-14)
1,589,393 or 25.5%	(2012-13)	
1,617,931 or 26.0%	(2011-12)	

2022-23 Information obtained on November 2, 2023



California Teachers Association, Human Rights Department
P.O. Box 921, Burlingame, California 94011-0921

Exhibit G

nea.org/ra

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nea.org/leadershipdevelopment



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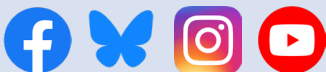
BECOME A PACTIVIST
Build political power – recruit NEA members to give to the NEA PAC
NEAFund.org



Activism in the fight for racial and social justice in public education
nea.org/edjusticesignup



Register for webinars that support ESP professional growth
nea.org/esppdwebinars



facebook.com/neaaday
bsky.app/profile/neaaday.bsky.social
instagram.com/neaaday
youtube.com/neaabs

ra today



The Official Newspaper of the 2025 NEA Representative Assembly



Daniel Solkowitz of California, a member of the Jewish Affairs Caucus, and Aaron Phillips of Texas, head of the Educators for Palestine Caucus, stand together at the microphone during the NEA Representative Assembly. In a powerful moment of unity, the two educators set aside deep divisions to seek mutual understanding and shared purpose. Delegates witnessed a rare and moving gesture; peace and dialogue rising above conflict.

AMENDMENTS TO THE BYLAWS AND STANDING RULES

Bylaw Amendment 1

WITHDRAWN

Standing Rule Amendment 1

DEFEATED

Standing Rule Amendment 2

DEFEATED

Standing Rule Amendment 3

DEFEATED

Standing Rule Amendment 4

ADOPTED

TITLE: Voting Requirement by Secret Ballot

Rule 11. Elections Conducted at the Representative Assembly
B. Procedures
7. Voting Procedures

Elections shall be by printed secret ballot by the delegates to the Representative Assembly.

Standing Rule Amendment 5

ADOPTED

TITLE: Definition of Secret Ballot

Rule 13. Definition of Terms
B. Secret Ballot

Secret ballot shall mean a procedure for voting on slips of paper (or via a voting machine

AMENDMENTS TO THE BYLAWS AND STANDING RULES

secure electronic ballot) on which the voter may mark the vote in secrecy.

Standing Rule Amendment 6

ADOPTED AS MODIFIED

TITLE: Clarify Mailing Requirement of Registration Materials

Rule 1. Delegates

C. Registration

1. Registration Materials

Registration materials shall be provided sent by mail to all delegates prior to the time of the Annual Meeting.

Standing Rule Amendment 7

WITHDRAWN

Standing Rule Amendment 8

WITHDRAWN

Standing Rule Amendment 9

DEFEATED

Standing Rule Amendment 10

ADOPTED AS MODIFIED

TITLE: NEA Resolutions Committee Member Elections Parameters

Rule 7. Resolutions Committee and Procedure

B. Resolutions Committee

5. Election Procedure

Elections shall be by secret ballot. Voting shall be by those delegates present and shall take place ~~at the third~~ at a time and place

that does not conflict with the summer meeting of the Resolutions Committee and not later than the business meeting of the state delegations held on the last day of the Representative Assembly and by the Retired and Aspiring Educator delegates at the time and place designated in the annual program by the president of the Association except as may otherwise be approved in advance by the Committee on Constitution, Bylaws, and Rules. If the number of candidates for Resolutions Committee positions is equal to or less than the number of positions to be filled, elections may be waived, and the candidates declared elected to the positions in question. The report of election results shall be submitted on the proper form to the Committee on Constitution, Bylaws, and Rules before the close of the fifth business meeting of the Representative Assembly.

2025 RA ELECTION RESULTS

Four positions for At-Large Education Support Professional (three-year term) elected by acclamation:

- Chiffon Winston
- Joyce Gutierrez
- Satarria Williams
- Dr. Jean (Jennie) Milstein

One position for At-Large Education Support Professional (one-year term) elected by acclamation:

- Charles E. Wilson III

Two positions for At-Large Classroom Teachers in Higher Education (three-year term) elected by acclamation:

- Liz Wright
- Kashara S. Moore

One position for Alternate At-Large Classroom Teacher in Higher Education (three-year) elected by acclamation:

- Arthur C. Horn

Two positions for NEA Executive Committee (three-year term) - July 4

ELECTED	Dr. Tia Mills	3374	62.96%
<i>RUNOFF</i>	Bill Farmer	2554	47.66%
<i>RUNOFF</i>	Mel House	2032	37.92%
	Elizabeth Nahl	1687	31.48%
	Kylar McNeal	599	11.18%
	Tania Kappner	208	3.88%
	Ashanti Rankin	169	3.15%
	Mark Airgood	95	1.77%

NEA Executive Committee - July 5 Runoff

ELECTED	Bill Farmer	3125	56.50%
	Mel House	2406	43.50%

2025 NEA DAY OF TEACHING, LEARNING, & ORGANIZING FOR... **POWER**

Join us for a dynamic day at the NEA Representative Assembly dedicated to growing our collective power as educators. Choose from five powerful **NEA Leadership Competency** sessions designed to sharpen your advocacy, deepen your organizing skills, and build unity in the fight for justice, democracy, and strong public schools. Whether you're confronting privatization, uplifting inclusive education, or mobilizing for racial and social justice, **this is your day to learn, connect, and lead.**

SESSION

LOCATION

PARTNERS

Kids Not Cuts: Social Media and Advocacy Skills to Mobilize and Fight for Our Students

Oregon 203 - 204

Not on Our Dime: A Strategy Lab on Taking Action Against Vouchers and Privatization

Oregon 201 - 202

Race Forward, Public School Strong

Values, Vision, and Victory: Promoting Racial, Social, Economic, and Education Justice through Inclusive Education

Oregon 251 - 253, 258

ASO Communications, We Make The Future

Building Power for the Common Good: Tools and Strategies for Organizing and Action

Portland 254 - 257

Bargaining for the Common Good, Berkeley Labor Center

Countering Authoritarian Overreach: Making Attacks on Our Democracy Backfire

RA Main Stage

Hardy Merriman*

EDUCATE

ORGANIZE

MOBILIZE

LITIGATE

LEGISLATE

ELECT

COMMUNICATE

*Former president of the International Center on Non-Violent Conflict and author of the new guide - *Harnessing Our Power to End Political Violence*

DISCOVER. LEAD. ACHIEVE!

NEA is committed to your growth as a leader. Visit <http://www.nea.org/leadership-development> to learn more about the NEA Leadership Competency Framework and other resources designed to support activists and leaders on their journey.

- **Leadership Development 101: A Foundational Course for Activists and Leaders**
- **Leadership Development 102: A Strategic Approach to Leadership Development**
www.nea.org/pep
- **NEA Leadership Competency Framework**
- **Leadership Competency Self-Assessment(s)**
- **NEA Leadership Development Guide Planning Tool**
www.nea.org/leadership-development
- **NEA National Leadership Summit**
www.nea.org/leadershipsummit



SCAN ME





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Rights &
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in every school.



*The ADA was signed into law on July 26, 1990.

SCAN TO SIGN OUR DISABILITY
RIGHTS AND INCLUSION PLEDGE.



NEW BUSINESS ITEMS

NBI Thematic Bucket	NBIs Acted Upon
Elevating the Professions and Advancing Student Learning	3, 4, 6, 10, 19, 21, 23, 30, 31, 32, 34, 35, 41, 44, 45, 46, 47, 48, 56, 62, 68, 69, 70, 77, 78, 83, 84, 85, 86, 89, 90
Ensuring Equity by Advancing Racial, Social, and Economic Justice	5, 8, 11, 12, 13, 14, 22, 24, 36, 37, 38, 52, 67, 72, 79, 93
Growing Our Union	1, 2, 33, 42, 43, 61, 88
Demonstrating (and Strengthening) Democracy	7, 15, 16, 18, 20, 25, 27, 29, 49, 53, 54, 58, 59, 60, 65, 66, 71, 74, 76, 80, 81, 91
Promoting Peace	26, 50, 63
NEA Operations	9, 17, 28, 39, 40, 51, 55, 57, 64, 73, 75, 82, 87, 92

NBI THEMATIC BUCKETS

NEA Representative Assembly debate structure for 2025 utilizes six “thematic buckets” into which NBIs are grouped. Input from NEA delegates and leaders shaped this approach that is designed for more focused, informed, and productive discussion. NBI buckets will be considered in order of alignment with NEA’s Vision, Mission, and Values, with the largest and most mission-centric topics addressed first:

1. Elevating the Professions and Advancing Student Learning
2. Ensuring Equity by Advancing Racial, Social, and Economic Justice
3. Growing our Union
4. Demonstrating (and Strengthening) Democracy
5. Promoting Peace
6. NEA Operations

COST OF NBIS:

- **ADOPTED:**
\$1,703,079
- **REFERRED TO COMMITTEES:**
\$1,833,048
- **REMAINING IN CONTINGENCY:**
\$796,921

ELEVATING THE PROFESSIONS AND ADVANCING STUDENT LEARNING

NEW BUSINESS ITEM 4

DEFEATED

NEW BUSINESS ITEM 10

ADOPTED

NEW BUSINESS ITEM 3

ADOPTED

NEA shall use existing digital media to implement a social media campaign to raise NEA member awareness of the role of defined benefit pension plans to ensure their retirement security and to attract and retain talented, highly qualified education employees.

This campaign will include data from the National Institute of Retirement Security, which has found that every dollar paid into public pension benefits results in a fourfold benefit for the local economy and the communities in which we live and retire.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$1,500.

NEW BUSINESS ITEM 6

ADOPTED

NEA will develop a micro-credential for educators of experienced multilingual learners, drawing upon research developed through previous multilingual learner micro-credentials. Equipping educators with the ability to recognize specific needs and use targeted strategies, it effectively supports experienced multilinguals in building academic language so they can exit English language development services.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$7,200.

NEA will create a toolkit that provides locals with the information and steps necessary to support members who are Deferred Action for Childhood Arrivals and Temporary Protected Status recipients to learn about and obtain employer-based sponsorship options. NEA will share the toolkit by using existing avenues of communication with locals.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$117,500.

NEW BUSINESS ITEM 19

WITHDRAWN

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 21

DEFEATED

NEW BUSINESS ITEM 23

ADOPTED

NEA will research and compile current and potential educator and support staff protection laws across all 50 states, including, but not limited to, laws that address protection from physical harm, abuse, disruption, harassment, loss of salary or benefits, reasonable intervention, and criminal or civil liability. This data will be analyzed and shared with state affiliates to support efforts in advocating for strong, equitable, and comprehensive educator and support staff protection laws nationwide.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$15,000.

NEW BUSINESS ITEM 30

DEFEATED

NEW BUSINESS ITEM 31

ADOPTED

NEA will use its existing media outlets to share information about educator-led student advocacy groups for schools, public libraries, museums, and community organizations, highlighting their importance to their communities in light of proposed budget cuts from the Trump administration.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$69,943.

NEW BUSINESS ITEM 32

DEFEATED

NEW BUSINESS ITEM 34

ADOPTED

NEA will use existing websites and social media platforms to provide information to members on the use of calming spaces or calming rooms in the classroom that provide a designated area where students can go to self-regulate and manage their emotions when feeling overwhelmed, stressed, or dysregulated. These spaces are designed to be safe, quiet, and supportive, offering tools and strategies to help students calm down and refocus before returning to learning.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$375.

NEW BUSINESS ITEM 35

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall advocate for systemic changes to ensure workplace protections, uphold Family and Medical Leave Act and Americans with Disabilities Act regulations, and create inclusive, supportive environments. This is essential for retaining experienced professionals and protecting their mental and physical well-being from workplace trauma.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$13,250.

NEW BUSINESS ITEM 41

ADOPTED AS MODIFIED

NEA shall use existing resources to educate the public about the critical role that public schools play in the recovery of communities affected by natural disasters.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$13,250.

NEW BUSINESS ITEM 44

ADOPTED AS MODIFIED

NEA will, at the request of state affiliates, facilitate targeted assistance using existing personnel and media channels to provide support for affiliates in states where legislative bodies have taken or are taking actions that silence educators, restrict collective bargaining, remove fair dismissal protections, or other actions that negatively affect public education, educators, and potential voter suppression laws that seek to undermine public education. Priority will be given to states meeting multiple risk indicators, with support scaled accordingly. Support may include, but is not limited to, lobbying, providing legal guidance, assisting with public messaging, and mobilizing retired and current NEA members. In-person support should be considered for states considered to be in "extreme need," such as the case in Arkansas or South Carolina.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$56,000.

NEW BUSINESS ITEM 45

WITHDRAWN

NEW BUSINESS ITEM 46

ADOPTED

NEA shall provide research and support for its state and local affiliates to advocate for recess and play time policies.

NEA shall support its state and local affiliates by promoting recess and developmentally appropriate play time for all students, with a particular emphasis on equity and

NEW BUSINESS ITEMS

ensuring that students from all backgrounds have equal opportunities to engage in necessary physical activity and social interaction during the school day.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$10,625.

NEW BUSINESS ITEM 47

ADOPTED AS MODIFIED

NEA shall establish a working group of early career educators tasked with planning the implementation of a nationwide gathering of early career educators.

This conference will specifically support the professional development of educators within their first seven years of the profession. This working group shall contain a minimum of five educators within their first seven years in the profession.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$48,100.

NEW BUSINESS ITEM 48

WITHDRAWN

NEW BUSINESS ITEM 56

ADOPTED

NEA will send a letter urging higher education accrediting agencies, such as Middle States, to resist the politicization of their work.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEM 62

WITHDRAWN

NEW BUSINESS ITEM 68

DEFEATED

NEW BUSINESS ITEM 69

WITHDRAWN

NEW BUSINESS ITEM 70

DEFEATED

NEW BUSINESS ITEM 77

ADOPTED

NEA will use existing channels to broadly publicize our membership in Labor for Single Payer and will uplift and promote efforts of state affiliates engaged in cross labor sector campaigns to achieve single payer health care in their respective states.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$17,000.

NEW BUSINESS ITEM 78

ADOPTED

NEA will develop and distribute a comprehensive set of resources that local and state affiliates can use to promote respect for the education profession through a housing justice and Bargaining for the Common Good framework. These materials will include:

- Messaging guides, talking points, and public-facing materials that affirm the

professionalism of educators, link housing justice to the success, and stability of public education;

- Model contract language and campaign strategies that integrate affordable housing demands into collective bargaining and community coalitions;
- Case studies of successful educator-led housing justice campaigns;
- Guidance on building cross-sector alliances with housing advocates, tenant unions, and community organizations as part of BCG campaigns.

These resources will empower affiliates to lead with a proactive, justice-centered narrative that defends the profession and strengthens public education by organizing around shared community needs.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$55,000.

