

National Education Association Announces 'Epic Struggle' to Halt School Choice

SAN FRANCISCO, CA — The National Education Association (NEA) held its 131st annual convention July 2-5 in San Francisco, California. Nearly 9,000 education employees attended the convention as representatives of the 2.1 million-member association.

NEA members were largely jubilant throughout the conference in anticipation of President Bill Clinton's address to them on July 5 (88% of NEA delegates voted to endorse Clinton at last year's Washington, D.C. convention, and almost one in eight delegates to the 1992 Democratic National Convention were NEA members). But bolts of panic shot through the Representative Assembly when discussion returned to various school choice initiatives. NEA President Keith Geiger called the fight against school vouchers an "epic struggle" for the association's members.

"I want each and every one of you to know with certainty that when you stand up to the privatizers and the voucher pushers, you'll have behind you every bit of support that this organization can muster," Mr. Geiger promised. "We'll be there. We'll be in California, where our opponents have placed on this year's ballot a referendum on vouchers for private schools."

If passed, the November 2 California referendum would give parents vouchers worth \$2,500 for any child attending a private or parochial school. In his opening remarks to the conference, Geiger denounced the California initiative and pledged a \$1 million contribution from the NEA—a record NEA donation for a political campaign—to defeat the measure. "It's important because of

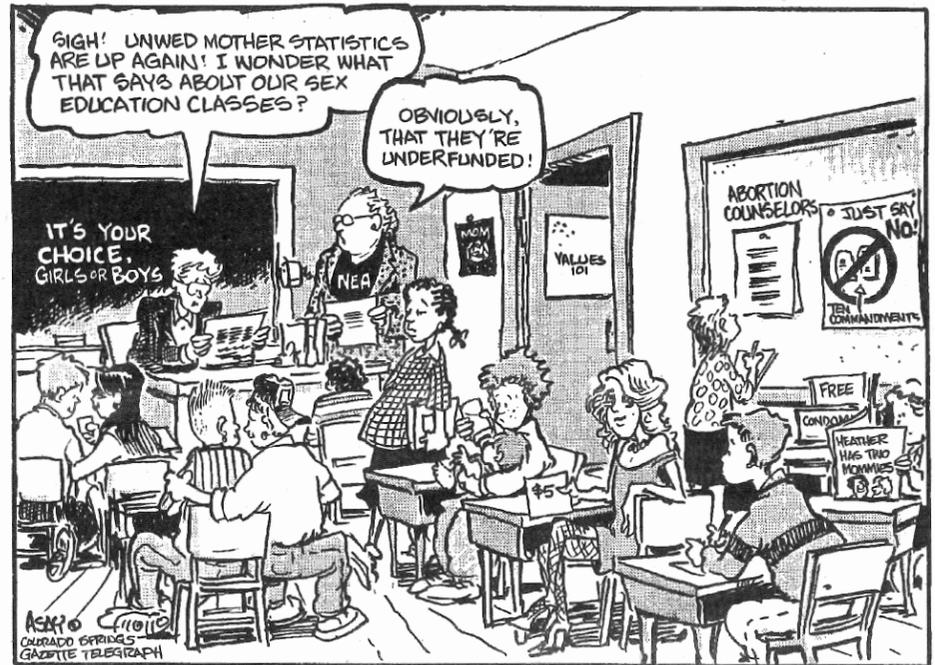
California's size and because there are many educational fads and fantasies which seem to begin in California and then blow east," Geiger said.

The \$1 million contribution was approved unanimously by the NEA's 165-member board of directors. "In our mind, there's no better cause for that money," said Geiger.

The California Teacher's Association (the California state affiliate of the NEA) is preparing to spend in excess of \$10 million of its own to defeat the voucher proposal. The CTA carried on strenuous political activities in 1992 to present the school choice initiative from going on the ballot. During the 1992 campaign, CTA President Del Weber explained that he opposed the school choice initiative because "there are some proposals that are so evil that they should never be presented to the voters. We do not believe, for example, that we should hold an election on 'empowering' the Ku Klux Klan. And we would not think it's 'undemocratic' to oppose voting on legalizing child prostitution."

