

EDUCATION REPORTER

NUMBER 175

THE NEWSPAPER OF EDUCATION RIGHTS

AUGUST 2000

NEA Delegates OK Dues Hike to Fight Vouchers

CHICAGO, IL — Delegates to the 2000 National Education Association's Representative Assembly (RA) held at McCormick Place over the July 4th holiday voted to impose a \$5 a year increase in each member's union dues. Sixty percent or \$6 million of the additional \$10 million raised per year will be used to combat vouchers and other related ballot initiatives. Delegates from several states, including California and Michigan, complained about the battles they face against vouchers.

In his keynote address, NEA President Bob Chase cautioned the 9,200 delegates about the importance of the upcom-

ing elections. "Think about the federal government subsidizing vouchers," he warned. "Please keep in mind that the next President of the United States could name as many as three Justices to the Supreme Court. If these new Justices join Justice Scalia, Justice Thomas, and Chief Justice Rehnquist to form a new majority, we would see a breach in the wall separating church and state, vouchers declared constitutional, and your union and employee rights eroded." He went on to attack George Bush's education policies.

Voucher supporters contend that, while the teacher unions have been successful in stifling their efforts so far, the

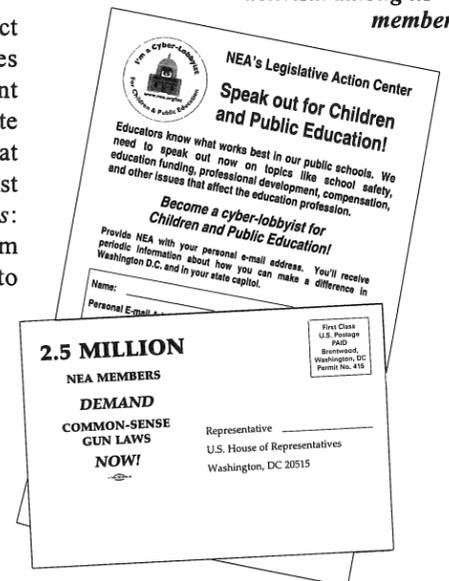
issue continues to gain steam. Proponents predict they'll spend a nearly equal amount of money this election year. "It's going to be a very tough battle," California entrepreneur and voucher supporter Ron Unz told the *Washington Times* (7-7-00), "but it does look like they will match the unions dollar for dollar."

Other proponents point to the fact that 34% of the convention delegates voted against the dues increase. Clint Bolick, litigation director of the Institute for Justice, a public-interest law firm that has defended voucher initiatives against lawsuits, commented in the *Times*: "Whereas we raise all of our funding from voluntary contributions, they have to force their members to contribute to the cause. I hope that a number of teachers will look for ways to recover their dues, given that a number of public-school teachers support the concept of choice."

The remaining 40% of the additional dues money will establish a media campaign fund that some specu-

late may be used to counter such recent NEA public relations embarrassments as the complaints filed against it by the Landmark Legal Foundation with the IRS and the FEC (see story below).

The NEA encourages political activism among its members.



NEA Takes Aim at 2nd Amendment

NEA President Bob Chase used his annual convention address to proselytize for gun control. He used the shooting death of Lake Worth, Florida teacher Barry Grunow by a 13-year-old student at the end of the school year to place the union in the midst of the debate and presumably to stir emotions for a delegate vote on New Business Item (NBI) B authorizing the NEA to circulate petitions in favor of gun control. "In respect to Barry — and to show the resolve of both our unions (the NEA and the American Federation of Teachers have merged in Florida) to support common-sense gun laws — our resolve to make America safe for children and teachers — we will now join with our brothers and sisters in the AFT [who were meeting at the same time in Philadelphia] in a moment of silence," Chase said.

He blamed "easy access to guns" for school shootings, and cited the oft-re-

peated, misleading statistic that "12 children are killed by guns every 24 hours." He failed to mention that this statistic primarily reflects the deaths of "children" up to 19 years old who are involved in drug and gang-related violence. He blasted Charlton Heston and the NRA, whom he accused of "writing a politician a check" when schoolchildren are killed by guns.