NEW BUSINESS ITEM 83

WITHDRAWN

NEW BUSINESS ITEM 84

ADOPTED AS AMENDED

In response to the most recent Supreme Court Case (*Mahmoud v Taylor*), NEA shall provide, through existing communication channels, information included but not limited to:

1. A sample local school board resolution that protects educators in the classroom who are teaching LGBTQ+ inclusive curriculum/content;
2. A “Know Your Rights” document under the new SCOTUS ruling;
3. Hold virtual town hall meetings on the current SCOTUS rulings and the impact they will have on educators and students, what a school board resolution is and how to use it, and how to continue to advocate for LGBTQ+ students in this new political climate;
4. NEA will hold East and West Speak Up, Speak Out, LGBTQ+ member engagement conferences to enhance members advocacy at the local and state levels.

NEW BUSINESS ITEMS

These activities should assist educators in avoiding possible disciplinary action when teaching about LGBTQ+ history, materials, resources, books, etc., while at school/work.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$209,025.

NEW BUSINESS ITEM 85

ADOPTED AS MODIFIED

To better support professional excellence and respect, NEA, in collaboration with affiliate leaders, experts in mental health, social work, and early childhood development, and the Center for Racial and Social Justice, will develop best practices in addressing extreme behaviors, such as physical aggression, self-injurious behaviors, and instances of sexual harassment and assault, in early childhood and primary grades by using existing resources and partnerships; and the best practices will be shared with NEA locals and the National Council of Urban Education Associations via the most efficient digital means.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$23,750.

NEW BUSINESS ITEM 86

ADOPTED AS AMENDED

NEA will compile a virtual toolkit for distribution to union and government leaders. This toolkit seeks to address the worsening national crisis in chronic absenteeism, its irreversible impact on student learning outcomes and educator workload, and the urgency to reduce harm. Union and government leaders will build community trust through a restorative, family-centered approach to engagement within school districts.

The resources in the toolkit will include, but not be limited to:

- Culturally responsive talking points;
- Guidance on hosting a multicultural family night;

- Educational posters—statistics on the connection between education and workforce mobility;
- Success stories featuring diverse school and family backgrounds;
- Procedural checkpoints for students when returning from an absence;
- A template for schools to add local information to support families (e.g., immigrant legal rights, housing and utility bill support, modes for students to access their teachers).

The ready-to-use toolkit will support identification of reasons for student absenteeism, inform larger district discussions on non-punitive solutions, and make meaningful connections with families on the significance of their child attending school every day and taking agency over their own learning.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$37,000.

NEW BUSINESS ITEM 89

ADOPTED AS MODIFIED

The National Education Association (NEA) will address the evolving use of artificial intelligence (AI) in public education by:

- Establish a member virtual consultation group to accelerate the implementation of NEA's AI Policy Statement;
- Develop resources to educate members on how to protect the civil rights of students and staff, pursue justice, and create proactive school district policies in the event of generative AI being weaponized against staff and students in their school, such as deepfakes;
- Create recommendations for educators on how to update their curriculum to stay relevant to student assessments and support their professional learning communities in response to mass student adoption of generative AI in schools;
- Train NEA leadership on this updated work to share with state affiliates and locals.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$28,900.

NEW BUSINESS ITEM 90

ADOPTED

NEA shall create template language to be used in contract bargaining regarding the use of artificial intelligence (AI) in schools. This contract language should include, but not be limited to:

- Employee job protections;
- The collection of data around the efficacy and benefit of the use of AI that includes educators in the analysis of the data results;
- District adoption of an ethical use policy that includes a review process;
- Professional development opportunities to increase AI literacy, develop strategies to mitigate AI bias, and understand the ethical and data privacy hazards associated with AI-enabled technology.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$5,000.

NEW BUSINESS ITEMS

ENSURING EQUITY BY ADVANCING RACIAL, SOCIAL, AND ECONOMIC JUSTICE

NEW BUSINESS ITEM 5

WITHDRAWN

NEW BUSINESS ITEM 8

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall create research surveys specifically targeting Asian American and Pacific Islander (AAPI) educators to identify and track best practices to increase recruitment and retention of AAPI educators.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$85,125.

NEW BUSINESS ITEM 11

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall:

- Create research surveys to identify and improve best practices for increasing recruitment and retention of educators who teach deaf students and those who are deaf educators;
- Issue the findings including strategies addressing barriers.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$82,875.

NEW BUSINESS ITEM 12

ADOPTED

The NEA RA directs NEA to promote and celebrate National Black Teacher Appreciation Day on May 7, 2026, through existing media platforms with the goal of showing appreciation for Black teachers and growing the Black teacher pipeline.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$8,750.

NEW BUSINESS ITEM 13

WITHDRAWN

NEW BUSINESS ITEM 14

ADOPTED

NEA will:

- Annually recognize June 2nd as “Piper Day” on the official NEA calendar (beginning in June of 2026);
- Publish an article via existing social media accounts and/or print media highlighting Alice Piper (a 15-year-old Paiute student), and her role in the landmark California Supreme Court desegregation decision, *Piper v Big Pine* (1924). Thirty years before *Brown v Board of Education* (1954), Alice Piper and six of her Native American classmates were barred from attending their local school purely based on race. They filed suit in California and won their case on the same day that Native Americans were finally recognized as American citizens (June 2, 1924).

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$7,750.

NEW BUSINESS ITEM 22

ADOPTED

NEA will actively promote and support the nationwide implementation of K-12 curriculum mandates that include Asian American and Pacific Islander (AAPI) history, heritage, and contributions as essential components of public education. This work will advance racial justice, promote accurate and inclusive teaching, and counter anti-Asian bias through curriculum reform. To support this effort, NEA will:

- Collaborate with and elevate the work of existing organizations providing free classroom-ready materials developed through an ethnic studies lens;
- Develop, disseminate, and promote through existing NEA channels a digital AAPI curriculum implementation toolkit for educators, locals, and state affiliates. The toolkit will include: sample lesson plans and units, guidance on aligning materials with existing state standards, advocacy tools for advancing curriculum adoption;
- Provide professional learning opportunities such as virtual webinars and recorded trainings featuring leading scholars, educators, and partner organizations with expertise in AAPI studies and anti-racist education;
- Publicly affirm that AAPI history is American history and that its inclusion is critical to an honest, inclusive, and anti-racist education for all students.

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$105,000.

NEW BUSINESS ITEM 24

ADOPTED

NEA shall use existing digital communications to highlight and feature resources for honoring Jewish American Heritage Month during the month of May in collaboration with the NEA Jewish Affairs Caucus. NEA will recommend that state affiliates do the same.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$20,000.

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 36

ADOPTED

NEA will honor the legacy of the merger between the American Teachers Association (ATA), a historically Black teachers organization, with that of the NEA, a previously segregated organization. In order to ensure for continued progress on the promise of this merge for equitable representation of ethnic minorities in our organization, NEA will publish a comprehensive accountability chart on the homepage of its website or place a link positioned as a banner at the top of the homepage to said chart. The accountability chart will list each state and the District of Columbia on one axis and then place each year since the merger on the other axis with “Met” or “Not Met” along with the percentage in each cell to show how well NEA has met its 3.1(g) goal since the merger.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$36,000.

NEW BUSINESS ITEM 37

DEFEATED

NEW BUSINESS ITEM 38

ADOPTED

NEA will create a regularly occurring Human and Civil Rights award to recognize disability rights advocates. The award will be instituted beginning no later than the 2027 Representative Assembly in Indianapolis.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$22,010.

NEW BUSINESS ITEM 52

REFERRED TO THE EXECUTIVE COMMITTEE

NEA will educate members about the U.S. Department of State’s definition of anti-Semitism, adopted May 26, 2016, in collaboration with the NEA Jewish Affairs Caucus, to be included in the Tools for Justice-Racial Justice in Education on the NEA website.

www.state.gov/defining-antisemitism

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$10,000.

NEW BUSINESS ITEM 67

ADOPTED

Using existing resources, NEA will publish an easily accessible online resource hub for members that outlines best practices, guidance, and tools for developing and sustaining caucuses and committees at the local and state affiliate levels.

This resource will include sample bylaws, success stories, organizing toolkits, and leadership development opportunities. This would include information on creating a caucus or committee in general including but not limited to ethnic minority caucuses and committees to support compliance with NEA Bylaw 3-1(g).

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$20,000.

NEW BUSINESS ITEM 72

WITHDRAWN

NEW BUSINESS ITEM 79

ADOPTED

NEA will use existing digital media resources and partnerships to create an article and/or social media content that explains the concept of mutual aid, shows what mutual aid in the school setting may look like (such as a strike fund, student food pantry, disaster relief, etc.), and shares at least one successful mutual aid story in an NEA local.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$8,500.

NEW BUSINESS ITEM 93

ADOPTED AS AMENDED

NEA will use existing digital resources to raise awareness about the issue of child marriage. This deprives a child of their dignity and their legal, physical, and emotional autonomy.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$18,125.

NEW BUSINESS ITEMS

GROWING OUR UNION

NEW BUSINESS ITEM 1

ADOPTED

Because our federal government, big business, and their political allies have launched an attack on all working people, resulting in worsening working conditions and rising income inequality for working families, NEA will:

- Strongly and publicly support unions across the broader labor movement in their call to align contract expirations and will actively encourage our locals to adopt this strategy as a critical and powerful tool in the fight for racial, economic, and social justice;
- Work with state and local unions to relentlessly fight to dismantle no-strike laws, restore our right to collectively bargain wherever it is denied, and stand resolutely with our local affiliates and the entire labor movement;
- Take bold, unapologetic action to help NEA locals secure fair contracts and obliterate any attempt to weaken our power as workers and public educators;
- Stand in solidarity and organize with our union siblings across the country in both the public and private sectors, alongside community groups and students who recognize that the time is now as we build toward powerful actions on International Workers' Day, May 1, 2026, and beyond.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$235,860.

NEW BUSINESS ITEM 2

ADOPTED

To promote, protect, and strengthen public education and our democracy, NEA will take action to deepen state and local affiliates' relationships with the broader labor movement, foster greater cross-union and cross-movement solidarity, and build support for pro-labor state legislation.

Specifically, NEA will:

- Notify affiliates that NEA supports building stronger formal and informal connections with other unions;
- Publish information on how to contact local Central Labor Councils;
- Publish information on the process for NEA affiliates that wish to affiliate with their Central Labor Council, state AFL-CIO, and the national AFL-CIO utilizing the AFL-CIO/NEA Labor Solidarity Partnership;
- Encourage affiliates, partners, and allies to use the Mobilize platform (www.mobilize.us) to share organizing events and boost member involvement, and provide a short video showing how to post events;
- Add a section to the NEA website that tracks proposed state legislation aimed at raising wages for workers in all industries.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$49,000.

NEW BUSINESS ITEM 33

ADOPTED

NEA shall create a committee comprised of both governance leaders and staff to study current retired membership structures in all affiliates. At the 2026 RA, the committee will make recommendations to this body and the RA delegation on the future of retired membership, including ways to consolidate the over 200 different membership codes.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$60,000.

NEW BUSINESS ITEM 42

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall establish a national scholarship program to fund the attendance of at least two Aspiring Educators at each official NEA conference annually, including the registration fee, lodging, and transportation to and from the conference;

Based on the available budget, additional funding may be allocated to support the participation of more Aspiring Educators. NEA Aspiring Educators staff shall be responsible for reviewing applications and selecting the scholarship recipients.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$58,080.

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 43

REFERRED TO THE EXECUTIVE COMMITTEE

NEA will investigate its current resources dedicated to graduate assistants and employ strategies to encourage higher engagement with unionized graduate assistants at all levels of decision-making.

NEA will also use its existing communication vehicles to gather stories from graduate assistants across the country to help in public policy advocacy, educate the public about their unique issues, and help promote a strong culture of unionization in higher education.

Strategies similar to the successful campaign in *NEA Today* from an NBI passed in 2022 for contingent faculty as a whole would help support the cause of integrating more strongly the voices of graduate workers and help us better incorporate their unique circumstances into our messaging and activism.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$119,193.

NEW BUSINESS ITEM 61

ADOPTED

Using existing staff and resources, NEA shall highlight affiliates that have successfully convinced school districts to engage stakeholders and use various tools and methods to actively involve local affiliates in the collective approach to address inequities in schools, as mandated under the Every Student Succeeds Act.

This information shall include, but not be limited to, how stakeholders have influenced which indicators are used to show school and student success and needs. This includes finding alternatives to focusing on test scores to determine how federal dollars should be spent, reducing practices to exclude students through suspensions and other means, and expanding instructional opportunities.

NEA will seek assistance from state affiliates to help identify where association members have successfully participated as stakeholders.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$6,000.

NEW BUSINESS ITEM 88

DEFEATED

NEW BUSINESS ITEMS

DEMONSTRATING (AND STRENGTHENING) DEMOCRACY

NEW BUSINESS ITEM 7

DEFEATED

NEW BUSINESS ITEM 15

DEFEATED

NEW BUSINESS ITEM 16

ADOPTED AS AMENDED

NEA will host a webinar, with a target audience of Pre-K-12 through higher education NEA members, to explain the various NEA resources available that allow educators to be better informed about academic freedom and First Amendment rights. This presentation will also include education about how to respond when these rights are under attack. The presentation should be developed to make it possible for local leaders to standardize the material, with a train-the-trainer format, and should be made available to state affiliates for dissemination to their local leaders and UniServ field staff. Additionally, NEA should encourage state affiliates to collect data about the various attacks on academic freedom and First Amendment rights.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$15,000.

NEW BUSINESS ITEM 18

WITHDRAWN

NEW BUSINESS ITEM 20

DEFEATED

NEW BUSINESS ITEM 25

ADOPTED

Pursuant to the adoption of NBI 21 (2024), NEA will coordinate with state affiliates to introduce and advocate for state legislative resolutions in support of the Huffman IDEA Full Funding Act, which is introduced biannually in Congress. This coordination will include providing affiliates with a sample resolution—such as the one already submitted to the California State Assembly—as a model template for state efforts. Affiliates will also receive support materials related to the IDEA Alliance’s rally at the California State Capitol. These materials may include: sample organizing calendars, guidance on securing rally venues, suggested speakers and local partner organizations, talking points, and planning checklists. This initiative shall remain in effect through 2026.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$19,000.