Geiger and Weber were joined in their denunciation of the ballot initiative by California Assembly Speaker, Willie Brown. "Public education is under threat not only by under funding, but by term limits and school vouchers," the flamboyant Brown roared to the approving crowd and the raucous California delegation. "We need to make sure the voucher program goes down to defeat and replace [Governor] Pete Wilson with someone who puts public education at the top of their list."

In addition to opposing school choice, the NEA attacks at parental involvement in



curriculum choice and at homeschooling. The NEA endorses "mandatory kindergarten" and calls for heavy regulation of homeschoolers. Further, the NEA opposes merit pay, standardized testing for teachers, and national educational standards for students. In short, competition is anathema to the monopolistic NEA.

In an NEA-prepared video medley shown at the convention just before Bill Clinton's address, flashes of the Kennedy brothers triggered huge cheers from the delegates. "The educated must lead," said Robert Kennedy in the video. The crowd hissed when George Bush appeared on screen stating that "the NEA stands for the status quo." And the

delegates booed loudly when Dan Quayle, speaking of the need for school choice, lamented that, "As always, the enemy of mediocrity is competition." The loudest applause came after a clip of President Clinton in which he boasted about his quick overturn of the abortion "gag rule" after taking office.

On the eve of his trip to Tokyo for the economic summit, Clinton spoke about competition to the NEA delegates. "The Cold War is over," said the President. "Democracy and free markets are on the rise. And above all we've entered a new global economy. . . . The European Community will require fluency in two foreign languages for high school gradu-

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Teachers Unions Discuss Merger "National Extortion Association?"

SAN FRANCISCO, CA — Nine thousand delegates of the National Education Association (NEA) voted at their annual convention to "invite the American Federation of Teachers (AFT) and/or other labor organizations to enter into discussions with NEA regarding the possible establishment of a unified organization."

The NEA is the nation's largest union, with 2.1 million members. The AFT has about 800,000 members. Traditionally, the NEA has presented itself more as an organization of teaching professionals, while the AFT has emphasized its labor identity and its membership in the AFL/CIO umbrella.

The NEA has also increased its strong internal bureaucracy at a time when the AFT has focused more on decentralization. The AFT is considered more moderate than the far-left NEA; the AFT supports merit pay for teachers, for example, which the NEA opposes.

However, the leadership in the two unions view their agendas as becoming increasingly similar. Both organizations, for example, exist primarily to protect and increase teacher's salaries, and both are strenuously opposed to all school-choice initiatives.

According to AFT President Al Shanker, the merger "would mean we'd stop fighting each other and could devote the money and energy that we now use to fight each other to obtain the same general goals and objectives."

Many feel that, since the NEA is so much larger and more powerful than the AFT, any merger would result in a much larger teachers union that retains the radical policies and politics of the NEA.

Discussion of the possible merger will last throughout the next 12 months. No final commitment can be made without the approval of the 1994 NEA Representative Assembly. ■

NEW YORK, NY — The National Education Association (NEA) came under fire in a June 7 cover story in *Forbes* magazine, entitled "The National Extortion Association?" The nine-page story by Peter Brimelow and Leslie Spencer calls the NEA "the worm in the American education apple."

"As the NEA has gained in monopoly power," said *Forbes*, "the cost of education has increased while its quality has deteriorated." But monopolies are by nature unstable, and this undemocratic labor union may have met its match in the movement for school choice.

The *Forbes* article exposes the NEA's education monopoly and political activities, and includes an indictment of the NEA's profitable insurance marketing to members. The article also reveals: teachers' compensation makes up 65% of all

school budgets; NEA President Keith Geiger takes a \$214,000 annual salary and works in a "palatial" Washington, D.C. office; the NEA's Political Action Committee raised about \$6.5 million last year, and spent \$2.3 million on congressional candidates; and, in January 1993, the NEA "celebrated its victory by sending posters entitled 'Bill Clinton's and Al Gore's Most Excellent Inaugural' to more than 26,000 junior and middle schools."

Forbes editor James W. Michaels says he can't "remember a cover story that has evoked a greater response or more positive one (at latest count 70% favorable)" than the expose of the NEA.