NEA delegates passed New Business Item B, requiring the NEA to "prepare and distribute to each of its affiliates a petition calling for meaningful gun control, specifically licensure, registration, bullet imprinting, child safety locks, mandatory background checks including waiting periods." The affiliates will be asked to circulate the petitions and return them to the NEA to be presented to Congress "on or before Feb. 1, 2001."

About a quarter to a third of the delegates voted against NBI B.

NEA Delegates Endorse Al Gore

NEA convention delegates followed the unanimous recommendation of their leadership and endorsed Al Gore for president with over 89% of the vote. As Education Intelligence Agency (EIA) Director Mike Antonucci points out however, while Bill Clinton received 91% of the NEA delegate vote in 1996, the union's own surveys showed that Bob Dole received 31% of the teacher vote in the general election, which is proportionate to the estimated number of Republican members.

Following are a few of the policies a Gore Administration would promote, according to the *New York Times* (3-31-00):

- ◆ Raise education spending by \$115 billion — a 50% increase — over 10 years.
- ◆ Universal preschool for all 4-year-olds and an increasing number of 3-year-olds.
- ◆ Signing bonuses of \$10,000 each to 75,000 new inner-city and rural teachers, with salary increases for other teachers.
- ◆ Day-to-day involvement in shaping classroom policy.

Complaints Against the NEA Filed with IRS and FEC

WASHINGTON, CD — The Landmark Legal Foundation has filed complaints with the Internal Revenue Service and the Federal Election Commission against the National Education Association (NEA).

Both Houses of Congress in June passed a law to require full disclosure of Section 527 funds, which allow tax-exempt unreported funds to be spent for political activities in campaigns. These monies are but a fraction of the massive unreported tax-exempt political funds routinely spent by the NEA.

Landmark's legal complaints, copiously documented with dozens of exhibits from the NEA's own publications, charge that "the NEA is spending substantial general operating funds on taxable political activities, which it has not reported on its tax returns for the last sev-

eral years." The NEA's Forms 990 show that, at least since 1994, the NEA has entered a zero in answer to question 81a demanding "the amount of political expenditures, direct or indirect."

Form 990 instructions make clear that "a political expenditure is one intended to influence the selection, nomination, election, or appointment" of any public official. "Expenditure" includes not only direct contributions, but loans, in-kind support, "or anything of value" such as personnel, equipment or supplies.

The other exhibits filed by Landmark consist of NEA publications that effectively prove that, out of its general association dues, the NEA has been doing

all of the above to elect its chosen candidates, but not reporting the expenditures as required by law. The NEA has two powerful incentives to avoid filling in line 81a: monies reported on this line are taxable, and NEA members (who may be up to half Republican) would find out that their dues money is being spent to elect Clinton-Gore-type candidates and would demand a refund, which they are entitled to under the Supreme Court's *Beck* decision.

This expenditure of NEA membership money on politics is in addition to the declared political money spent by the NEA's Political Action Committee, NEA-PAC, one of the largest and most powerful PACs operating today, with a budget in excess of \$6 million. The NEA also has dozens of state and local PACs.

Landmark's exhibits include the

NEA's series of "how to" handbooks to train its members in "practical politics." The NEA's political action manual instructs members how to "elect pro-education candidates at the local, state and national levels" so they can "more easily pass or defeat legislative proposals."

The NEA handbook instructs members in "integrating the structure" of the NEA with its various PACs by making sure that all the PACs have a majority of NEA board members to control how funds are spent.

Landmark's exhibits include the NEA's "Strategic Plan and Budget." This document reveals the extraordinary sums of money spent annually on politics from NEA dues: \$350,000 for "cyberspace advocacy systems . . . in support of . . . candidates at the state and federal level,"

(See IRS, page 2)



NEA's Lobbying Goals Include Ratification of U.N. Treaties

The NEA's Legislative Program for 2000 supports funding for the "United Nations and similar agencies," specifically:

- ◆ world bodies dedicated to the furtherance of peace and human rights;
- ◆ U.S. participation in and equitable financing of the U.N. and related bodies;
- ◆ ratification of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
- ◆ ratification of the U.N. Convention on the Rights of the Child.