NEW BUSINESS ITEM 27

RULED OUT OF ORDER

NEW BUSINESS ITEM 29

DEFEATED

NEW BUSINESS ITEM 49

WITHDRAWN

NEW BUSINESS ITEM 53

DEFEATED

NEW BUSINESS ITEM 54

RULED OUT OF ORDER

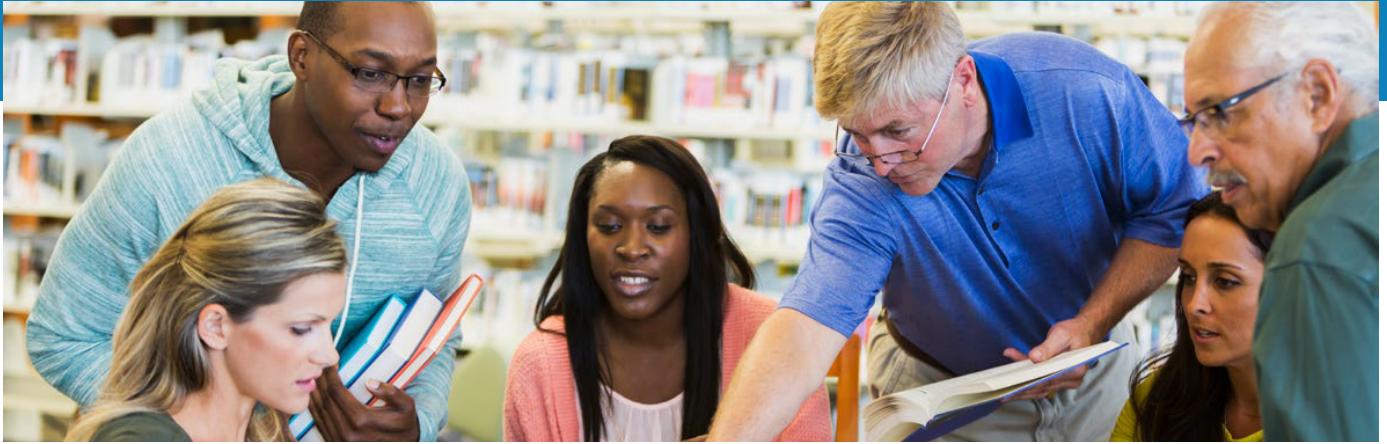
NEW BUSINESS ITEM 58

ADOPTED

NEA declares its support for and participation in the mass democratic movement against Trump’s authoritarianism and violations of human rights. We support the “No Kings” movement and the Los Angeles-based movement to defeat Trump’s attempts to use federal forces against the state of California and other states and communities. We stand with millions of activists and protesters of this movement in their defense of democracy, the unity of the country, free speech, civil rights, labor, independent trade union rights, due process, and the popular democratic norms of a constitution securing the sovereignty of “we the people.”

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$1,500.



“NEA, we must find a way forward together. We must stop our children—our hope for the future—from continuing to fall prey to this country’s epidemic of gun violence.”

— **Rebecca S. Pringle**
President, NEA

The NEA Health and Safety Program, part of the Education Policy and Implementation Center, is proud to share the NEA School Gun Violence Prevention and Response Guide. Developed in partnership with the Everytown for Gun Safety Support Fund, the guide is a how-to for preventing, preparing for, responding to, and recovering from gun violence in Pre-K-12 schools and institutions of higher education.



Check out the guide at:
nea.org/gunviolenceprevention



NEW BUSINESS ITEMS

NEW BUSINESS ITEM 59

ADOPTED

NEA defends birthright citizenship and opposes the attempt to revert to pre-civil rights movement—Jim Crow—legal concepts of “states rights” in order to deny citizenship to the children of immigrants.

We will use existing media platforms to organize and join actions with other unions, communities, immigrant rights, and civil rights organizations in opposition to the Trump administration’s attack on it.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$34,500.

NEW BUSINESS ITEM 60

ADOPTED

NEA pledges to defend democracy against Trump’s embrace of fascism by using the term fascism in NEA materials to correctly characterize Donald Trump’s program and actions.

The members and material resources of NEA must be committed to the defense of the democratic and educational conditions required by our hopes for a just society and the survival of civilization itself by stating the truth.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$3,500.

NEW BUSINESS ITEM 65

DEFEATED

NEW BUSINESS ITEM 66

ADOPTED AS AMENDED

NEA will use existing media channels to oppose any move to eliminate the U.S. Department of Education as an illegal, anti-democratic, and racist attempt to destroy public education and privatize it in the interests of the billionaires.

This communication will also explicitly and vigorously defend the Individuals with Disabilities Education Act, special education, and other progressive programs administered by ED.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$2,000.

NEW BUSINESS ITEM 71

ADOPTED

NEA will use existing digital communication tools to educate members and the general public about the historical use of boycotts and other tactics utilized to exert pressure on a government or entity to achieve specific political or economic changes.

This communication will include the use of historical storytelling to assist people in understanding the powerful use of such tactics and to make connections with the current political climate of our nation and should include the school boycotts of 1964 and 1966, the Montgomery Bus Boycott, and NEA’s decision during the 1940s to refuse to hold Representative Assemblies in cities that discriminate against delegates based on race.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$13,750.

NEW BUSINESS ITEM 74

WITHDRAWN

NEW BUSINESS ITEM 76

DEFEATED

NEW BUSINESS ITEM 80

ADOPTED AS MODIFIED

NEA will develop and deliver comprehensive Supreme Court education training that includes:

- Educational materials explaining Supreme Court processes and education law in accessible language;
- Case study modules focusing on decisions impacting public schools;
- Asynchronous workshops connecting legal concepts to local advocacy strategies.

NEA will create multi-tiered training delivery to:

- Provide intensive training for local union leaders and key activists;
- Develop webinars for general membership;
- Create downloadable resources and toolkits for ongoing self-education;
- Build practical advocacy for members.

NEA will also establish a support system that will:

- Provide updates to participants as new cases emerge;
- Promote training opportunities through existing NEA communication channels;
- Give participants links to resources with current legal analysis and advocacy tools.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$49,000.

NEW BUSINESS ITEMS

NEW BUSINESS ITEM 81

ADOPTED

Using existing resources, NEA will draft best practices for conducting teach-ins for elected officials, and make the document available to local leaders via the most efficient means so that they may directly confront the officials in regards to issues the local is organizing around.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$8,375.

NEW BUSINESS ITEM 91

ADOPTED AS MODIFIED

NEA will recommit to organizing and mobilizing our members and communities around a bold agenda for opportunity, dignity, and respect, grounded in the needs of working families and the preservation of democracy.

This requires us to prioritize the 2026 federal, state, and local elections as a pivotal moment for our democracy. We will explore investing in community, communication, and getting out the vote, including narrative strategies, organizing and mobilizing, and grassroots engagement to shift hearts and minds, ensuring our message reaches the communities most impacted by this administration's disastrous policies.

To this end, NEA will explore programs such as funding 10 locals in each state who apply with full-time organizers up to \$100,000 per local to run campaigns in alignment with this fight for democracy.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$5,000.

MAKE A POSITIVE IMPACT! PROPEL LOCAL CHANGE!

NEA HAS SAMPLE LOCAL SCHOOL BOARD POLICIES AND RESOLUTIONS TO GET YOU STARTED:

- Scan the QR code to find NEA's Strengthening Public Schools for Student Success guide, including models of student-centered public education policies
- Share your priorities with local policymakers, including school board members, superintendents, school leaders, and more.
- Email futureofschools@nea.org to share how you are taking action to advance student-centered policies

Learn more about coming together to strengthen public schools for our students, families, and ourselves visit nea.org/protect



NEW BUSINESS ITEMS

PROMOTING PEACE

NEW BUSINESS ITEM 26

REFERRED TO THE EXECUTIVE COMMITTEE

NEA shall use the NEA Jewish Affairs Caucus “Screening Out Hate” checklist with existing online communications and a “Combating Anti-Semitism Toolkit” to help Pre-K through higher education staff, students, and families identify and respond to anti-Jewish hate crimes and incidents.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$90,625.

NEW BUSINESS ITEM 50

DEFEATED

NEW BUSINESS ITEM 63

ADOPTED

NEA opposes Immigration and Customs Enforcement (ICE) kidnapping of student leaders and supports students’ right to organize against ICE raids and deportations.

We will protect our students’ right to free speech and defend their right to dissent and organize against Trump’s policies, including attacks against LGBTQ+ students, and against racism.

NEA will use existing media platforms to organize and join actions with other unions, communities, immigrant rights, and civil rights organizations in support of defending students’ right to protest.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$32,500.



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<https://NEARA25.givesmart.com>



NEW BUSINESS ITEMS

NEA OPERATIONS

NEW BUSINESS ITEM 9

ADOPTED

NEA will create a committee to explore naming the American Teachers Association (ATA) a legacy organization of the NEA. The committee will provide a report to the NEA Board of Directors for implementation by June 2026.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$99,791.

NEW BUSINESS ITEM 17

DEFEATED

NEW BUSINESS ITEM 28

REFERRED TO THE EXECUTIVE COMMITTEE

In any collection of demographic information, NEA will include the option for members to self-identify as a sub-group of Jewish ethnicity (Mizrahi, Ethiopian, Sephardic, Ashkenazi), and recommend that state/local affiliates also do so.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$246,250.

NEW BUSINESS ITEM 39

ADOPTED AND REFERRED TO THE EXECUTIVE COMMITTEE

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.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$1,625.

NEW BUSINESS ITEM 40

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will establish a task force representing animal issues within NEA. This would include scenarios such as:

- Educators adverse to animal experimentation within the classroom;
- Those opposed to supporting carcass and animal secretions, as nutrition, including but not limited to MyPlate.gov;
- Lack of plant-source food and beverage options at schools, and supporting zoo jails instead of sanctuaries, where animals have the adequate space and natural habitat to roam.

The Humane Party approves this proposal.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$40,400.

NEW BUSINESS ITEM 51

WITHDRAWN

NEW BUSINESS ITEM 55

REFERRED TO THE EXECUTIVE COMMITTEE

NEA shall publish an electronic list of NEA-recognized caucuses for delegates and non-delegates to be shared on the NEA website and in the delegate resources section of the RA delegate information, including contact information on how to join the caucus, with the consent of the caucus, to increase member engagement.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$7,625.

NEW BUSINESS ITEM 57

WITHDRAWN

NEW BUSINESS ITEM 64

REFERRED TO THE APPROPRIATE COMMITTEE

NEA shall update the process for requesting and providing accommodations due to disability to allow for full member participation in the RA and other NEA sponsored events.

The steps in the process shall include, but are not limited to, the following:

- A clear request procedure for members, and if appropriate for others, to make a request for accommodations. This procedure will include instructions, an explanation of the process, and a standardized accommodation request form;
- All events will have a point of contact who will receive and act on accommodation requests, and who may be contacted if clarification is needed during the process of requesting accommodations;
- For accommodations that are not commonly provided, NEA shall include someone appropriately knowledgeable and qualified regarding accommodations and disability to determine if the accommodations are reasonable to meet in accordance with the Americans with Disabilities Act, and how to best implement the accommodations;
- The requestor will be notified in writing of the outcome of their request. If the

NEW BUSINESS ITEMS

request for accommodations is approved, details will be provided to the requester as to their implementation;

- If the accommodation request is determined not reasonable and is denied, the reasons for denial will be provided in specific detail. The requestor will be given the opportunity to appeal the decision and initiate an interactive process with NEA to see if there are alternative means to accommodate. A professional with appropriate knowledge of the disability or accommodations requested may be included upon request.

Once established, this process will be readily available for all NEA members. Going forward, an accessibility statement will be required in all communication from NEA regarding events. This statement will notify members that accommodations are available upon request using the designated form and the contact information for that event's point of contact.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$955,000.

NEW BUSINESS ITEM 73

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will purchase paddles for use at large NEA meetings, requiring members to use them during an oral vote of yes or no. The paddles shall be two-sided, with a different color on each side. The paddles will be used in conjunction with the oral vote, with one color indicating a "yes" and the other indicating a "no."

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$102,000.

NEW BUSINESS ITEM 75

DEFEATED

NEW BUSINESS ITEM 82

ADOPTED

NEA will draft model language for dependent care reimbursement policies for potential use at all NEA convenings, and sharing with state, local, and caucus/council affiliates through the most efficient communication channels.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$42,000.

NEW BUSINESS ITEM 87

ADOPTED

NEA will establish a Labor Solidarity Travel Grant Program to provide partial funding for travel expenses related to organizing activities in preparation for May Day 2028 and other coordinated labor actions; provide partial grants covering transportation, lodging, and meal expenses for up to 30 NEA local affiliate chapter presidents or organizing chairs to:

- Attend inter-union organizing conferences and strategy sessions;
- Visit other NEA locals to share organizing strategies and build solidarity networks;
- Participate in coalition-building activities with other labor unions;
- Engage in training and capacity-building workshops focused on collective action;
- Coordinate with locals in different states to align bargaining strategies and contract cycles in support of UAW President Shawn Fain's call for aligned contract expirations.

Prioritize grant applications that demonstrate:

- Clear connection to May Day 2028 organizing or similar coordinated action;
- Plans for ongoing organizing work beyond the funded travel;
- Commitment to sharing knowledge and strategies with other locals;

- Focus on advancing racial, economic, and social justice through labor organizing;
- Collaboration with other unions or community organizations;
- Provide individual grants offering reimbursement of eligible expenses not to exceed \$1,500 per local;
- Develop application guidelines and selection criteria that prioritize locals with limited financial resources and ensure equitable geographic distribution of grants;
- Require grant recipients to submit reports documenting their activities and outcomes to build a knowledge base that can strengthen future organizing efforts across the NEA;
- Promote this partial grant program widely to local NEA affiliates.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$60,000.

NEW BUSINESS ITEM 92

REFERRED TO THE EXECUTIVE COMMITTEE AS MODIFIED

The NEA president shall convene a virtual ad hoc committee to define the protocol to be used when an NEA director alternate is to be called to serve as a substitute director for an NEA Board meeting.

Cost Implications:

This item cannot be accomplished with current staff and resources under the 2025-26 Modified Strategic Plan and Budget. It would cost an additional \$21,000.

LEGISLATIVE AMENDMENTS

Legislative Amendment 1

ADOPTED

Location: IV.B.a.23
Add New Item: NEA Opposes

legislation that limits, delays, or prohibits international educators from obtaining visas to work in U.S. public schools.

Legislative Amendment 2

ADOPTED

Location: IV.A.e.06
Add New Item: NEA Supports

a federal mandate for fertility preservation services for iatrogenic infertility. Coverage must be provided for standard fertility preservation services when a medical treatment may directly or indirectly cause iatrogenic infertility. “Fertility preservation services:”

(A) means procedures, products, medications and services intended to preserve fertility, consistent with established medical practice and professional guidelines published by the American Society for Reproductive Medicine, the American Society of Clinical Oncology, or their successor organization or a comparable organization for an individual who has a medical or genetic condition or who is expected to undergo treatment that may directly or indirectly cause a risk of impairment of fertility, and

(B) includes, but is not limited to, the procurement and cryopreservation of gametes, embryos, and reproductive material and storage from the date of cryopreservation until the individual reaches the age of thirty, or for a period of not less than five years, whichever is later.

Legislative Amendment 3

ADOPTED

Location: I.G
Add New Item: NEA Supports

government-funded research on the impact(s) of AI in education.

Legislative Amendment 4

ADOPTED

Location: I.J.11
Add New Item: NEA Supports

legislative and regulatory efforts to prevent early termination of services for students with disabilities based solely on diploma or equivalency status.