The *Forbes* article offers a good rebuttal to the national television campaign started by the NEA in August in an effort to improve its image. ■

EDUCATION BRIEFS

First Lady Hillary Rodham Clinton was honored by the NEA at its Annual Human and Civil Rights Awards banquet. The NEA cited Mrs. Rodham Clinton's "activities in the field of women's rights that have made a significant impact on education and furthered the achievement of equal educational opportunity for women and girls."

Former NEA President Mary Hatwood Futrell is now the president of Education International (EI), which launched its movement in Stockholm last January. In her address, Ms. Futrell promised to escalate EI's activities in the post-Cold War era. Teachers and "education employee leaders" from over 100 nations gathered under Ms. Futrell's ambitious leadership: "Let us demand — unconditionally — the working conditions, the compensation, the status, and the respect we deserve as education employees and as trade union members. Let us — 20 million strong — demonstrate that we shall not be silenced."

The Texas Education Agency reported that a record number of high school seniors in Texas did not receive their diplomas this year because they did not pass the state's high school graduation exam. Nearly 7.5% of the class of 1993 — 13,377 students — could not pass the reading, writing and math exam that is required of all high school students. The Texas House recently approved legislation that would in effect demolish the graduation requirement, requiring that all students who finish school receive a diploma, regardless of whether they pass the test.

Since three of every five semifinalists of this year's National Merit Scholarships were boys, the National Center for Fair and Open Testing (FairTest) is claiming that the National Merit Test is gender-biased. 61% of the semifinalists were boys and only 35% girls, despite the fact that "well over half" of high school seniors who took the qualifying Preliminary Scholastic Aptitude Test were girls. FairTest Executive Director Cynthia Schuman says, "It is simply unfair for young women to receive a smaller portion of awards when they consistently earn higher grades than young men in both high school and college."

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NEA Wants Green Earth & Gay Liberation

SAN FRANCISCO, CA — NEA delegates spend several days at their annual convention discussing the challenges they face as teachers and voting on dozens of resolutions that run the gamut from global warming to the number of toilets available at their conferences. The resolutions reflect various bizarre and left-wing concerns.

Each year a hundred or so exhibitors set up booths to market all sorts of products, not all having to do with education. Future exhibitors should take heed of a resolution passed by delegates this year to monitor such materials in the future: "We ask that NEA annually request that exhibitors displaying educational materials demonstrate that they can provide multicultural materials."

Teachers were especially vocal this year about their need for telephones in every classroom. They are also demanding faxes, E-mail, televisions, and VCRs. NEA Vice President Bob Chase addressed the delegates on the issue of technology in the classroom arguing that, since businesses cannot function without telephones, how can school-rooms? At the same time, the NEA issued a report complaining that "time limitations are impacting the working lives of teachers and other school employees and inhibiting change efforts. Reconceptualization of time is an imperative for schools to restructure to better serve the needs of children."

Position papers from NEA Special Caucuses were everywhere in evidence at the convention. The Special Caucuses included Peace & Justice, Green Earth, Gay & Lesbian, Wellness, Women's, and Physically Challenged. The Gay & Lesbian Caucus promotes Project 21 — a program in which teachers teach students about homosexuality and the "gay liberation movement" and discuss historically famous figures' sexual preference when they believe it was homosexual.

Health care was a top priority at the 1993 NEA convention. President Keith Geiger told delegates that "we are in the