At its annual convention in July, the union claimed credit for the federal government's \$2.1 billion increase in education funding for FY 2000, including a \$100 million increase in class size reduction funding to "keep on track" the hiring of 100,000 new teachers, and increases for Title I and after-school and special education programs.

The NEA listed block grant programs, voucher proposals and tax credit proposals for private or home schools as "con-

tinuing threats to quality public schools." **The NEA's Legislative Agenda**

Though the NEA's 2000 Legislative Program remains basically the same as the 1999 program (see Education Reporter, August 1999), the union will additionally lobby the 107th Congress for:

- ◆ legislation providing that a licensed professional health care worker be present in every school for the duration of the student school day;
- ◆ development of collaborative programs among family, school, community, business, social services, and law enforcement agencies in the effort to reduce family/domestic violence, especially as it affects children;
- ◆ expansion of mental health services and the coordination with public schools on the provision of such services;
- ◆ federal initiatives to deal with the growing national concern relating to racial profiling.

Source: *Advancing NEA's Legislative Program*, July 2000.

IRS (Continued from page 1)

\$386,000 for "partnerships with political parties, campaign committees, and political organizations," \$540,000 for "candidate recruitment . . . early voting, and vote-by-mail programs in order to strengthen support for pro-public education candidates," \$350,000 for "training programs . . . to support the election of pro-public education candidates," \$872,000 to elect "pro-education candidates," \$530,000 for "political data systems" to assist state political programs.

Much of the NEA's political spending is concealed under euphemisms: \$2,517,701 was spent on "Government Relations programs assistance to state affiliates" for "candidate recruitment and recommendation; campaign staff and support." An additional \$792,422 was spent to "secure member support for Association-endorsed candidates."

The NEA's UniServ program, with a budget of \$76.4 million for 1999-2000, enables the NEA to select, train and fund at least one employee of each NEA affiliate, called a UniServ director, in every congressional district and linked to the

NEA's 13,000 local affiliates. This UniServ director manages the NEA staff dispatched to assist with phone banks, door-to-door canvassing, absentee vote programs, media development, and polling and consulting services to elect NEA-endorsed candidates.

This NEA army of paid political organizers and lobbyists far exceeds the combined staff of the Republican and Democratic national committees. In addition, the NEA exercises uncommon leverage over the Democratic Party, controlling at least 10% of the delegates to the Democratic National Convention.

At last year's NEA convention, NEA President Bob Chase congratulated members for their role in congressional elections. "We supported pro-public education stalwarts in the Democratic Party — the folks who have helped Bill Clinton," he said.

Chase made no secret of the NEA's special campaign to defeat Senators Al D'Amato (R-NY) and Lauch Faircloth (R-NC). Chase boasted, "Jesse Helms, you're next!"

Pro-life Caucus Seeks Change in NEA

A little-known group called the Educators for Life Caucus attends each NEA convention in support of "the inherent dignity of all human life." This caucus is the coordinating unit for all NEA state and local pro-lifers.

Caucus chair and 39-year NEA member Christine Nowak started the group in 1978 "when the words 'reproductive freedom' were added to the resolution package." Though the union's endorsement of abortion has never wavered, neither has opposition from Educators for Life.



Christine Nowak addresses NEA delegates.

"I started the caucus to change how dues are used for lobbying, amicus briefs and marches on behalf of issues that are morally repugnant to many members," Miss Nowak told one reporter at the July convention. She admitted that in the beginning, her group was "harassed," but that "a standing rule was soon passed allowing a group to disagree with NEA policy and still have a booth at the convention to express its views."