Legislative Amendment 5

ADOPTED

Location: IV.C
Add New Item: NEA Supports

legislation regarding artificial intelligence (AI) that: establishes systems, processes, and structures created to reduce bias, includes parent notification of AI tools being utilized within a school and/or district, furthers equity in access to AI tools, increases stakeholder voice in spaces where choices around the use of AI technology are being made, and mitigates or reduces the environmental impact of AI

Legislative Amendment 6

WITHDRAWN

Legislative Amendment 7

WITHDRAWN

Legislative Amendment 8

ADOPTED AS MODIFIED

Location: I.A.13.
Amend Existing Item: NEA Supports

education programs that ensure equitable educational opportunities for English language learners and migrant students, regardless of immigration status

Legislative Amendment 9

WITHDRAWN

Legislative Amendment 10

DEFEATED

Legislative Amendment 11

DEFEATED

Legislative Amendment 12

DEFEATED

RESOLUTIONS

Amendment 1

DEFEATED

Amendment 2

ADOPTED

A-24. Tax Reform Summary Booklet Page 17, Line 73

d. Reflect the findings of comprehensive studies of the total individual and corporate tax burden that show the benefits of tax policies that improve the quality of life for the working and middle classes.

Amendment 3

ADOPTED

B-18. Asian, Native Hawaiian, and Pacific Islander Education Summary Booklet Page 24, Line 86

new letter f. Hiring, promotion, and retention of Asian, Native Hawaiian, and Pacific Islander educators

Amendment 4

ADOPTED

B-36. Education for All Students with Disabilities Summary Booklet Page 27, Line 128

new letter b. The Association believes that students with disabilities are entitled to receive special education and related services until the student exits due to age and/or receives a high school diploma or equivalent.

Amendment 5

ADOPTED

New B. Arab American Education RA Report

The National Education Association recognizes that the complex and diverse needs of Arab American children require the direct involvement of Arab American educators, parents/guardians, community leaders, and groups to assure the development of adequate and equal educational programs. The Association believes that incorporating honest and accurate Arab American history, culture, and perspectives into the curriculum, fosters cultural understanding and appreciation among students. By doing so, the Association aims to combat negative stereotypes and ensure Arab American students feel seen and included in the school environment. The Association believes in racial equity principles at all levels of policymaking and efforts that provide for:

- a. The incorporation of Arab American history, culture, and contributions into their curriculum. This includes highlighting Arab American leaders, scientists, public servants, and other prominent Arab American figures
- b. Countering negative stereotypes and misconceptions about Arab Americans, ensuring that students are educated about the diversity of the Arab American community
- c. Recognition of Arab American educators as role models
- d. Involvement of Arab American educators in developing educational materials used in classroom instruction
- e. Trainings that address the alarming level of discrimination against and bullying of Arab American students in the public school system
- f. Dissemination of information and programs that include the values, heritage, language, culture, and history of Arab Americans and the three various eras of Arab immigration to the United States
- g. Protection of undergraduate and graduate ethnic studies programs at universities and community colleges, and course offerings at the high school level
- h. Recognizing Arab American Heritage Month, where schools can create a more supportive environment for Arab American students, making them feel seen and heard
- i. Driving systemic changes in education, such as incorporating Arab American studies into teacher training programs and reforming state standards to remove the constantly perpetuated misconceptions and stereotypes that have been rampant in our system.

Amendment 6

DEFEATED

Amendment 7

ADOPTED

C-8. Comprehensive School Health, Social, and Psychological Programs and Services RA Report Page 10, Line 9-10

line 9: with a school psychologist-to-student ratio
line 10: at least one school psychologist to every 500

Amendment 8

ADOPTED

F-74. Social Security RA Report Page 14, Line 10

Any future effort to reinstate the Government Pension Offset (GPO) or Windfall Elimination Provision (WEP) or to introduce similar policies or legislation that reduce or revoke Social Security benefits from public employees, including those already receiving benefits.

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Exhibit H

Letter to NEA Leadership

Updated: Aug 23, 2025



July 15, 2025

The NEA Jewish Affairs Caucus sent the following letter to President Pringle and the NEA Executive Committee regarding the experiences of our delegates at the 2025 NEA Representative Assembly in Portland, Oregon.

Subject: Protecting Jewish NEA Members

President Pringle and the NEA Executive Committee,

As members of the NEA Jewish Affairs Caucus, we write to you with deep concern regarding events that took place at the annual NEA Representative Assembly (RA) in Portland, Oregon. Individual Jewish delegates were vocally mocked, harassed, and threatened in ways that dishonor our union. We are counting on your leadership to denounce these behaviors and to set an example by faithfully confronting Jew-hatred today. Your recent statement rightly called antisemitism an “insidious hate and cancer,” yet it did not address the specific events Jewish delegates experienced in Portland. These experiences were not abstract or historical; they were immediate, painful, and have caused lasting harm.

We reached out to our delegates who attended the RA and asked them to share their experiences. Here is what they reported:

- Jewish delegates were repeatedly singled out by other delegates with questions like “How do you feel about the babies dying in Gaza?” and “Do you support Israel?” solely because they are Jewish. These were not invitations to meaningful dialogue among colleagues with differing views, but rather “gotcha” questions designed to identify, isolate, and belittle American Jews. Some delegates physically surrounded Jewish speakers on the floor, creating an environment that seemed intended to intimidate them.
- On the RA floor, delegates questioned whether Jewish American Heritage Month was worth recognizing and whether the NEA Jewish Affairs Caucus should have input into providing resources through the NEA, immediately after supporting similar measures for other groups. One delegate implied that a Jewish speaker was a “White Supremacist” for opposing the promotion of a curriculum organization that published content they deemed biased. Another delegate speaking on the floor slandered the NEA Jewish Affairs Caucus. Despite

reporting this slander through proper channels, to the best of our knowledge, it was not addressed, and delegates in the Representative Assembly never learned the truth.

- As a Jewish delegate from Colorado spoke in opposition to severing ties with the ADL, she referenced the death of Karen Diamond, an 82-year-old Holocaust survivor who was burned alive by a Molotov cocktail at a peaceful demonstration in Boulder. Her recounting of this horrific death was met with laughter and clapping by some participants in the assembly. This was beyond political; it was inhuman and repulsive.
- Several of our Jewish delegates reported that the shunning, harassment, and antisemitic comments continued when sitting with their state caucuses, forcing them to move to different sections of the hall simply to feel safe enough to raise their hands and vote.
- Many of the delegates exhibiting hatred toward our Jewish caucus members wore articles of clothing that bore slogans or memes and/or have become associated with anti-Israel sentiments, including verbal and physical violence against Jews.
- The body voted in favor of referring a new business item calling for severing ties with the Anti-Defamation League to the NEA Executive Committee, rejecting its experienced guidance on protecting *all* marginalized students. Some delegates cheered and danced, despite the vote changing nothing, as the NEA had no existing partnership and NEA leadership had reportedly already removed links to the ADL from their website. Those delegates simply welcomed the opportunity to condemn a Jewish organization for being Jewish.
- On the last day, our Executive Chair twice submitted points of privilege to acknowledge the 50th anniversary of our Jewish Affairs Caucus. Despite receipt of her points of privilege being confirmed, when the moment came, she was not permitted to speak. It is now clear whose voices are not welcome within our union.

Most unfortunate of all was how the NEA's official statement framed the situation, as if U.S. classrooms were an extension of the battleground in Gaza. In trying to appear balanced, it paired antisemitism with vague references to anti-Palestinian bias, for which no instances were cited, as if combating antisemitic behavior were somehow an act of anti-Palestinian bias. Presenting human dignity as a zero-sum game is perilous for all minorities. History teaches us that when one minority is deprived of its humanity without comment, others will be too.

President Pringle, this was a deeply painful experience for our Jewish delegates. You have the chance to use your voice to protect thousands of marginalized teachers, students, families, and communities across the country, who are facing similar struggles within their local communities, and we are here to support you. Together, we can model what it truly means to stand against antisemitism and all irrational, provocative prejudice to ensure that all educators and students feel safe and valued.

For these reasons, we urge the NEA Executive Committee to take the following steps:

1. Establish clear standards for speech and conduct at the RA and in all union spaces, with fair consequences to ensure hostile or discriminatory remarks and proposals are not left unchecked.
2. Reject New Business Item #39, which seeks to sever ties with the ADL, and state clearly that it is an antisemitic attack on a respected civil rights organization targeted for its Jewish ties. The committee should also affirm that the false claims made against the ADL on the RA floor lack merit and that the ADL's long record of fighting hate deserves NEA's support.
3. Recognize that the behavior of many delegates shows our union urgently needs education and resources on Jewish culture and defining antisemitism. We urge you to support initiatives like the two NBIs that were referred to the Executive Committee by members of the NEA Jewish Affairs Caucus, which aim to combat antisemitism, and allow members to identify as ethnically Jewish.
4. Allow our Jewish members to identify demographically as Jewish, affording us the same respect and acknowledgement already afforded many of our marginalized communities.
5. Commit to promoting resources and celebrations for all marginalized communities equally, as part of the strategic plan and

5. Commit to promoting resources and celebrations for all marginalized communities equally, as part of the strategic plan and budget. The NEA should lead by example, offering these resources in collaboration with members of each community to ensure that all heritage months and major holidays, including Jewish American Heritage Month, receive the same authentic support and visibility as others. This will help ensure that no group ever has to debate its value on the Representative Assembly floor again.

Many Jewish educators left Portland questioning whether they still have a home in the union they have long served. We ask you to help rebuild that trust by showing, through real action, not just cautious or equivocal statements, that the NEA stands with all its members in how it conducts its business. This is your moment to make it right, and we hope you will meet the challenge.

We look forward to working with you and the Executive Committee to uphold the NEA's highest ideals of solidarity, respect, and justice for all.

With hope and in unity,

The NEA Jewish Affairs Caucus Executive Committee

[NEA JAC Statements](#)

National Education Association (NEA) members form caucuses around issues of common concern. A caucus is not an NEA entity and does not speak for or reflect views of NEA. Any NEA member group represented by the caucus, or who supports its goals, is eligible to join.



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Exhibit I

RAND PAUL, OF KENTUCKY
SUSAN M. COLLINS, OF MAINE
LISA MURKOWSKI, OF ALASKA
MARKWAYNE MULLIN, OF OKLAHOMA
ROGER MARSHALL, OF KANSAS
TIM SCOTT, OF SOUTH CAROLINA
JOSH HAWLEY, OF MISSOURI
TOMMY TUBERVILLE, OF ALABAMA
JIM BANKS, OF INDIANA
JON HUSTED, OF OHIO
ASHLEY MOODY, OF FLORIDA

BERNARD SANDERS, OF VERMONT
PATTY MURRAY, OF WASHINGTON
TAMMY BALDWIN, OF WISCONSIN
CHRISTOPHER MURPHY, OF CONNECTICUT
TIM Kaine, OF VIRGINIA
MARGARET WOOD HASSAN, OF NEW HAMPSHIRE
JOHN W. HICKENLOOPER, OF COLORADO
EDWARD J. MARKEY, OF MASSACHUSETTS
ANDY KIM, OF NEW JERSEY
LISA BLUNT ROCHESTER, OF DELAWARE
ANGELA D. ALSOBROOKS, OF MARYLAND

United States Senate

COMMITTEE ON HEALTH, EDUCATION,
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MATT GALLIVAN, MAJORITY STAFF DIRECTOR
WARREN GUNNELS, MINORITY STAFF DIRECTOR

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December 18, 2025

VIA ELECTRONIC TRANSMISSION

Rebecca Pringle
President
National Education Association
1201 16th Street, NW
Washington, DC 20036-3290

Dear Ms. Pringle:

I write to you today concerning allegations of antisemitism within the National Education Association (NEA). As Chairman of the Senate Committee on Health, Education, Labor, and Pensions (HELP), I find these reports deeply troubling.

The Jewish people have suffered assaults on their identity, religion, culture, and lives for millennia. Disturbingly, we are witnessing a rise in antisemitic sentiment across the Western world, including in the United States. Let me put it plainly: antisemitism in all its forms is abhorrent and has no place within our society, especially at our K-12 schools, higher institutions of learning, workplaces, and within unions.

I. Native Land Digital Map

On October 8, 2025, the NEA sent a mass email to nearly 3 million members celebrating “indigenous lands” and sharing resources to teach students about the “land we occupy,” which included a map from Native Land Digital that used the modern-day State of Israel’s boundaries to represent an area listed only as “Palestine.”¹ Native Land Digital’s maps trace global geographical locations to tribal groups, in most cases, going back centuries.² However, the map of “Palestine” does not list specific tribes, unlike other geographical areas of the map.³ Even worse, Native Land

¹ Anna Young, *Largest US Teachers Union Sends 3M Members Map that Completely ‘Erases’ Israel: ‘Inexcusable Lapse’*, NY Post (Oct. 10, 2025), <https://nypost.com/2025/10/10/us-news/nea-sends-3m-members-disturbing-map-that-completely-erases-israel/>; Native Land, <https://native-land.ca/maps/native-land> (last accessed Dec. 8, 2025).

² Native Land, <https://native-land.ca/maps/native-land> (last accessed Dec. 8, 2025).

³ *Id.*

Digital recommended resources linked to terror-supporting organizations, who have expressed support of the October 7, 2023, Hamas-led attack on Israeli civilians.⁴

In the backlash that followed, the NEA scrubbed the resource and issued a statement that the “external resource . . . does not meet [its] standards.”⁵ However, the NEA issued no apology to its Jewish members for this inexcusable, glaring error, nor did it advise its members to stop using the resources.⁶ Native Land Digital’s map still has not been corrected to reflect a more accurate history of the area.⁷

Finally, the NEA diluted its statement against antisemitism by combining it with condemnations of “anti-Palestinian bigotry, anti-Arab racism...[and] discrimination against all people,” including “the Native and Indigenous peoples across North America whose history and culture has too often been erased.”⁸

II. Antisemitism at the 2025 NEA Representative Assembly (RA)

A. New Business Item (NBI) 39: Attempted Boycott of ADL

At the NEA’s annual RA in July 2025, delegates voted to have the NEA Executive Committee review NBI 39, which, if approved, would refrain the NEA from using, endorsing, or publicizing materials from the Anti-Defamation League (ADL) or participating in ADL programs.⁹ Although the NEA Board of Directors later voted not to adopt NBI 39, your public statements criticizing the ADL afterward effectively undercut the Board’s decision.¹⁰

⁴ Anna Young, *Largest US Teachers Union Sends 3M Members Map that Completely ‘Erases’ Israel: ‘Inexcusable Lapse’*, *supra* note 1.

⁵ Press Release, Nat’l Educ. Ass’n, Update on External Indigenous Resource (Oct. 10, 2025), <https://www.nea.org/about-nea/media-center/press-releases/update-external-indigenous-resource>.

⁶ *Id.*

⁷ Native Land, <https://native-land.ca/maps/native-land> (last accessed Dec. 8, 2025).

⁸ Press Release, Nat’l Educ. Ass’n, Update on External Indigenous Resource, *supra* note 6.

<https://www.nea.org/about-nea/media-center/press-releases/update-external-indigenous-resource>

⁹ Press Release, Staci Maiers, NEA Statement on Action Taken by Delegates at 2025 Representative Assembly, Nat’l Educ. Ass’n (July 10, 2025), <https://www.nea.org/about-nea/media-center/press-releases/nea-statement-action-taken-delegates-2025-representative-assembly>.