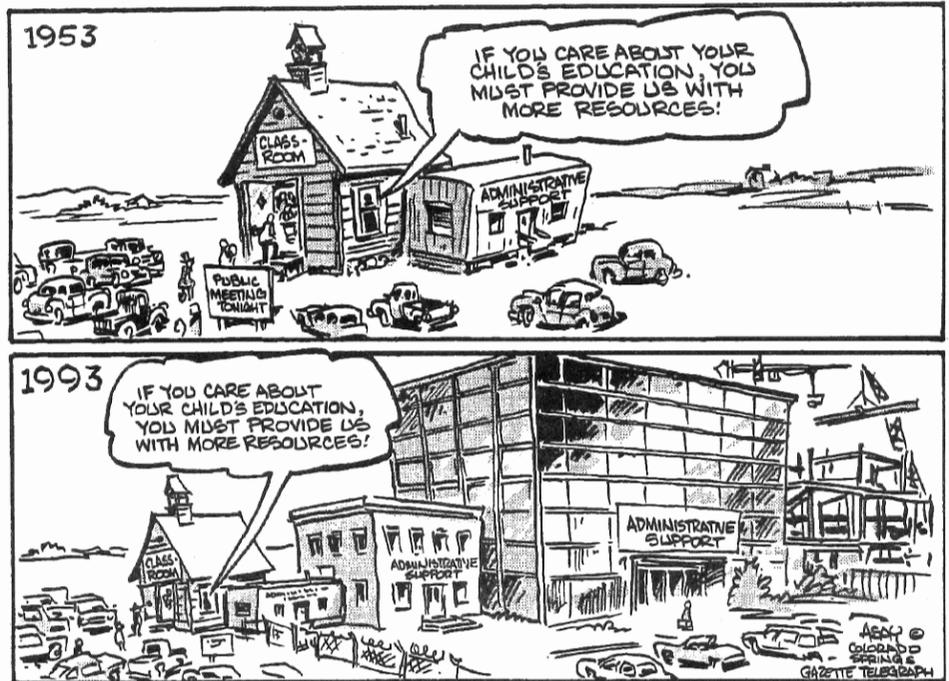
NEA Fights Choice

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ates by the year 2000. Germany has one of the world's most well-developed youth apprenticeship programs. This new global economy is here to stay. We can't wish it away. We can't run from it. We can't build walls around our nation. So we must provide world leadership; and we must compete, not retreat."

The irony of Bill Clinton's call for competition was lost on the unanimously anti-school choice gathering — despite the fact that the children of Bill Clinton, Al Gore, and 22% of NEA teachers (twice the national average) attend private schools.

Among the various anti-school choice slogans emblazoned on NEA delegates at their convention was a drawing of a Trojan horse on a T-shirt, with the caption: "School Choice: A Gift We Should Not Accept." With 70% of voters around the country supporting the idea of school choice, and school choice controversies brewing in more than a dozen states, the NEA is ready for a knock-down-drag-out battle. ■



early stages of a struggle over a national health care program that will require us to fully mobilize our national network of advocates and communicators. . . Health care is an educational issue." The NEA position paper on health care calls for a "single-payer health insurance system where health insurance is provided by the U.S. government to all Americans and paid for by revenues acquired through taxes."

The NEA delegates passed a resolution calling for research and discussion of the controversial teaching method

called Outcome Based Education (OBE) which substitutes programs on attitudes and relationships for traditional academic curricula. OBE would eliminate grades and enforce group learning so that no child excels above others. OBE also teaches "higher order thinking skills" that force students to question traditional values as early as elementary school.

The NEA passed a resolution opposing the ban on homosexuals in the military, and another resolution called for a national day to celebrate ethnic diversity. ■

NEA's New Business Items:

New Business Item 1993-A. Accordingly, the Representative Assembly directs the President to invite AFT and/or other labor organizations to enter into discussions with NEA regarding the possible establishment of a unified organization.

New Business Item 1993-C. The NEA supports the adoption of a single-payer health care plan for all residents of the United States, its territories, and the Commonwealth of Puerto Rico.

New Business Item 15. The NEA is directed to research Outcome Based Education (OBE) and to disseminate information about OBE through member publications such as *NEA Today* and *NEA NOW*.

New Business Item 19. The NEA condemn the Marriott Corporation for its continued anti-labor posture with the Hotel and Restaurant Employees Unions in San Francisco and throughout the United States, and in general, with our local and state affiliates, as Marriott seeks to subcontract unionized public school positions, and that NEA not patronize any Marriott locations in this country and consider a boycott of the Marriott Corporation. *Rationale:* Marriott is an anti-union employer and is a leading proponent of subcontracting through various privatizing schemes in school districts around the nation.

New Business Item 34. Recommend that NEA actively encourage state and

local Associations to negotiate or otherwise seek agreement to provide the provision of counseling services for every child by licensed/certified school counselors.

New Business Item 48. The NEA will provide three (3) copies of "Sexual Minority Youth: An At-Risk Population" to each local not included in the 1992 distribution.

New Business Item 54. NEA take a proactive role in supporting the policy proposals to eliminate discrimination in the military and public employment based upon a person's sexual orientation. The proactive roles will include:

(a) publicizing existing research on the damage to the institutions that discriminate based on sexual orientation.