This year, the caucus sponsored "By-law Amendment 4," which would have allowed members to decide, after reviewing a series of options published annu-

ally in the union magazine *NEA Today*, where the "political activity" portion of their dues would be allocated.

According to the "Impact Statement" for the proposed amendment: "A definition of 'political activity,' a formula for its calculation, and a checklist of specific options would need to be developed." It defined the term "political activity" to include "NEA contributions to other organizations, lobbying activities, participation in coalitions, the filing of amicus briefs, supporting or opposing ballot initiatives, participating in demonstrations and marches, and staff time spent on these activities."

The Caucus also proposed removing the words "reproductive freedom" from the NEA's "Family Planning" Resolution I-12 and adding language to support a ban on partial birth abortion. (See text of Resolution I-12 on page 4.)

Though both attempts to change policy failed, caucus members plan to re-submit their amendments at next year's convention in Los Angeles. Call 716/875-4313 for more information.

NEA's New Business Items Chiefly Political

CHICAGO, IL — A total of 77 New Business Items (NBIs) were considered at this year's NEA convention, most dealing with fringe political issues. The approved NBI B requires that petitions calling for gun control be distributed by state affiliates (see page 1). Also adopted was NBI 21, which demands that the University of California Regents reverse the ban on affirmative action in the UC system.

Defeated NBIs called for a moratorium

on the death penalty and condemned the appointment of Edward G. Rendell as general chairman of the Democratic party. Rendell is the former Philadelphia district attorney who was instrumental in convicting Mumia Abu-Jamal, the accused killer of a policeman. The issue of a new trial for Jamal has been debated at past NEA conventions. Observers say the Jamal NBI sparked a floor fight that was excluded from the NEA's official record.



NEA Convention Briefs

NEA delegates defeated performance pay, derailing an attempt by leadership to soften the union's stance on the issue. The delegates' language for Resolution F-9 explicitly rejects all systems of compensation based on performance evaluations of education employees.

Sen. Edward Kennedy received the NEA's annual Friend of Education Award. Delegates were informed that "every major education law passed since the 1960s has borne Kennedy's imprint," including Head Start, ESEA, Goals 2000 and the Class Size Reduction Act.

Where were the Republicans? A convention observer told *Education Reporter* that the Republican booth, unlike most others, remained largely unmanned throughout the proceedings. When she attempted to take photos of the booth, she was stopped and questioned by floor personnel. A handout from the NEA Republican Educators' Caucus stated: "We do not support any form of legislation that

would take public funds to support private schools. As advocates for children and our schools, we must let the public know that vouchers and private charter schools are not the 'quick fix' for changing education."

NEA-PAC raised \$1,036,332 at the convention, an average of more than \$105 per delegate. (Source: Education Intelligence Agency.)

Education Reporter (ISSN 0887-0608) is published monthly by Eagle Forum Education & Legal Defense Fund with editorial offices at 7800 Bonhomme Ave., St. Louis, MO 63105, (314)721-1213. Editor: Sue Kunstmann. The views expressed in this newsletter are those of the persons quoted and should not be attributed to Eagle Forum Education & Legal Defense Fund. Annual subscription \$25. Back issues available @ \$2. Periodicals postage paid at Alton, Illinois. Web site: <http://www.eagleforum.org> E-mail: eagle@eagleforum.org

Some NEA Resolutions Passed at 2000 Convention in Chicago



A-2. Educational Opportunity for All. The National Education Association believes that each student has the right to a free public education that should be suited to the needs of the individual and guaranteed by state constitutions and the United States Constitution. The Association also believes that all schools must be accredited under uniform standards established by the appropriate agencies in collaboration with the Association and its affiliates.

A-5. Excellence in Education. The Association believes excellence in education requires that students achieve mastery of learning so that they have the ability to use what they have been taught and have command of subjects sufficient for problem solving, decision making, and further educational growth. The Association supports high standards for teaching and learning in which the student becomes an active participant in the mastery process.

A-10. Use of Closed 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-13. Federal Financial Support for Education. The Association believes that funding for federal programs should be substantially increased, not merely redistributed among states.