¹⁰ Press Release, Becky Pringle, NEA Statement on Action Taken by Delegates at 2025 Representative Assembly, Nat’l Educ. Ass’n (July 18, 2025), <https://www.nea.org/about-nea/leaders/president/from-our-president/2025-representative-assembly-update>

B. Harassment of Jewish Delegates

In addition to the boycott of the ADL, it is reported that Jewish delegates were vocally mocked, harassed, shunned, and threatened at the RA.¹¹ According to a letter from the Jewish Affairs Caucus (JAC) addressed to you and the NEA Executive Committee, Jewish delegates at the RA were repeatedly cornered, booed, and asked “gotcha” questions such as, “How do you feel about the babies dying in Gaza?” and “Do you support Israel?” solely because of their Jewish identity.¹² In addition, some delegates laughed and clapped when a Jewish delegate referenced the death of 82-year-old Holocaust survivor, Karen Diamond, who was burned alive by a Molotov cocktail at a peaceful protest in Colorado in June of 2025.¹³ The reports of such behavior anywhere, let alone by our children’s educators at a gathering of the nation’s largest union, are shocking.

III. Questionable New Business Items (NBIs)

In July, the NEA released its 2025 Handbook, which included questionable NBIs submitted at the 2024 RA—both those approved by the Assembly and those referred to the NEA Board of Directors.

A. NBI 83: International Holocaust Remembrance Day

Among NBIs passed by the Assembly was NBI 83, International Holocaust Remembrance Day, which promoted a version of the Holocaust that significantly glossed over and failed to mention the attempted annihilation of the Jewish people under the Nazi regime, as well as the acknowledgment that even though all victims were not Jews, all Jews were victims. Instead, the Handbook stated that the “NEA shall promote the celebration of International Holocaust Remembrance Day . . . to recognize the more than 12 million victims of the Holocaust from different faiths, ethnicities, races, political beliefs, genders, and gender identification, abilities/disabilities, and other targeted characteristics.”¹⁴

B. NBI 6: Palestinian Nakba Education

In addition, the NEA Board approved NBI 6, Palestinian Nakba Education, to “educate members and the general public about the history of the Nakba,” described by the NEA as “the forced, violent displacement and dispossession of at least 750,000 Palestinians from their homeland in 1948 during the establishment of the State of Israel.”¹⁵ However, NBI 6

¹¹ NEA Jewish Affairs Caucus, Letter to NEA Leadership (July 15, 2025), <https://www.neajacausus.org/post/letter-to-nea-leadership>.

¹² *Id.*

¹³ *Id.*

¹⁴ Nat’l Educ. Ass’n, NEA Handbook 2025 (on file with Committee).

¹⁵ *Id.*

does not mention the attacks by Palestinian Arabs and armies from neighboring Arab countries on Jewish cities, settlements, and armed forces during the 1948 Arab-Israeli war, nor does it discuss the United Nation's role in the establishment of a Jewish state.¹⁶

C. NBI 7: Anti-Zionism and Antisemitism Information

Moreover, the NEA Board approved NBI 7, Anti-Zionism and Anti-Semitism Information, which would “educate members about the difference between anti-Zionism and antisemitism.” However, NBI 7 does not seek to include counter viewpoints including holistic discussions on the interweaving of Jewish identity and culture to their homeland.

Although the NEA issued an official statement clarifying that it had “updated” the Handbook to more appropriately reflect the Holocaust, there was again no apology. Instead, the NEA's retroactive statement appears to be a sloppy, insincere, and reactionary attempt to move on from its unacceptable behavior.¹⁷ It is unclear whether the NEA released an updated Handbook that more accurately reflects the history of the Holocaust, addresses NBIs pertaining to the Nakba, or provides guidance on the difference between anti-Zionism and antisemitism. In light of the NEA Board's vote to approve these NBIs, it does not appear that the NEA plans to revisit these NBIs.

IV. Pattern of Hostility Toward Jewish NEA Members

As a result of the NEA's seeming indifference to the sentiments of Jewish NEA members and the organization's tepid response to growing antisemitism, Jewish NEA members have informed the Committee that they are feeling increasingly threatened and ostracized. For example, after the NEA endorsed resources that erased Israel off the map, some Jewish NEA members tried to leave the NEA only to be told that their decision to leave was “short-sighted” and that they must continue to pay approximately \$1,000 in annual NEA dues because of internal application deadlines. Additionally, others who have tried to leave the NEA but remain in their state and local unions have been told they cannot do so, despite approximately 80 percent of annual union dues going to state and local union membership.

Committee staff have also learned of incidents where the NEA Union Representatives at schools have become increasingly hostile towards Jewish educators, including Jewish NEA members. In addition to posting antisemitic content, these NEA Union Representatives have targeted Jewish NEA educators at local schools for voicing opinions supportive of Israel. Statements made by NEA

¹⁶ U.S. Dep't of State, Office of the Historian, <https://history.state.gov/milestones/1945-1952/arab-israeli-war>; U.N. Docs 181, Resolution Adopted on the Report of the *Ad Hoc* Committee on the Palestinian Question, [https://docs.un.org/en/A/RES/181\(II\)](https://docs.un.org/en/A/RES/181(II)).

¹⁷ Press Release, Nat'l Educ. Ass'n, Statement on the NEA Handbook (July 24, 2025), <https://www.nea.org/about-nea/media-center/press-releases/statement-nea-handbook>.

Union Representatives toward Jewish NEA members include, “October 7th has been debunked,” “[you] are a lobbyist,” “we don’t need lobbyists,” and “antisemitism is only swastikas and nothing antisemitic is happening here.” Jewish NEA educators have reported that the NEA has no grievance process available and as such, many feel that their voices have not been represented at NEA voting events.

In 1906, Congress chartered the NEA “to elevate the character and advance the interests of the profession of teaching; and to promote the cause of education in the United States.”¹⁸ A century later, the NEA has lost sight of its original purpose, becoming entrenched in political and activist causes far outside its area of expertise and failing to advance our children’s learning. Math and reading scores are at historic lows; the average reading score among high school seniors is now at the lowest it has been since 1992, and average math scores among this cohort are also at their lowest levels since 2005.¹⁹

The NEA’s misplaced priorities—focused on political activism, foreign policy, and environmental and social justice causes—are harming, not helping, our children. Concurrently, the NEA’s policies are hostile to its own Jewish NEA members by condoning antisemitic behavior and sidelining aired grievances, making them feel ostracized as a result.

To cooperate with the Committee’s investigation, please respond to the following questions, on a **question-by-question basis**, no later than **January 15, 2026**.

Native Land Digital Map

1. Which person(s) at the NEA were responsible for recommending Native Land Digital as a resource to teach on the history of Israel-Palestine?
 - a. How did they arrive at the decision to recommend Native Land Digital’s resources?
 - b. Has the NEA held the person(s) responsible for this error accountable through disciplinary action or termination? If not, please explain why.

2. How does the NEA vet the resources it recommends to its 3 million members? Please describe the vetting process, the frequency of reviews, and provide unredacted copies of all applicable policy and guidance documents.
 - a. Did the NEA use this same vetting process to vet the contents of Native Land Digital’s resources? If not, please explain why.

¹⁸ 36 U.S.C. § 151102.

¹⁹ Nation’s Report Card, NAEP Report Card: Grade 12 Reading (2025), <https://www.nationsreportcard.gov/reports/reading/2024/g12/>; Nation’s Report Card, NAEP Report Card: Grade 12 Mathematics (2025), <https://www.nationsreportcard.gov/reports/mathematics/2024/g12/>.

3. How did you, the Executive Committee, and the NEA Board learn about the incident involving Native Land Digital’s resources?
 - a. What steps, if any, did you take in response to this incident?
 - b. What measures, if any, did you put in place to ensure that a similar incident does not occur in the future?

4. Following the public backlash to the NEA’s recommendation of the Native Land Digital resource, the NEA issued a formal statement on the incident and posted it to the NEA website.²⁰
 - a. Did the NEA issue a formal apology strictly to its Jewish members who were deeply offended by NEA’s error? If not, please explain why.
 - b. Did the NEA instruct its members to stop using Native Land Digital resources, or recommend a more appropriate resource that includes a map of the State of Israel? If not, please explain why.
 - c. The NEA’s official statement released on October 10, 2025, stated, “our team is working to identify a resource that meets our specific needs and standards.”²¹ Please describe the “needs and standards” that informed, or will inform, the selection of this resource.
 - i. Has the NEA identified an alternative resource? If so, please describe the selection process and provide policies or guidance documents that informed the NEA’s decision.
 1. If not, please explain why an alternative resource has not yet been identified.

Antisemitism at the 2025 NEA RA

5. Were you aware that Jewish delegates at the 2025 NEA RA in Portland were booed, mocked, harassed, shunned, and threatened for being Jewish?²²
 - a. Did either you or other NEA leadership apologize to the Jewish delegates who experienced this harassment?
 - b. What steps, if any, have you taken to allay the concerns of Jewish NEA members who fear for their physical safety at future NEA events?
 - c. What measures, if any, has the NEA taken to prevent such incidents of harassment from recurring at future RAs or NEA events?

²⁰ Press Release, Nat’l Educ. Ass’n, Update on External Indigenous Resource, *supra* note 6.

<https://www.nea.org/about-nea/media-center/press-releases/update-external-indigenous-resource>

²¹ *Id.*

²² NEA Jewish Affairs Caucus, Letter to NEA Leadership, *supra* note 16.

6. Please explain any actions you have taken in response to NEA delegates who cheered the death of Holocaust survivor, Karen Diamond.²³

Questionable New Business Items

7. Please explain the process by which NBIs are adopted by the NEA.
8. Please describe the process by which NBIs are referred to the Executive Committee or the Board of Directors for consideration.
9. Please describe the voting process for NBIs forwarded to the Executive Committee and to the NEA Board of Directors.
 - a. Who decides which members of the Board will vote on a particular NBI?
 - b. How is this decision made? Please specify any factors affecting the decision-making process.
10. Please describe the appeals process, if any, for NBIs accepted or rejected by the Executive Committee and Board of Directors.
11. Please provide a list of all organizations that the NEA has boycotted over the last 10 years either through the RA or through a direct decision of the NEA Executive Committee or Board of Directors. In your response, please explain:
 - a. if these organizations were official NEA partners;
 - b. why these organizations were boycotted; and
 - c. whether these organizations were boycotted through NBIs or by the autonomous decision of the NEA Executive Committee or Board of Directors.
12. Given that the NEA and ADL do not have a formal partnership, why was NBI 39 proposed and voted on at the RA, and then referred to the Executive Committee?
13. How many members of the NEA's Executive Committee and Board of Directors have participated in pro-Palestine marches and activism?
14. On December 8, 2023, you reposted on X statements made by NEA's partner, Education International, on the Israel-Gaza conflict with calls for a ceasefire in Gaza.²⁴ Given

²³ *Id.*

²⁴ Becky Pringle (@BeckyPringle), X, *With the end of the temporary truce, the need for a ceasefire in Gaza is growing. We join our partner organizations like @eduint, along with Jewish and Muslim leaders across the globe in the urgent*

your public statements on the conflict, did you recuse yourself from voting on NBI 39? If not, please explain why.

15. On February 10, 2024, the NEA Board of Directors reaffirmed your December 8 X post calling for a ceasefire in Gaza.²⁵
 - a. Ahead of the Executive Committee and Board’s vote on NBI 39, how did you ensure that the vote would be representative of pro-Israel voices?
 - b. Did other members of the NEA Board who supported calls for a ceasefire in Gaza recuse themselves from voting on NBI 39? If not, please explain why.
 - c. In February 2024, NEA Secretary-Treasurer, Noel Candelaria, praised the NEA Board’s decision to call for a ceasefire in Gaza and later publicly sought donations for students and educators in Gaza.²⁶ Did Mr. Candelaria recuse himself from voting on NBI 39? If not, please explain why.
 - d. Did you or any members of the Executive Committee and Board publish posts or release statements calling for the return of hostages taken on October 7? What about posts or statements on calling for the recognition of Israel’s right to exist as a country?

16. Did the NEA make any revisions to or remove NBI 6 (Palestinian Nakba Education) and/or NBI 7 (Anti-Zionism and Anti-Semitism Information)? If so, please provide unredacted copies of these revisions. If not, please explain why.
 - a. In regard to NBI 7, please explain how the NEA “will use existing digital communication tools to educate members about the difference between anti-Zionism and antisemitism.” Please provide unredacted copies of all publications, policies, manuals, and literature that will be used as part of this educational activity.

NEA Handbook

17. Please describe the process by which the NEA Handbook is compiled each year.

call for an end to the violence (Dec. 8, 2023, at 09:46 AM), <https://x.com/BeckyPringle/status/1733135900543004722> (reposted from David Edwards, @daveswords).

²⁵ Press Release, Miguel Gonzalez, NEA Board of Directors Takes Action to Reaffirm NEA’s Call for a Ceasefire Between Israel and Hamas (Feb. 10, 2024), <https://www.nea.org/about-nea/media-center/press-releases/nea-board-directors-takes-action-reaffirm-neas-call-ceasefire-between-israel-and-hamas>.

²⁶ Noel Candelaria (@NoelCandelaria), X, *Proud of the action our NEA Board of Directors took today to reaffirm our call for a cease-fire. Join us and tell Congress to pass the resolution calling for a mutual cease-fire between Israel & Hamas & facilitate humanitarian aid for Gaza.* (Feb. 10, 2024, at 06:08 PM), <https://x.com/NoelCandelaria/status/1756455159784255577>; Noel Candelaria (@NoelCandelaria), X, *@NEAToday along w/ our international affiliate @eduint have been raising funds for the educators & students impacted in Gaza. Join us & donate to keep bringing joy to Palestinian children. Funds go directly to them through Education International* (Feb. 13, 2024, at 12:28 PM), <https://x.com/NoelCandelaria/status/1757819141858177324>.

18. Did NEA leadership vet the contents of the 2025 Handbook before it was published? If not, please explain why.
19. Has the NEA recognized International Holocaust Remembrance Day prior to 2024?
 - a. If International Holocaust Remembrance Day has been recognized in previous years, please explain the NEA's decision to add it to the Handbook as an NBI in 2024.
 - b. If it has not been previously recognized, please explain why this NBI was approved by the NEA Board of Directors in a manner that removed all reference to the six million Jews killed during the Nazi regime.
20. Has the NEA published a revised Handbook with all the NBIs that were approved for this year? If so, please provide unredacted copies of the Handbook and all NBIs that were approved by the NEA Executive Committee and/or Board of Directors.
 - a. If a revised version of the Handbook has yet to be published, please explain why.

Pattern of Hostility Toward Jewish NEA Members

21. The Committee has received allegations that neither you nor NEA Vice President, Princess Moss, have responded to emails and requests from the Jewish Affairs Caucus asking that the NEA support its Jewish members and make public statements addressing antisemitism. Please respond to these allegations and, if true, explain why you haven't responded.
 - a. Will either you or Ms. Moss, in your official capacities as NEA leaders, make a public statement strictly addressing antisemitism? If not, please explain why.
22. Please explain what action(s) you or the NEA Board have taken, or plan to take, in response to hostilities towards Jewish NEA members and educators at K-12 schools?
23. Please explain what grievance process(es), if any, Jewish NEA members have available at national, state, and local levels to voice their concerns regarding antisemitism within the union.
24. Please explain how you and the NEA Board will ensure Jewish voices are properly represented at NEA voting events, including future RAs.