(b) publicizing existing research on the damage to the civil rights of all citizens when sexual orientation discrimination occurs.

New Business Item 72. We ask that NEA annually request that exhibitors displaying educational materials demonstrate that they can provide multicultural materials.

New Business Item 73. NEA shall create a Cesar Chavez Accion Compromiso y Dignidad Human and Civil Rights Award.

New Business Item 82. The NEA shall support the adoption of a national day to celebrate our ethnic diversity. This day will be the third Monday in October.

National Education Association's 1993 Resolutions

A-8. Public School Buildings. The National Education Association believes that closed public school buildings should be sold or leased only to those organizations that do not provide direct educational services to students and/or are not in direct competition with public schools.

A-12. Public Education/National Defense. The National Education Association supports a policy of economic conversion to facilitate the orderly redirection of resources from military purposes to alternative civilian uses, including education.

A-26. Deleterious Programs. The National Education Association believes that the following programs and practices are detrimental to public education and must be eliminated: tax credits for tuition to private and parochial schools, voucher plans (or funding formulas that have the same effect as vouchers), planned program budgeting systems (PPBS) and evaluations by private, profit-making groups.

A-27. Federally or State-Mandated Choice/Parental Option Plans. The National Education Association opposes such federally or state-mandated choice or parental option plans.

A-28. Tuition Tax Credits. The Association believes that all federal and state legislation designed to establish or implement plans for prekindergarten through grade 12 tuition tax credits is detrimental to the public interest and urges its affiliates to work for the defeat of such legislation.

A-29. Voucher Plans. The Association believes that legislation designed to establish or implement prekindergarten through grade 12 voucher plans is detrimental to the public interest and calls upon its affiliates to work for the defeat of such legislation.

B-1. Early Childhood Education. The National Education Association supports early childhood education programs in the public schools for children from birth through age eight. The Association believes that such programs should be held in facilities that are appropriate to the developmental needs of these children. The Association further believes that early childhood education programs should include a full continuum of services for parents and children, including child care, child development, appropriate developmental and diversity-based curricula, special education, and appropriate bias-free screening devices. The Association believes that federal legislation should be enacted to assist in organizing the implementation of fully funded early childhood education programs offered through the public schools. These programs should be available to all children on an equal basis and should include mandatory kindergarten with compulsory attendance.

B-6. Sexism in Education. The National Education Association recognizes that many instructional materials portray females and males in sex-stereotyped roles. It urges educators to use instructional materials that portray various careers and personal roles as acceptable and attainable for all individuals. The Association endorses the use of non-sexist language by all schools. It further believes that sexism and sex discrimina-

tion must be eliminated from the curriculum and effective training of education employees is necessary for this purpose. The Association endorses positive action plans that establish procedures and timetables for eliminating sexism in the curriculum.

B-21. Adolescent Pregnancy and Parenting. The National Education Association believes that, with the increased number of adolescent pregnancies and adolescent parents, special efforts must be made by school districts to meet the needs of these students to live productive lives in our society. The Association recommends that special adolescent programs be implemented to include development of positive self-esteem and self-concepts [and] establishment of on-site child care services.

B-26. Multicultural/Global Education. The National Education Association further believes the goal of multicultural/global education is the recognition of individual and group differences and similarities in developing self-esteem as well as respect for others. The Association urges its affiliates to develop comprehensive educator training programs for multicultural/global education and to work to secure legislation that would provide adequate funding for effective implementation of such programs.

B-29. Career Education. The National Education Association believes that the career education concept must be interwoven into the total educational system and needs to include programs in gender-free career awareness and exploration to aid students in career course selection.

B-33. Sex Education. The National Education Association believes that the public school must assume an increasingly important role in providing the instruction. Teachers and health professionals must be qualified to teach in this area and must be legally protected from censorship and lawsuits.

The Association urges its affiliates and members to support appropriately established sex education programs, including information on sexual abstinence, birth control and family planning, diversity of culture and sexual orientation, parenting skills, prenatal care, sexually transmitted diseases, incest, sexual abuse, sexual harassment, the effects of substance abuse during pregnancy, and problems associated with and resulting from pre-teen and teenage pregnancies.