A-15. Financial Support of Public Education. Funds must be provided for programs to alleviate race, gender, and sexual orientation discrimination and to eliminate portrayal of race, gender, and sexual orientation stereotypes in the public schools. The Association opposes the use of public revenues for private, parochial, or other nonpublic pre-K through 12 schools.

A-19. Undocumented Immigrants. The National Education Association believes that, regardless of the immigration status of students or their parents, every student has the right to a free public education in an environment free from harassment.

A-26. Charter and Nontraditional Public School Options. The Association believes that when concepts such as charter schools and other nontraditional school options are proposed, all affected public education employees must be directly involved in the design, implementation, and governance of these programs.

A-27. Deleterious Programs. The National Education Association believes that the following programs and practices are detrimental to public education and must be eliminated: privatization, performance

contracting, 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-28. Federally or State-Mandated Choice/Parental Option Plans. The National Education Association believes that federally or state-mandated parental option or choice plans compromise the Association's commitment to free, equitable, universal, and quality public education for every student.

A-29. Voucher Plans and Tuition Tax Credits. The National Education Association believes that voucher plans and tuition tax credits or funding formulas that undermine public education reduce the support needed to adequately fund public education, and have the potential for racial, economic, and social segregation of students. The Association opposes all attempts to establish and/or implement such plans.

New A. For-Profit Schools. The Association believes that there is an inherent conflict between serving the needs of children and of stockholders in an educational setting. The Association therefore opposes education for profit.

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 further believes that early childhood education programs should include a full continuum of services for parents/guardians, and children, including child care, child development, developmentally appropriate and diversity-based curricula, special education, and appropriate bias-free screening devices. These programs must be available to all children on an equal basis and should include mandatory kindergarten with compulsory attendance.

B-6. Class Size. The National Education Association believes that excellence in the classroom can best be attained by small class size. The Association also believes in an optimum class size of fifteen students in regular programs and a proportionately lower number in programs for students with exceptional needs.

B-7. Diversity. The National Education Association believes that a diverse society enriches all individuals. Similarities and differences among races, ethnicity, color, national origin, language, geographic location, religion, gender, sexual orientation, age, physical ability, size, occupation, and marital, parental, or economic status form the fabric of a society. The Association further believes in the im-

portance of observances, programs and curricula that accurately portray and recognize the roles, contributions, cultures, and history of these diverse groups and individuals.

B-9. Racism, Sexism, and Sexual Orientation Discrimination. The National Education Association believes in the equality of all individuals. Discrimination and stereotyping based on such factors as race, gender, immigration status, physical disabilities, ethnicity, occupation, and sexual orientation must be eliminated. Plans, activities, and programs must —

- ♦ Eliminate discrimination and stereotyping in the curriculum, textbooks, resource and instructional materials, activities, etc.
- ♦ Integrate an accurate portrayal of the roles and contributions of all groups throughout history across the curriculum, particularly groups who have been underrepresented historically
- ♦ Eliminate subtle practices that favor the education of one student over another on the basis of race, ethnicity, gender, physical disabilities, or sexual orientation
- ♦ Offer positive and diverse role models in our society including the recruitment, hiring, and promotion of diverse education employees in our public schools.

The Association encourages its affiliates to develop and implement training programs on these matters.

B-21. Educational Programs for Limited English Proficiency Students. The Association believes that LEP students should be placed in bilingual education programs to receive instruction in their native language from qualified teachers until such time as English proficiency is achieved.

B-30. Multicultural Education. The National Education Association believes that multiculturalism is the process of valuing differences and incorporating the values identified into behavior for the goal of achieving the common good. Multicultural education should promote the recognition of individual and group differences and similarities in order to reduce racism, ethnic prejudices, and discrimination.

B-31. Global Education. The Association believes that global education increases respect for and awareness of the earth and its people. Global education imparts information about cultures and an appreciation of our interdependency in sharing the world's resources to meet mutual human needs.