NEA Representation of Jewish Members

25. The Committee has learned that Jewish NEA members have been unable to apply to serve as NEA RA delegates under a minority category, such as Middle East or North African (MENA).
- a. Does the NEA restrict the ability of its Jewish members to self-identify as part of an ethnic minority, such as MENA, for the purposes of applying to the RA as a delegate? If so, please explain why.
26. According to the Pew Research Center, there are approximately 7.5 million Jewish people in the United States, which makes up roughly 2.4 percent of the total U.S. population.²⁷
- a. Does the NEA consider its Jewish members as part of a minority group? Please explain.
 - b. Does the NEA collect demographic data of its Jewish members alongside members of other ethnicities to ensure ethnic-minority delegate representation, as outlined in NEA Bylaw 3-1(g)?
 - c. How does the NEA ensure its Jewish members “achieve ethnic-minority delegate representation at least equal to the proportion of identified ethnic-minority populations within the state” (NEA Bylaw 3-1(g))? Please explain.

NEA Jewish Members’ Departure

27. How many Jewish NEA members have sought to leave the NEA since July 2025?
- a. Have these members been permitted to leave the Association? If not, please explain why.
28. If Jewish NEA members wish to leave the national Association due to feelings of antisemitism, will the NEA allow these members to leave without paying their remaining dues?
- a. Will the NEA allow these members to leave the national Association, while remaining in their local and state chapters?

NEA Activism

29. On many occasions, the NEA has issued official statements condemning antisemitism in the same sentence as “anti-Arab and anti-Palestinian bigotry,” as well as

²⁷ Pew Research Center, Jewish Americans in 2020, The Size of the U.S. Jewish Population (May 11, 2021), <https://www.pewresearch.org/religion/2021/05/11/the-size-of-the-u-s-jewish-population/>.

- Islamophobia.²⁸ Will the NEA issue a formal statement exclusively condemning antisemitism without including “anti-Palestinian bigotry, anti-Arab racism, and all forms of discrimination against all people”?²⁹
- a. If not, please explain why antisemitism has never been mentioned as a standalone issue.
30. The NEA has been extremely active in both domestic and global politics. On December 8, 2023, you called for a ceasefire in Gaza, along with NEA partner, Education International.³⁰ On February 10, 2024, the NEA Board of Directors reaffirmed your call for a ceasefire between Hamas and Israel.³¹ Both of these were released in official press statements.
- a. Did either you or the NEA Board issue a formal statement or press release in support of the Trump administration’s Gaza ceasefire agreement negotiated in October 2025? If not, please explain why.
31. On October 17, 2023, you stated, “[w]e also have a moral imperative to educate people about antisemitism, Islamophobia, and about how to support Jewish and Muslim students and communities.”³²
- a. Have you or the NEA Board issued a formal statement on the ongoing genocide in Darfur, Sudan, where recent fighting between the Sudanese Army and the Rapid Support Forces (R.S.F) has resulted in the mass killing of tens of thousands of Muslims?³³ If not, please explain why.

²⁸ See generally <https://www.nea.org/about-nea/leaders/president/from-our-president/2025-representative-assembly-update>; Press Release, Nat’l Educ. Ass’n, Update on External Indigenous Resource, *supra* note 6 <https://www.nea.org/about-nea/media-center/press-releases/update-external-indigenous-resource>; Press Release, Nat’l Educ. Ass’n, NEA President: ‘In the face of the dangerous rise in anti-Jewish and anti-Muslim bigotry and violence, we all should meet the moment and forcefully condemn hate.’ (Oct. 17, 2023), <https://www.nea.org/about-nea/media-center/press-releases/nea-president-face-dangerous-rise-anti-jewish-and-anti-muslim-bigotry-and-violence-we-all-should>.

²⁹ Press Release, Nat’l Educ. Ass’n, Update on External Indigenous Resource, *supra* note 6. <https://www.nea.org/about-nea/media-center/press-releases/update-external-indigenous-resource> <https://www.nea.org/about-nea/media-center/press-releases/update-external-indigenous-resource>

³⁰ Becky Pringle (@BeckyPringle), X, *supra* note 22.

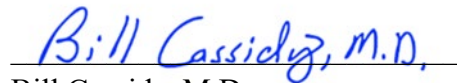
³¹ Nat’l Educ. Ass’n, Motion to Reaffirm NEA’s Call for a Ceasefire Between Israel and Hamas (Feb. 10, 2024), <https://www.nea.org/resource-library/motion-reaffirm-neas-call-ceasefire-between-israel-and-hamas>.

³² Press Release, Eric Jotkoff, NEA President: ‘In the face of the dangerous rise in anti-Jewish and anti-Muslim bigotry and violence, we all should meet the moment and forcefully condemn hate.’ (Oct. 17, 2023), <https://www.nea.org/about-nea/media-center/press-releases/nea-president-face-dangerous-rise-anti-jewish-and-anti-muslim-bigotry-and-violence-we-all-should>.

³³ Camilla Alcini & Guy Davies, *Blood Visible from Space in Sudan Shows Evidence of Darfur Genocide: Analysts*, ABC NEWS (Oct. 31, 2025), <https://abcnews.go.com/International/blood-visible-space-sudan-shows-evidence-darfur-genocide/story?id=126985544>; Katrin Bennhold, *A Massacre Unfolding in Sudan*, N.Y. TIMES (Nov. 2, 2025), <https://www.nytimes.com/2025/11/02/world/darfur-sudan-ukraine-jamaica-japan.html>; Taryn Kaur Pedler, *The Massacre Visible from Space: Satellite Images Show Pools of Blood and Scattered Bodies at Sudanese City Where 2,000 Were Executed in 48 Hours*, DAILY MAIL (Oct. 29, 2025), <https://www.dailymail.co.uk/news/article->

- b. Has the NEA ever issued a public statement condemning the persecution of Rohingya Muslims in Myanmar?³⁴ If not, please explain why.
- c. Has the NEA ever issued a public statement condemning the genocide of Uyghur Muslims in China?³⁵ If not, please explain why.
- d. Has the NEA issued a formal statement in response to the Bondi Beach massacre which occurred during a Hannukah celebration on December 14, 2025?³⁶ If not, please explain why.

Sincerely,



Bill Cassidy, M.D.

Chairman

U.S. Senate Committee on Health,
Education, Labor, and Pensions

[15237611/The-massacre-visible-space-Satellite-images-pools-blood-scattered-bodies-Sudanese-city-2-000-executed-48-hours.html](https://www.bbc.com/news/world-asia-41566561).

³⁴ BBC, *Myanmar Rohingya: What You Need to Know About the Crisis* (Jan. 23, 2020), <https://www.bbc.com/news/world-asia-41566561>.

³⁵ Lindsay Maizland, *China's Repression of Uyghurs in Xinjiang*, Council on Foreign Relations (Oct. 3, 2025) <https://www.cfr.org/backgrounder/china-xinjiang-uyghurs-muslims-repression-genocide-human-rights>.

³⁶ Jin Yu Young, *What We Know About the Shooting at Sydney's Bondi Beach*, N.Y. TIMES (Dec. 14, 2025), <https://www.nytimes.com/2025/12/14/world/australia/what-we-know-bondi-shooting.html>.

Exhibit J

From: REDACTED

Date: July 9, 2025 at 8:49:54 AM PDT

To: kanderson@nea.org, gmarquez@nea.org, rmartin@nea.org,
ncandelaria@nea.org, cclark0566@hotmail.com, rrodriguez@nea.org,
smccann@nea.org, pmoss@nea.org, mjewell@nea.org,
bpringle@nea.org

Subject: NEA: Stand Firm Against the Discriminatory Proposal Targeting the ADL!

Dear President Pringle and Members of the Executive Committee,

I was disheartened to learn that the NEA has voted to cut ties with the Anti-Defamation League (ADL) during the Representative Assembly in Portland this week. I am writing to urge you to reject this antisemitic, discriminatory, and dangerous boycott proposal.

The ADL is one of the oldest and most respected anti-hate organizations in the world. Founded in 1913, it has advocated for the civil rights of various marginalized groups, including Black, Muslim, LGBTQ, and AAPI communities. They also created "Echoes and Reflections," a leading resource for Holocaust education. Unfortunately, NEA Educators for Palestine and the Massachusetts Teachers Association (MTA) disregard this vital work because the ADL also stands against hatred directed at Jews and the demonization of Israel, the only Jewish state.

Zionism, the belief that Jews have the right to a homeland in Israel, is central to the identity of most Jews. The Jewish people, am Yisrael, are indigenous to Israel, and its existence as a refuge for Jews fleeing persecution is crucial to ensuring that the horrors of the Holocaust are never repeated. As the renowned writer and Holocaust survivor Elie Wiesel stated, "As a Jew, I need Israel. More precisely: I can live as a Jew outside Israel but not without Israel."

When Jewish members voiced their opposition to this NBI, they were met with boos and jeers from fellow educators, many of whom wore keffiyehs and Palestinian flag scarves. This behavior is a chilling indication of how these NEA members treat Jewish and Israeli students and colleagues. Their actions reflect a contempt for diverse viewpoints and civil discourse. This antisemitic bullying creates a hostile environment that violates Title VI in classrooms and shows that their goal is indoctrination, not inclusion.

America's schools are facing significant challenges, and students' academic performance has not yet returned to pre-pandemic levels. The NEA's focus on partisan politics and divisive issues does nothing to support students and erodes trust among parents and taxpayers. While NEA Educators for Palestine and MTA members are free to engage in political activism on their own time, allowing them to misuse their power as educators discredits the entire organization and harms the majority of members who seek better working conditions. If you endorse a boycott of a respected, non-partisan organization like the ADL, you will be aiding those who wish to undermine the NEA and the public school system.

You are being asked to agree that the "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." In essence, the NEA would be committing unbudgeted funds to exclude Jewish voices, including the ADL's resources on the Holocaust. This censorship is not only despicable but also antisemitic, and it would severely damage the NEA's credibility. The ADL is the foremost authority on antisemitism, and banning them from schools will only make your members appear bigoted.

You have pledged to "focus the energy and resources of our 3.2 million members on improving the quality of teaching, increasing student achievement, and making schools safer and better places to learn." Passing this harmful motion would do the exact opposite. It would signal that Jewish students are unwelcome and unprotected in public schools, push Jewish educators out of the union and public schools, deepen divisions among members, and potentially violate Civil Rights and anti-boycott laws. Please, reject this radical motion and urge the extremist groups behind this NBI to prioritize education over antisemitic activism!

Sincerely,

[1] <https://k12trackers.substack.com/p/the-national-education-association>

[2] <https://www.jewishvirtuallibrary.org/elie-wiesel-on-living-in-israel>

[3] <https://www.nea.org/about-nea/mission-vision-values>

[4] <https://www.nea.org/sites/default/files/2025-07/20250706-ratoday-issue-5.pdf>

REDACTED

Cell/Text: (

Sent from my iPhone 13 Pro Max

Exhibit K

From: REDACTED _____
Date: July 12, 2025 at 10:15:30 AM PDT
To: bpringle@nea.org, pmoss@nea.org, kanderson@nea.org,
ncandelaria@nea.org
Subject: What I Witnessed at the NEA Representative Assembly
Shook Me to My Core

What I Witnessed at the NEA Representative Assembly
Shook Me to My Core

I've just returned from the NEA Representative Assembly in Portland. While the Long Beach delegation—aside from one glaring exception—showed up with passion, professionalism, and a deep commitment to equity and education, what I witnessed from the broader body was deeply disturbing.

Let me be clear:

- Over 7,000 educators unanimously voted to honor Asian American and Pacific Islander (AAPI) Heritage Month and the National Day of the Black Educator.

- Then, moments later, the body debated whether Jewish American Heritage Month was even worth recognizing.

Nearly half the room voted against it. Against acknowledging Jews in their so-called “inclusive” vision. Against recognizing a community with thousands of years of history, persecution, and present-day threats around the world. The community in America with the most alarming rise in hate crimes including murder of American Jews.

I watched as delegates lined up wearing keffiyehs, donned in Palestinian flags, and sporting shirts accusing Jews of genocide—ready, coordinated, and rehearsed to speak against anything remotely Jewish. These were not spontaneous remarks. They were strategic efforts to erase and vilify. In was a preplanned coordinated attack to demonize, vilify and make Jews feel unsafe.

While I felt safe in my corner of the hall—surrounded by respectful, inclusive delegates from Long Beach and suburban L.A.—many of my Jewish colleagues did not. Educators from Oregon, Los Angeles, the Bay Area, Maryland, Massachusetts, New Jersey, and Illinois felt unsafe in their assigned seating sections. Some had to relocate just to find a sense of safety among friends and allies.

There were tears. Panic attacks. Silent breakdowns.

But also moments of resilience. Of strength. Of unshakable solidarity.

The NEA Jewish Affairs Caucus and our allies did everything they could behind the scenes—working within convention rules to prevent hate from getting the microphone. But by Day 3, the floodgates opened.

And the room voted to:

- Ban collaboration with the Anti-Defamation League (ADL)
- Discredit statistics on antisemitism in schools
- Silence Jewish voices by falsely labeling them as racist

Delegates cheered. They clapped. They danced.

Some even celebrated the murder of a Jewish American in Colorado.

I was stunned. Heartbroken. Horrified.

I immediately left trembling, crying and boarded a plane back to Los Angeles at my own expense shaken to my core.

How can NEA, whose mission includes civil rights and inclusion of all, allow such a spectacle to take place. An educational convention, that if someone didn't know what it was and walked in would only see a rally about a foreign conflict with no connection to the needs of

American educators and students. Apparently, this has been going on for years under your watch. Are we the NEA or the PEA?

This is what too many educators—those entrusted with teaching our children—are now modeling. Hatred disguised as justice. Exclusion wrapped in the language of liberation.

As a history teacher dumbfounded by how a modern nation can turn against its own, I now understand what Jews in Berlin or Munich or Düsseldorf may have felt in 1936. That disorienting sense of, “This can’t be happening here.” But it is happening here.

If America falls, there is nowhere else to go. Much of the Western world is already becoming unsafe for Jews. Is our almost 400 years of history in America coming to a hateful and violent end beginning with the indoctrination of university students in false propaganda against Jews and now being sown directly into K-12 education via our unions? An entire new generation being taught hate and vitriol to America Jess.

YOU have a duty to protect. You have a duty to set the tone and direction of America’s future. Will it be one of true inclusion and unity or one of acceptable normalized embedded exclusion, harassment, hate a violence. Many of our schools are not safe for Jewish students or staff. We’ve been ringing alarm bells for years. Yet it continues unabated.

We must speak out. We must fight back against this

rising, normalized hate. We must hold our institutions accountable—especially those responsible for shaping future generations. You have a duty to stand up clear and decisively for ALL.

Silence is complicity.