To facilitate the realization of human potential, it is the right of every individual to live in an environment of freely available information, knowledge, and wisdom about sexuality.

B-34. AIDS Education. The National Education Association recommends that educational institutions establish comprehensive acquired immunodeficiency syndrome (AIDS) education programs as an integral part of the school curriculum. AIDS education must include education about all means of transmission, including sex and intra-

venous (IV) drug use.

B-58. Home Schooling. The National Education Association believes that home schooling programs cannot provide the student with a comprehensive education experience. The Association believes that if parental preference home schooling study occurs, students enrolled must meet all state requirements. Instruction should be by persons who are licensed by the appropriate state education licensure agency, and a curriculum approved by the state department of education should be used. The Association further believes that such home schooling programs should be limited to the children of the immediate family, with all expenses being borne by the parents.

C-1. Health Care for All Children. The National Education Association

.... guidance and counseling programs should be integrated into the entire education system, beginning at the prekindergarten level.

believes that every child should have direct and confidential access to comprehensive health care. The Association urges its affiliates to support legislation to provide comprehensive health care to all children.

C-12. Extremist Groups. The National Education Association condemns the philosophy and practices of extremist groups and their efforts to recruit young people and urges active opposition to all such movements that are inimical to the ideals of the Association.

C-22. Student Health and Personnel Services. The National Education Association believes that every student should have immediate, direct, and confidential access to health, social, and psychological services within both school and community settings. These services must include —

Comprehensive school-based, community-funded student health care clinics that provide basic health care services (which may include diagnosis and treatment) to supplement, but not supplant, school nurses.

The Association urges that, if deemed appropriate by local choice, these health care services include family-planning counseling and access to birth control methods and instruction in their use.

C-23. School Counseling Programs. The National Education Association believes that guidance and counseling programs should be integrated into the entire education system, beginning at the prekindergarten level.

C-24. Student Stress. The Association supports stress management programs that address the needs of children within both school and community settings and that provide follow-up support. The Association further supports workshops to prepare school personnel and parents/guardians to help students deal with stress. The Association urges local and state affiliates to seek legislative support and publicity for these programs.

C-26. Student Sexual Orientation.

The National Education Association believes that all persons, regardless of sexual orientation, should be afforded equal opportunity within the public education system. The Association further believes that every school district should provide counseling by trained personnel for students who are struggling with their sexual/gender orientation.

C-28. Suicide Prevention Programs. The National Education Association believes that suicide prevention programs including prevention, intervention, and postvention must be developed and implemented. The Association urges its affiliates to ensure that these programs are an integral part of the school program.

E-3. Selection of Materials and Teaching Techniques. The Association believes that teachers and librarians/media specialists must have the right to select instructional/library materials without censorship or legislative interference. The Association urges its affiliates to seek the removal of laws and regulations that restrict the selection of a diversity of instructional materials or that limit educators in the selection of such materials.

E-5. Instructional Materials and Teaching Techniques Challenges. The Association deplores pre-pubescence censorship, book burning crusades, and attempts to ban books from the school library/media center and school curriculum.

E-9. Academic and Professional Freedom. The Association further believes that legislation and regulations that mandate or permit the teaching of religious doctrines and/or groups that promote anti-public-education agendas violate both student and teacher rights. The Association urges its affiliates to seek repeal of these mandates where they exist.

F-1. Nondiscriminatory Personnel Policies/Affirmative Action. The National Education Association believes that personnel policies and practices must guarantee that no person be employed, retained, paid, dismissed, suspended, demoted, transferred, or retired because of race, color, national origin, cultural diversity, accent, religious beliefs, residence, physical disability, political activities, physical association, age, size, marital status, family relationship, gender, or sexual orientation.

To address societal needs, however, the Association urges the development and implementation of affirmative action plans and procedures that will encourage active recruitment and employment of women, minorities, and men in underrepresented education categories.

It may be necessary, therefore, to give preference in recruitment, hiring, retention, and promotion policies to certain ethnic-minority groups or women or men to overcome past discrimination.