B-33. School-to-Work/Career Education. Career education must be interwo-

ven into the total educational system and should include programs in gender-free career awareness and exploration to aid students in career course selection.

B-37. Family Life Education. The Association believes that programs should be established for both students and parents/guardians and supported at all educational levels to promote the development of self-esteem. The Association also believes that education in these areas must be presented as part of an anti-biased, culturally-sensitive program.

B-38. Sex Education. The Association recognizes 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 also believes that to facilitate the realization of human potential, it is the right of every individual to live in an environment of freely available information and knowledge about sexuality and encourages affiliates and members to support appropriately established sex education programs. Such programs should include information on sexual abstinence, birth control and family planning, diversity of culture, diversity of sexual orientation, parenting skills, prenatal care, sexually transmitted diseases, incest, sexual abuse, sexual harassment.

B-39. AIDS Education. The National Education Association believes that educational institutions should establish comprehensive acquired human immunodeficiency syndrome (AIDS) education programs as an integral part of the school curriculum.

B-41. Environmental Education. The Association supports educational programs that promote the concept of the interdependence of humanity and nature.

B-43. Labor Movement Education. The National Education Association believes that the struggles of working men and women to establish unions and the influence of the labor movement on the growth of the United States should be an integral part of the curriculum in our schools.

B-47. Education on Peace and the Dangers of Nuclear Proliferation. The National Education Association believes that age-appropriate instructional materials on the establishment of peace and the understanding of nuclear proliferation need to be developed. These materials should include activities dealing with peaceful resolution of conflict, the effects of nuclear weaponry, strategies for disarmament, and methods to achieve peace.

NEA Resolutions *(Continued from page 3)*

B-48. Genocide. Acts of genocide must be acknowledged and taught in order to provide insight into how such inhumanity develops, prevent its occurrence, and preclude its recurrence.

B-52. Conflict Resolution Education. The National Education Association supports the use of proven conflict-resolution strategies, instructional materials, and activities in the curriculum, for classroom procedures, on the playground, and at school-sponsored extracurricular activities to encourage nonviolent resolution of interpersonal and societal conflicts.

B-55. Standardized Testing of Students. The Association opposes the use of standardized tests when —

- ♦ Used as the criterion for the reduction or withholding of any educational funding
- ♦ Results are used to compare students, teachers, programs, schools, communities, and states.

B-67. Home Schooling. The National Education Association believes that home schooling programs cannot provide the student with a comprehensive education experience. When home schooling occurs, students enrolled must meet all state requirements. Home schooling should be limited to the children of the immediate family, with all expenses being borne by the parents/guardians. 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 also believes that home-schooled students should not participate in any extracurricular activities in the public schools.

C-1. Health Care for All Children. The National Education Association believes that legislation should be adopted to provide comprehensive health care to all children.

C-7. Child Care. The Association encourages school districts and educational institutions to establish on-site child care for preschoolers, students, the children of students, and the children of staff members.

C-14. Extremist Groups. The National Education Association condemns the philosophy and practices of extremist groups and urges active opposition to all such movements that are inimical to the ideals of the Association.

C-18. Programs Before and After School. The Association believes that children who have limited or no adult supervision before or after school need local, state, and/or national programs, developed and staffed by qualified and trained personnel, which include opportunities to participate in study-skill sessions, counseling, and guidance in addition to recreational activities.

C-22. Comprehensive School Health Programs and Services. The National Education Association believes that every child should have direct and confidential access to comprehensive health, social, and psychological programs and services. The Association believes that schools should provide —

- ♦ A planned sequential, pre-K through 12 health education curriculum that integrates various health topics (such as drug abuse, violence, universal precautions, and HIV education).

The Association believes that services in the schools should include —

- ♦ Counseling programs that provide developmental guidance and broad-based interventions and referrals
- ♦ Comprehensive school-based, community-funded student health care clinics that provide basic health care services (which may include diagnosis and treatment)
- ♦ If deemed appropriate by local choice, family-planning counseling and access to birth control methods with instruction in their use.