Lastly, I must address the NEA's official statement responding to concerns about antisemitism. In an effort to appear balanced, the NEA conflated antisemitism with a vague reference to "anti-Palestinian bias"—an issue that, to my knowledge, was neither raised nor evidenced during the convention. It did not come from Jewish delegates. It was not the concern at hand. It was not on full and clear display. In fact, solidarity with Palestine was the order of the day. More than with any group of people on planet earth.

To equate the raw, visible antisemitism Jewish educators enmeshed with a separate geopolitical conflict is not just tone-deaf—it's dangerous. It minimizes the trauma Jewish members experienced. It undermines our inclusion. It reframes our cries for safety and recognition as inherently political or suspect. And it ties the treatment of American Jews—teachers, union members, human beings—to a foreign conflict that has no bearing on our right to be safe and seen in our own professional spaces.

Antisemitism is not a "both sides" issue. Fighting it should not be conditional or diluted. The NEA's refusal to address this crisis clearly and directly is a betrayal. We expect better. We demand better.

I am happy to discuss this issue further in an attempt to work towards solutions. I love my union. I love being an educator. There is a way forward, together that respects ALL.

REDACTED

NEA

CTA

TALB

Cell/Text: [REDACTED](#)

Sent from my iPhone 13 Pro Max

Exhibit L

From: [REDACTED]

Subject: Re: Nov. 12 Standards of Conduct Complaint

I am submitting this updated complaint regarding antisemitic discrimination I experienced as a delegate at the NEA Representative Assembly (RA) held in Portland in July.

During the RA, I met with members of the MENA Caucus and joined as an individual of Middle Eastern and North African heritage, specifically Israeli. Upon joining, I was given a sash featuring a keffiyeh-style design, an image of the Al-Aqsa Mosque, a Palestinian flag, the word "Palestine," and several phrases written in Arabic. These sashes were broadly distributed and worn by delegates throughout the convention.

After returning home, I obtained a translation of the Arabic phrases on the sash. The translations were "We will return" and "Jerusalem is ours." In the context in which they were presented, these statements can reasonably be interpreted as rejecting Israel's existence and denying Jewish rights to self-determination. This messaging is similar in tone and implication to the phrase "From the river to the sea, Palestine will be free," which has been recognized in a U.S. House Resolution and under the DOE-endorsed IHRA definition of antisemitism as an expression that can be discriminatory or hostile toward Jews.

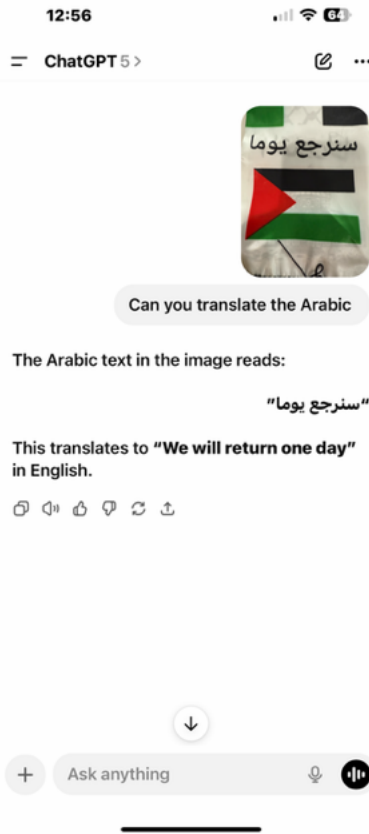
By permitting the distribution and widespread wearing of these sashes at the RA, the MENA Caucus, and by extension NEA, enabled an environment where discriminatory messaging went unaddressed. This contributed to a hostile and exclusionary atmosphere for me and likely for other Jewish and Israeli delegates. Unfortunately, this was not the only instance of antisemitism I witnessed at the RA.

I submitted a complaint and a follow-up letter in July, but I did not receive any response or acknowledgement from NEA. I am therefore resubmitting this complaint and formally requesting that NEA:

1. Acknowledge and address my complaint in a timely and transparent manner.
2. Investigate the distribution and display of materials containing messaging that may be discriminatory or exclusionary toward Jewish or Israeli delegates.
3. Ensure that all future NEA events uphold NEA's Code of Conduct, including the requirement to maintain an environment that is inclusive and free of harassment, discrimination, or hate.
4. Review the practices of the MENA Caucus to ensure it reflects the diversity of the MENA region, including its varied cultures, ethnicities, and religions, and that it does not promote materials or messaging that exclude or marginalize any group.

The MENA region is rich in diversity, and any caucus representing it should embody that diversity and uphold NEA's commitments to inclusion. If a caucus cannot do so, NEA has a responsibility to enforce its Code of Conduct and take appropriate corrective action.

I appreciate your prompt attention to this matter and look forward to a formal response outlining the steps NEA will take to ensure that all delegates, regardless of background, are treated with dignity, safety, and respect.





Can you translate the Arabic writing?

The Arabic text in the image reads:

“القدس لنا”

This translates to “Jerusalem is ours” in English.

The image also depicts the **Dome of the Rock**, an iconic Islamic landmark located in Jerusalem.

🗉 🗑️ 🔄 📌 📎



سنرجع يوما



القدس لنا



Exhibit M



From: "Walta, Jason [NEA]" <JWalta@nea.org>
Date: December 16, 2025 at 6:00:30 AM PST
To: REDACTED
Subject: Re: [EXTERNAL] - Civil Rights–Based Objection to NEA’s Dismissal of My Antisemitism Complaint and Failure to Remedy a Hostile Environment

Mr. REDACTED:

Thank you for your response. Again, I appreciate you raising these concerns with NEA through the Standards of Conduct process. There is no appeal procedure as such in the Standards of Conduct policy. However, if wish to pursue this matter further, there are two other procedures that are potentially available to you.

1. Charges against a fellow member before the NEA Review Board. Under Article VII of the NEA Constitution, the NEA Review Board is the body with the authority to censure, suspend, or expel a member for violation of the NEA Code of Ethics of the Education Profession or for "other sufficient cause." The procedures and grounds for submitting Review Board charges are set forth in the NEA Review Board Procedures, which define sufficient cause for censure, suspension, or expulsion of a fellow member to include "willful violation of a provision of the NEA Charter, Constitution, or Bylaws, the Code of Ethics of the Education Profession, or other written policy of the NEA." Charges can be initiated by (i) a "governing body of any affiliate of which the person charged is a member"; (ii) "ten or more NEA members"; (iii) NEA's "Executive Director at the request of one or more NEA members"; or (iv) NEA's Executive Director at the direction of an NEA executive officer or NEA Director. In addition, the Procedures require that charges must be submitted no "more than six months after the conduct in question occurred." Charges may be submitted to the NEA Executive Director or General Counsel by way of a letter that details the basis of the charge and the nature of the penalty sought. A properly submitted charge is presented to the Review Board, which decides whether a hearing is

warranted. If a hearing is conducted, both the charging and charged parties will receive notice of the hearing and be provided an opportunity to present evidence and arguments in support of their respective positions. At the conclusion of the hearing, the Review Board may censure, suspend, or expel a member only if six or more of the Review Board's members vote in favor of such action. A censure, suspension, or expulsion imposed by the Review Board may be appealed on procedural grounds to the NEA Executive Committee.

2. Complaints of discrimination/harassment by an "NEA representative." If you feel that you were the victim of discrimination or harassment specifically by an "NEA representative" (meaning an executive officer, employee, or agent of NEA), you can lodge a written complaint to that effect with NEA's Executive Director. That complaint will be reviewed to determine if further investigation is warranted. Any investigation will be conducted promptly and impartially. And if an investigation confirms that discrimination or harassment on the part of an NEA representative has occurred, the Executive Director will take appropriate action to end the harassment or discrimination, to remedy its effects, and to prevent it from taking place in the future. Any complaint submitted under this procedure must be received "no later than 180 days after the alleged harassment or discriminatory action took place." Such a complaint may be submitted to the NEA Executive Director or General Counsel by way of a letter that identifies the allegedly offending NEA representative(s) and details the basis for the complaint.

* * *

As for your current Standards of Conduct complaint, I will continue to treat it as closed based on the Office of General Counsel's determination that the conduct alleged in the complaint cannot constitute a violation of the Standards of Conduct because it involves expression of members' "views, arguments, or opinions" protected under Section 101 of the LMRDA.

Sincerely,
Jason Walta
NEA Deputy General Counsel

From: REDACTED

Date: Tuesday, December 9, 2025 at 2:18 PM

To: Walta, Jason [NEA] <JWalta@nea.org>

Subject: Re: [EXTERNAL] - Civil Rights-Based Objection to NEA's Dismissal of My Antisemitism Complaint and Failure to Remedy a Hostile Environment

Dear Mr. Walta,

Please let me know what the official appeal process and steps to take

are to appeal this decision.

Thank you.

REDACTED

Cell/Text: [REDACTED](#)

Sent from my iPhone 16 Pro Max

On Dec 9, 2025, at 6:53 AM, Walta, Jason [NEA] <JWalta@nea.org> wrote:

Thank you for your further response. I understand your disappointment regarding the disposition of this matter, but your complaint will remain closed.

The legal authorities provided in my initial response fully address the concerns you've raised. Because federal labor law (specifically, Section 101 of the Labor Management Reporting and Disclosures Act) guarantees the right of every NEA member "to meet and assemble freely with other members" and "to express any views, arguments, or opinions," NEA is subject to legal constraints that parallel those imposed on the government by the First Amendment when it comes to respecting free speech rights. Thus, speech and expression concerning Israel and Palestine that would be protected by the First Amendment for purposes of applying federal anti-discrimination laws would likewise be considered protected speech under the LMRDA for purposes of applying NEA's own policies concerning discrimination and harassment.

I expect that it is little comfort for me to say so, but you are certainly not alone in feeling that the protected exercise of some members' free-speech rights has left you feeling harmed or offended. Each year, NEA fields complaints from LGBTQIA+ members who feel that the materials distributed by the Ex-Gay Caucus erase or negate their identities. Many women members are justifiably offended by pro-life material they perceive as misogynist and shaming of those who elect abortions. Conservative Christian members complain that their beliefs are drowned out. And many MENA members regard displays of Israeli flags as symbols of aggression. But for better or worse, NEA's obligation in all of these scenarios is to respect the legally-protected free speech rights of our

members and to encourage them to exercise those rights in a responsible way that promotes dialogue and inclusion.

Again, we appreciate your having raised these concerns with NEA.

From: REDACTED

Date: Monday, December 8, 2025 at 7:46 PM

To: Walta, Jason [NEA] <JWalta@nea.org>

Cc: Jay Goldfisher <jaymgoldfisher@gmail.com>

Subject: [EXTERNAL] - Civil Rights-Based Objection to NEA's Dismissal of My Antisemitism Complaint and Failure to Remedy a Hostile Environment

Dear Mr. Walta,

I write to formally object to NEA's dismissal of my antisemitism complaint on the grounds that your response fails to apply basic civil-rights hostile-environment principles, disregards NEA's own prior reliance on the IHRA definition of antisemitism, and instead relies almost exclusively on an abstract free-speech analysis that does not discharge NEA's independent nondiscrimination obligations.

My complaint did not seek the suppression of political viewpoints. It alleged that, in an official NEA setting, NEA permitted and facilitated the widespread distribution of symbolic and textual messaging that reasonably had the effect of creating a hostile and exclusionary environment for Jewish delegates, including myself, a Jewish delegate with deep ethnic, religious, cultural, and familial ties to Israel. These protections attach regardless of national origin and do not depend on citizenship.

Under well-established civil-rights standards applied in labor, education, and associational settings, an organization may not excuse conduct that creates or contributes to a hostile environment for a protected class merely by labeling that conduct "expressive." The governing question is not whether speech is political, but whether the institution knowingly allowed conduct that was reasonably foreseeable to be symbolically exclusionary, identity-negating, or discriminatory in effect on the basis of religion or ethnicity.

NEA's response does not perform that analysis.

Instead, your letter relies almost exclusively on recent free-speech case law involving external discipline for political advocacy. That framework is inapposite here. I did not allege unlawful censorship. I alleged that NEA, as the governing body of its own official assembly, failed in its duty as a host organization to ensure that Jewish delegates were not subjected to a hostile environment through the official distribution and normalization of messages that reasonably communicate the negation of Jewish historical connection to Jerusalem and Jewish self-determination.

Critically, NEA has previously relied upon and cited the IHRA definition of antisemitism in public statements and internal equity guidance, including its recognition that certain forms of anti-Zionist expression, when they deny Jewish self-determination or apply collective blame to Jews, can constitute antisemitism. My original complaint explicitly grounded its analysis in that same framework. Your response, however, ignores NEA's own prior adoption and use of IHRA principles entirely, without explanation or repudiation. This selective abandonment of an established antisemitism standard when Jewish delegates raise concerns is itself deeply troubling.

Moreover, your response fails to engage with the broader documented context in which this incident occurred. Throughout this past summer, a substantial body of national, regional, and education-sector reporting documented pervasive concerns of antisemitism, exclusion, and hostile climates for Jewish participants at professional conventions, academic conferences, union assemblies, and campus-adjacent spaces. This coverage appeared in, among other outlets:

- The New York Times
- The Washington Post
- The Wall Street Journal
- Politico
- Inside Higher Ed
- The Chronicle of Higher Education
- Education Week
- The Associated Press

These reports consistently described Jewish educators, students, and union members experiencing marginalization, symbolic exclusion, and institutional inaction. My complaint

does not arise in isolation. It arises within this widely documented national pattern of concern, of which NEA leadership cannot credibly claim ignorance.

Yet your letter does not dispute:

- The translated content of the messaging on the sash,
- The widespread distribution and visibility of the materials in official RA spaces,
- That a Jewish delegate could reasonably experience this messaging as hostile or exclusionary,
- That NEA has civil-rights obligations independent of viewpoint neutrality, or
- That NEA has previously acknowledged, through IHRA-based guidance, that certain symbolic and political speech can cross into antisemitic exclusion in institutional settings.

Your response also does not identify any recognized hostile-environment factors, such as foreseeability of harm, contextual meaning, symbolic exclusion, cumulative impact, or differential impact on a protected group. Nor does it articulate why Jewish delegates are uniquely expected to tolerate identity-negating symbolism in a manner that other protected classes would not be required to endure.

That omission is not incidental. It reflects a systemic failure to evaluate antisemitism through the same civil-rights lens routinely applied to other forms of protected-class hostility.

Equally concerning is the absence of any described investigative process. I received no timely acknowledgment of my July complaint. No findings were shared. No witness consultation, contextual impact assessment, or policy application is described. A conclusory statement that “no violation was found,” without articulated civil-rights reasoning or reference to NEA’s own antisemitism frameworks, does not satisfy accepted standards for discrimination review.

Your closing statement that my concerns will merely be “shared with event planners” further underscores that NEA has treated this as a matter of program management rather than as a civil-rights compliance issue involving protected religious and ethnic identity.

Let me be explicit:

This was not a dispute over foreign policy. It was the experience of being subjected, in an official NEA forum, to

symbolic and textual messaging that reasonably communicated exclusion on the basis of Jewish identity, connection to Jerusalem, and collective self-determination, with no institutional intervention and no subsequent civil-rights-based review. When an organization tolerates such conditions for one protected group while enforcing protections for others, it raises serious equal-protection and disparate-treatment concerns, regardless of political context.