F-2. Pay Equity/Comparable Worth. The Association supports all efforts to attain accurate and unbiased forms of job evaluation and to raise the pay of those jobs that are presently undervalued. The "market value" means of establishing pay cannot be the final determinant of pay scales, since it itself too frequently reflects the race and sex

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NEA's Legislative Agenda

Children and Youth

NEA supports

- federal programs to facilitate and enhance school readiness;
- federal assistance for early childhood education programs including Head Start;
- early childhood development and education services by certified personnel for all children, with access assured regardless of income, as a critical element of educational excellence;
- federal resources to enhance the availability and quality of public school child care programs, including preschool and before- and after-school programs;
- coordination with the public school system of those child care services delivered by nonpublic providers and assurance of standards of excellence, nondiscrimination, and the separation of church and state;
- stringent educational, health, and safety standards to protect and enrich preschool and school-age children, including strict regulation and enforcement to assure trained and licensed child care and development workers and qualified volunteer personnel;
- creation and maintenance of a national database on early childhood care and education programs.

National Health Care Policy

NEA supports a national health care policy that will mandate universal access to the highest quality health care at the lowest possible cost.

NEA supports

- federal implementation of a national health care policy by a national plan and/or federal assistance to states in the design, delivery and funding of demonstration statewide universal health care plans;
- provision of employer-paid health insurance for all employees and their dependents.

Constitutional, Civil, and Human Rights Protection

NEA supports

- full equality and opportunity — economic and educational — for all, including the addition of the Equal Rights Amendment to the Constitution;
- reproductive freedom without gov-

ernmental intervention;

- the use of affirmative action to redress historical patterns of discrimination.

Family and Medical Leave

NEA supports

- legislation to provide employees job-protected parental and medical leave covering the birth or adoption of a child, the serious illness of a spouse or dependent family member, or the employee's own serious illness or injury.

Tuition Tax Credits/Vouchers/"Choice"

NEA opposes

- public funding of pre-K-12 nonpublic schools;
- tuition tax credits at elementary, secondary, or postsecondary levels;
- the use of vouchers or certificates in education;
- federally mandated parental option or "choice" in education programs.

Vocational Education

NEA supports

- the use of vocational education as a tool for eliminating biases in employment opportunities.

Voting Reform and Election Rights

NEA supports

- partial public funding of federal election campaigns;
- statehood for the District of Columbia.

Guidance and Counseling

NEA supports

- elementary and secondary school guidance and counseling and other pupil services including school psychology and school social work through federal/state/local education agencies;
- establishment of administrative structures to facilitate effective integration of guidance and counseling into the entire education experience.
- grants to expand and implement guidance and counseling programs.

Professional Status and Personal Economic Security of Members

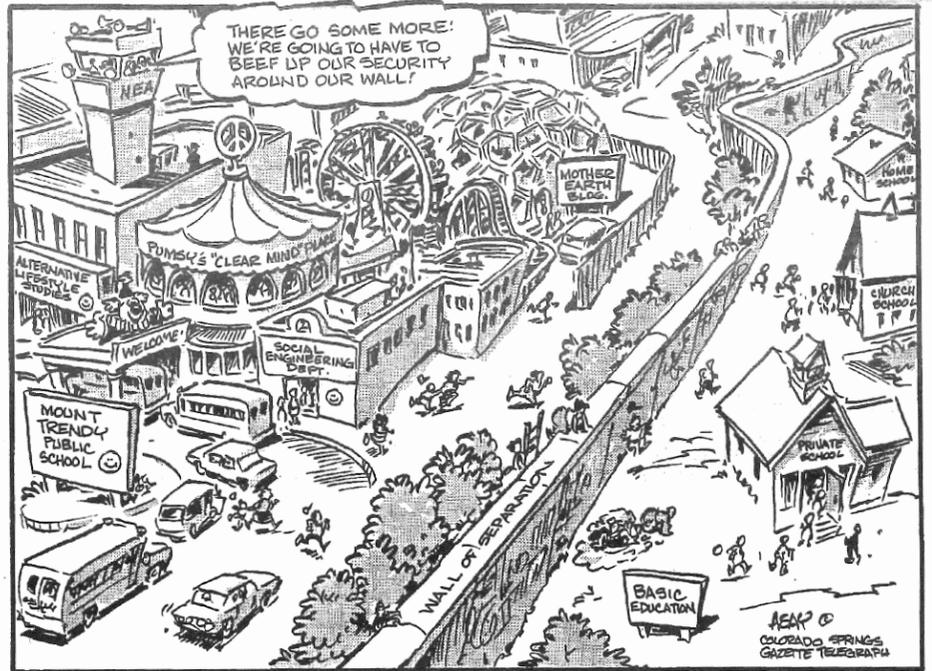
NEA supports

- repeal of the so-called right-to-work provision of the federal labor law.