C-23. School Guidance and Counseling Programs. The National Education Association believes that guidance and counseling programs should be integrated into the entire education system, pre-K through college.

C-31. 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.

D-21. Competency Testing of Licensed Teachers. The National Education Association believes that competency testing must not be used as a condition of employment, license retention, evaluation, placement, ranking, or promotion of licensed teachers.

E-3. Selection and Challenges of Materials and Teaching Techniques. The Association deplores prepublishing censorship, book-burning crusades, and attempts to ban books from school libraries/media centers and school curricula.

E-9. Academic and Professional Freedom. The National Education Association believes that academic freedom is essential to the teaching profession. Academic freedom includes the rights of teachers and learners to explore and discuss divergent points of view. A teacher shall not be fired, transferred, or removed from his or her position for refusing to suppress the free expression rights of students. The Association further believes that legislation and regulations that mandate or permit the teaching of religious doctrines and/or groups that promote antipublic 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, professional association activity, age, size, marital status, family relationship, gender, or sexual orientation. Affirmative action plans and procedures that will encourage active recruitment and employment of ethnic minorities, women, persons with disabilities, and men in under-represented education categories should be developed and implemented.

F-9. Salaries and Other Compensation. The Association opposes merit pay systems or any other system of compensation based on a subjective evaluation of an education employee's performance.

F-37. Employees with HIV/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 human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) antibody or have been diagnosed as having HIV/AIDS.

H-1. The Education Employee as a Citizen. The Association urges its members to become politically involved and to support the political action committees of the Association and its affiliates.

H-7. National Health Care Policy. The Association 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. The Association will support health care reform measures that move the United States closer to this goal.

H-11. Statehood for the District of Columbia. The National Education Association supports efforts to achieve statehood for the District of Columbia.

I-1. Peace and International Relations. The Association urges all nations to develop treaties and disarmament agreements that reduce the possibility of war, provide for the peaceful resolution of conflicts, and guarantee the rights of nations to coexist within safe and secure borders. The Association also believes that such treaties and agreements should prevent the placement of weapons in outer space. The Association further believes that the United Nations (UN) can further world peace and promote the rights of all people by preventing war, racism, and genocide.

I-2. International Court of Justice. The National Education Association recognizes that the International Court of Justice is one instrument to resolve international disputes peacefully. The Association urges participation by the United States in deliberations before the court.

I-5. Nuclear Freeze/Cessation. The Association believes the United States and all other nations should adopt a verifiable freeze on the testing, development, production, upgrading, emplacement, sale, distribution, and deployment of nuclear weapons, materials, and all systems designed to deliver nuclear weapons. The Association supports the development of treaties to eliminate the world's nuclear weapons arsenals.

I-12. Family Planning. The National Education Association supports family planning, including the right to reproductive freedom. The Association further urges the implementation of community-operated, school-based family planning clinics that will provide intensive counseling by trained personnel.

I-26. Freedom of Religion. The Association opposes the imposition of sectarian practices in the public school. The Association also opposes any federal legislation or mandate that would require school districts to schedule a moment of silence.

I-27. Gun-free Schools and the Regulation of Deadly Weapons. The Association believes that strict proscriptive regulations are necessary for the manufacture, importation, distribution, sale and resale of handguns and ammunition magazines.

I-42. Hate-Motivated Violence. The National Education Association believes that hate-motivated violence against individuals or groups because of their race, color, national origin, religion, gender, sexual orientation, age, disability, size, marital status, or economic condition is deplorable.

I-46. English as the Official Language. The 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-49. Equal Opportunity for Women. The National Education Association believes that all persons, regardless of gender, must have equal opportunity for employment, promotion, compensation (including equal pay for comparable worth). The Association supports an amendment to the U.S. Constitution (such as the Equal Rights Amendment) that 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 endorses the use of nonsexist language.

The above text is excerpted from some of the 2000 NEA Convention resolutions. Words have been deleted but not changed.