Accordingly, I formally request the following civil-rights-based clarifications:

1. A written explanation of what hostile-environment and civil-rights standards were applied in reviewing my complaint, including whether NEA's prior use of the IHRA definition of antisemitism was considered.
2. Identification of the evidence reviewed, including whether Jewish delegates were consulted regarding impact.
3. A clear statement of whether NEA believes that the official distribution of these materials is consistent with its obligation to provide equal, nondiscriminatory participation for Jewish members.
4. A description of the specific preventive measures NEA will implement to ensure that future assemblies do not permit the normalization of symbolically exclusionary messaging toward any protected group.

If NEA's position is that messaging reasonably experienced by Jewish members as identity-negating and exclusionary does not implicate its civil-rights obligations, even under standards the organization has previously acknowledged and national media have repeatedly documented, then NEA should state that position plainly and accept responsibility for the precedent it establishes.

I am requesting the application of established civil-rights and antisemitism-prevention principles to the facts at hand, not ideological alignment. Your current response applies neither.

I expect a substantive reply.

REDACTED

Cell/Text: [REDACTED](#)

Sent from my iPhone 16 **Pro Max**

On Dec 8, 2025, at 9:20 AM, Walta, Jason [NEA]

<JWalta@nea.org> wrote:

Dear REDACTED:

I am writing to follow up on your recent Standards of Conduct Complaint. The issue you raised in the complaint was that, after joining the MENA caucus at the 2025 RA, you were given pro-Palestinian material that you construed to be offensive and antisemitic. Thank you for bringing this issue to our attention.

After carefully reviewing your complaint and the surrounding circumstances, it has been determined that the complaint does not allege a violation of the Standards of Conduct because the materials you described in the complaint do not qualify as the type of discrimination, harassment, or otherwise unacceptable behavior prohibited under the Policy. In reaching this conclusion, we gave careful consideration to the allegations in your complaint, the types of conduct prohibited by the Standards of Conduct policy, as well as the broad protections for free speech and open debate that NEA is required to observe under federal law. In particular, we have followed the consistent guidance from federal courts recognizing that speech related to the Israeli-Palestinian conflict in both educational and labor settings retains free-speech protection as advocacy on matters of public concern. See [Stand With US v. MIT](#), 158 F.4th 1 (1st Cir. 2025); [Garrett v. City Univ. of](#)

[N.Y.](#), No. 24-CV-9710, 2025 WL 3096550 (S.D.N.Y. Oct. 10, 2025); [Landau v. Corp. of Haverford Coll.](#), 789 F. Supp. 3d 401 (E.D. Pa. 2025); [Canel v. Art Inst. of Chicago](#), No. 23 CV 17064, 2025 WL 564504 (N.D. Ill. Feb. 20, 2025); [Gartenberg v. Cooper Union](#), 765 F. Supp. 3d 245 (S.D.N.Y. 2025); [Kopmar v. Ass'n of Legal Aid Att'ys](#), No. 24-CV-5158, 2025 WL 1939048 (S.D.N.Y. July 15, 2025). The recent [Stand With US v. MIT](#) decision from the U.S. Court of Appeals for the First Circuit contains a discussion of this issue (at pages 27-37) that I think you will find especially accessible and illuminating. And it is important to understand that these free-speech protections extend to every member, including yourself, and safeguard your own ability to advocate on these issues. See Grace Ellison, [Union To Pay Attys \\$315K Who Dissented On Palestine Vote](#), Law360 (Nov. 13, 2025) (union paid settlement to members who were unlawfully disciplined for opposing a pro-Palestinian resolution).

Even though no violation was found in this instance, I want to thank you for raising your concerns and assure you that they will be shared with event planners so that they may be taken into account and addressed as appropriate. Even when conduct is not specifically prohibited by NEA policy, we should always strive to make our spaces more inclusive and respectful.

Sincerely,
Jason Walta
NEA Deputy General Counsel

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CAUTION: This email originated from outside the NEA. Please verify the sender's identity, and do not open links or attachments unless you recognize the sender and are confident the content is secure.

Exhibit N

MAJORITY MEMBERS:

TIM WALBERG, MICHIGAN, *Chairman*

JOE WILSON, SOUTH CAROLINA
VIRGINIA FOXX, NORTH CAROLINA
GLENN THOMPSON, PENNSYLVANIA
GLENN GROTHMAN, WISCONSIN
ELISE M. STEFANIK, NEW YORK
RICK W. ALLEN, GEORGIA
JAMES COMER, KENTUCKY
BURGESS OWENS, UTAH
LISA C. MCCLAIN, MICHIGAN
MARY E. MILLER, ILLINOIS
JULIA LETLOW, LOUISIANA
KEVIN KILEY, CALIFORNIA
MICHAEL RULLI, OHIO
JAMES C. MOYLAN, GUAM
ROBERT F. ONDER, JR., MISSOURI
RYAN MACKENZIE, PENNSYLVANIA
MICHAEL BAUMGARTNER, WASHINGTON
MARK HARRIS, NORTH CAROLINA
MARK B. MESSMER, INDIANA
RANDY FINE, FLORIDA



COMMITTEE ON
EDUCATION AND WORKFORCE
U.S. HOUSE OF REPRESENTATIVES
2176 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-6100

MINORITY MEMBERS:

ROBERT C. "BOBBY" SCOTT, VIRGINIA,
Ranking Member

JOE COURTNEY, CONNECTICUT
FREDERICA S. WILSON, FLORIDA
SUZANNE BONAMICI, OREGON
MARK TAKANO, CALIFORNIA
ALMA S. ADAMS, NORTH CAROLINA
MARK DESAULNIER, CALIFORNIA
DONALD NORCROSS, NEW JERSEY
LUCY MCBATH, GEORGIA
JAHANA HAYES, CONNECTICUT
ILHAN OMAR, MINNESOTA
HALEY STEVENS, MICHIGAN
GREG CASAR, TEXAS
SUMMER L. LEE, PENNSYLVANIA
JOHN MANNION, NEW YORK
YASSAMIN ANSARI, ARIZONA

August 21, 2025

Ms. Rebecca S. Pringle
President
National Education Association
1201 16th Street NW
Washington, DC 20036

Dear Ms. Pringle:

The Committee on Education and Workforce (Committee) is investigating antisemitism at the National Education Association (NEA), which represents more than three million public school educators and administrators across the United States.¹ Specifically, the Committee is gravely concerned about antisemitic content in the NEA's 2025 handbook and the NEA Representative Assembly's vote in July 2025 to ban materials by the Anti-Defamation League (ADL).² This investigation will aid the Committee in considering whether potential legislative changes, including legislation to specifically address antisemitic discrimination within labor unions and to combat antisemitism in federally funded schools, are needed.

The NEA's 2025 handbook, which outlines the union's goals and priorities for the upcoming year, contains passages and priorities that are hostile towards the Jewish people. For example, the handbook states that the union will celebrate International Holocaust Remembrance Day by "recognizing more than 12 million victims of the Holocaust from different faiths, ethnicities, races, political beliefs, genders, and gender identification, abilities/disabilities, and other targeted characteristics."³ But this obscures the fact that Jews were the primary target of the Holocaust, with six million Jews having been murdered at the hands of the Nazis.

¹ National Education Association, <https://www.nea.org/> (last visited July 30, 2025).

² Alana Goodman, *Largest Teachers' Union in United States Erases Jews From the Holocaust*, Wash. Free Beacon (July 23, 2025), <https://freebeacon.com/america/largest-teachers-union-in-united-states-erases-jews-from-the-holocaust/>; Matthew Xiao, *'Radical, Antisemitic Agenda': Anti-Defamation League Slams Nation's Largest Teachers' Union for Banning Its Materials*, Wash. Free Beacon (July 8, 2025), <https://freebeacon.com/latest-news/radical-antisemitic-agenda-anti-defamation-league-slams-nations-largest-teachers-union-for-banning-its-materials/>.

³ *Id.*

Moreover, the handbook outlines the NEA’s plans to “educate members and the general public about the history of the Palestinian Nakba” but offers no context about the history of the state of Israel and the events that led to its creation.⁴ Further, as stated by the ADL, “[s]ome Palestinian politicians, writers and commentators use Nakba Day to insinuate that the very existence of Israel is a catastrophe and to question the legitimacy of Israel as the Jewish national homeland.”⁵ In short, when it comes to both the Holocaust and the founding of the State of Israel, the NEA’s interest in educating about “historical injustices,” “ongoing trauma,” and “diaspora” does not include the Jewish people.

The handbook also states that the union will “use existing digital communication tools to educate members about the difference between anti-Zionism and antisemitism.” In light of the above passages, the inclusion of this subject not only appears to reflect an ignorance of the perspective of Jewish people but also a potential animus towards them. Indeed, polling from Pew Research Center shows that 82 percent of Jewish adults in the United States consider “caring about Israel” to be “an essential or important part of what being Jewish means to them.”⁶

The Committee is likewise concerned that on July 8, the NEA Representative Assembly voted to pass a resolution stating that the NEA “will not use, endorse, or publicize materials from the Anti-Defamation League, such as its curricular materials or statistics.”⁷ The ADL is a non-profit focused on “stopping the defamation of the Jewish people” and is dedicated to combating antisemitism.⁸ After the vote, Jewish union members said the measure “sends a troubling message of exclusion” when “incidents of hate and bias are on the rise across the country.”⁹ One Jewish teacher said in a union meeting that “some of our [NEA] members don’t feel safe.”¹⁰

Unfortunately, the July 8 measure and the plans set forth in NEA’s handbook raise serious concerns that antisemitism has infected the nation’s largest teachers’ union. To aid the Committee in its investigation of whether the NEA is contributing to antisemitism among its members and in classrooms across the United States, please provide responses to the following by no later than September 4, 2025:

⁴ *Id.*

⁵ *Nakba*, Anti-Defamation League (Sept. 1, 2016), <https://www.adl.org/resources/backgrounder/nakba>.

⁶ John Gramlich and Alan Cooperman, *Most Jewish Americans Have Long-Standing Connections to Israel*, Pew Rsch. Ctr. (October 13, 2023), <https://www.pewresearch.org/short-reads/2023/10/13/most-jewish-americans-have-long-standing-connections-to-israel/#:~:text=In%20a%202019%2D2020%20Pew,feel%20emotionally%20attached%20to%20it>.

⁷ See Xiao, *supra* note 2.

⁸ *Who We Are*, Anti-Defamation League (last visited July 30, 2025), <https://www.adl.org/about/who-we-are>.

⁹ See Xiao, *supra* note 2.

¹⁰ *Id.* After public backlash, the NEA’s Board of Directors said it would not implement the proposal. However, even in this announcement, the NEA continued to distance itself from ADL, stating, “[n]ot adopting this proposal is in no way an endorsement of the ADL’s full body of work.” In addition, that the NEA Representative Assembly—which the NEA itself describes as “the highest decision-making body within the 3 million-member NEA”—voted in favor of such a resolution points to deeply troubling, pervasive antisemitism among NEA members. See *2025 Representative Assembly Update*, National Education Association, <https://www.nea.org/about-nea/leaders/president/from-our-president/2025-representative-assembly-update>; *RA At a Glance*, National Education Association, <https://www.nea.org/professional-excellence/conferences-events/annual-meeting-and-representative-assembly/about-ra/ra-at-a-glance>.

1. All documents and communications to, from, or in the possession of NEA leadership officials, including the president, vice president, secretary-treasurer, executive director, and executive committee, from October 7, 2023, to present, referring or relating to “antisemitism,” “Israel,” “Israeli,” “Palestine,” or “Palestinian.”¹¹
2. Meeting minutes for all meetings of the NEA board of directors and NEA executive committee since October 7, 2023, that refer to “Israel,” “antisemitism,” or “Palestine.”
3. All documents and communications to, from, or in the possession of NEA leadership officials, including the president, vice president, secretary-treasurer, executive director, executive committee, and board of directors, referring or relating to the July 8, 2025, vote to ban ADL materials.
4. All documents or communications to, from, or in the possession of NEA leadership officials, including the president, vice president, secretary-treasurer, executive director, executive committee, and board of directors, referring to the proposal, discussion, or approval of any items in the 2025 handbook that refer or relate to “antisemitism,” “Israel,” or “Palestine,” including but not limited to items #83, #6, and #7 on page 355.¹²
5. Documents sufficient to show all collective bargaining agreements negotiated by the NEA since October 7, 2023, that refer or relate to “antisemitism,” “Israel,” or “Palestine.”

When producing documents, do not alter them in any way, including but not limited to, the application of redactions or watermarks. Additionally, digital copies should be provided in a format that enables their printing and copying.

Congress’s oversight powers are derived from the U.S. Constitution and have been repeatedly affirmed by the United States Supreme Court. Under House Rule X, the Committee’s legislative and oversight jurisdiction is broad, extending to “education . . . generally” and “laws, programs, and Government activities relating to domestic educational programs and institutions and programs of student assistance within the jurisdiction of other committees.”¹³ The Committee’s jurisdiction also includes labor-management relations. Further, as set forth in House Rule X, the Committee “shall review and study on a continuing basis the application, administration, execution, and effectiveness of laws and programs addressing subjects within its jurisdiction.”¹⁴

¹¹ In this letter, “antisemitism” is defined in accordance with the International Holocaust Remembrance Alliance (IHRA) definition and contemporary examples. Examples of antisemitism under the IHRA definition may include “denying the Jewish people their right to self-determination, e.g. by claiming that the existence of the State of Israel is a racist endeavor” or by “drawing comparisons on contemporary Israeli policy to that of the Nazis.” *Working Definition of Antisemitism*, Int’l Holocaust Remembrance Assoc., May 26, 2016, <https://holocaustremembrance.com/resources/working-definition-antisemitism>.

¹² See https://web.archive.org/web/20250722192518/https://www.nea.org/sites/default/files/2025-05/nea_handbook_online_2025.pdf.

¹³ RULES OF THE HOUSE OF REPRESENTATIVES, 119th Cong. at 7, 10 (Jan. 16, 2025), <https://rules.house.gov/sites/evo-subsites/rules.house.gov/files/documents/houserules119thupdated.pdf>.

¹⁴ RULES OF THE HOUSE OF REPRESENTATIVES, 119th Cong., Rule X cl. 1(e)(6); cl. 2(b)(1)(A) (2025).

Rebecca S. Pringle

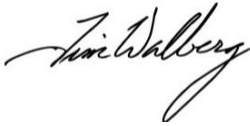
August 21, 2025

Page 4

The information gathered in this investigation will aid the Committee in considering whether potential legislative changes, including legislation to specifically address antisemitic discrimination within labor unions and combat antisemitism in federally funded schools, are needed.

Should you have any questions please contact Jenna Berger at jenna.berger@mail.house.gov.

Sincerely,

A handwritten signature in black ink that reads "Tim Walberg". The signature is written in a cursive style with a large, sweeping flourish at the end.

Tim Walberg

Chairman

House Education and Workforce Committee