Military Affairs

NEA supports

- equal opportunity and responsibility for women and men in and following military service.



NEA Budget Exceeds \$173 Million Funds Used to Defeat State Initiatives

The NEA's annual budget for FY 93-94 exceeds \$173 million. The budget covers 553 staff positions. Their Administration expenses totaled \$13.6 million in FY 92.

NEA's other expenses for FY 92-93 included \$20 million for Legal Services, \$10 million for Government Relations, \$10 million for Governance, \$7.6 million on Publishing and \$6.7 million for Communications.

Last year the NEA's Executive Committee and its Board of Directors voted to spend NEA funds to fight state initiatives such as special elections to reduce taxes, and initiatives that deny

homosexuals special rights:

"To assist the Arizona EA (Education Association) in fighting a State Ballot Initiative on Tax Limitation,"

"To assist the Oregon EA in fighting a State Ballot Initiative on Legalizing Discrimination on the Basis of Sexual Orientation,"

"To assist the Wisconsin EAC in fighting a State Ballot Initiative on Property Tax Reduction,"

"To assist Michigan EA in fighting State Ballot Initiatives on Tax Limitations, Cutting Education Taxes and Term Limitations." ■



Legislation Update: School Choice

WASHINGTON, DC — House GOP conservatives will attempt to amend the Clinton Administration's school reform plan to require that all money be used for programs that emphasize local control of schools and school choice.

The GOP alternative, to be introduced when the House takes up the school reform bill, "takes away from the liberals' control of the nation's schools," House Republican Conference Chairman Richard Arney of Texas told reporters. While the Clinton plan would provide

grants to states and school districts to foster school reform, the Republican plan would require that 25% of the funds be used on school choice, including private and parochial schools, with the remaining money going to programs that stress "decentralized management."

Arney characterized the House Education and Labor Committee, which defeated his proposal during its markup of the Clinton plan, as a "wholly owned subsidiary of the National Education Association." ■

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bias in our society.

F-29. Recording Devices in Schools. The National Education Association insists that the recording or electronic surveillance of the work of any educator without that person's permission must be prohibited.

F-36. Employees with AIDS. The National Education Association believes that education employees shall not be fired, nonrenewed, suspended (with or without pay), transferred, or subjected to any other adverse employment action solely because they have tested positive for the acquired immunodeficiency syndrome/human immunodeficiency virus (AIDS/HIV) antibody or have been diagnosed as having AIDS.

H-6. National Health Care. The Association believes that the federal government should adopt a national health care policy that will mandate universal access to the highest quality health care at the lowest possible cost.

H-11. Statehood for the District of Columbia. The Association urges its affiliates to support efforts to achieve statehood for the District of Columbia.

I-13. Family Planning. The National Education Association supports family planning, including the right to reproductive freedom. The Association urges the government to give high priority to making available all methods of family planning to women and men unable to take advantage of private facili-

ties. The Association further urges the implementation of community-operated, school-based family planning clinics that will provide intensive counseling by trained personnel.

I-22. Freedom of Creative Expression. The National Education Association supports freedom of expression in the creative arts and therefore deplores any efforts by government to suppress, directly or indirectly, such expression. The Association further supports the freedom of publicly funded agencies to exercise judgment in the awarding of grants to individuals and organizations.

I-44. English as the Official Language. The National Education

Association believes that efforts to legislate English as the official language disregard cultural pluralism; deprive those in need of education, social services, and employment; and must be challenged.

I-47. Equal Opportunity for Women. The Association supports the proposed Equal Rights Amendment to the U.S. Constitution, which guarantees that equality of rights under the law shall not be denied or abridged by the United States or by any state because of gender.

The Association believes that the Equal Employment Opportunity Commission must have cease-and-desist authority to act in all cases of discrimination based on race, creed, color, age, national origin, sexual orientation, and gender. ■