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NEA vs. Paycheck Protection

Every year, hundreds of thousands of teachers give their hard-earned money to political candidates and causes they may not even be able to identify. Teachers who object to this practice are often subject to retribution from colleagues, and in California, even those who would like to end the practice must pay to make sure it continues.

A new resolution introduced at this year's National Education Association (NEA) Representative Assembly reads, "The Association also believes that members have the right to have payroll deduction of both Association membership dues and voluntary political contributions."

When political contributions come out of teacher paychecks, they are delivered to the NEA, which uses the funds to help elect Democrats and aid in radical liberal causes that have nothing to do with the students about whom teachers are supposed to be concerned.

State legislatures could end this racket by passing Paycheck Protection laws prohibiting the practice — but the NEA spends a lot of money making sure they won't do this. In California, members can expect their dollars to be spent defeating Proposition 32, which would prohibit the use of payroll-deducted funds for political purposes. States that have already passed similar legislation have seen unions with increased fiscal transparency and accountability.

Union leaders spend far more money on politics than their members would like, and they work hard to make sure most members never realize that. This year's convention was no exception. HotAir.com reported:

This year the union was even cagier than usual. The fund report was dated May 24, and listed the fund balance at \$19,504,926. What the delegates probably didn't know — and the members they represent certainly don't know — is that the night before the convention opened the NEA board of directors met and voted to allocate \$13 million of that balance, and another \$4 million from the 2012-13 money, to a handful of state affiliate campaigns. The union expects to have spent \$25 million out of an available \$29 million by this time next year.

There's also evidence that union leaders often pursue an agenda many members would rather not support — thus the need to veil the union's activities from the very teachers it supposedly helps. According to the Heritage Foundation:

1. Paycheck protection legislation has a clear negative effect on public sector union contributions to candidates for state legislative offices. These laws reduce union campaign donations by approximately 50 percent. The odds of random chance explaining these results are less than one percent.

2. Paycheck protection laws do not affect donations from other economic sectors, nor do they have an effect on contributions from other industries. Paycheck protection laws appear to have a causal effect in reducing union campaign contributions.

3. There is not enough evidence to determine if paycheck protection laws reduce the political influence of unions. Anecdotal reports, however, suggest that union leaders have found loopholes in paycheck protection laws that allow them to continue spending their members' dues on political activism without their consent. The fact that unions must use these loopholes nonetheless demonstrates that union members do not support their union's political agenda.



Some buttons seen at the 2012 NEA Convention

NEA Obama Rally Takes a Swipe at Romney

The National Education Association's Representative Assembly took place July 1-5 in Washington, D.C. this year. The union's 9,000 delegates spent the week discussing new resolutions, like the push to add the Equal Rights Amendment to the U.S. Constitution, the passage of a federal statute to protect "sexual orientation" rights, and the "confirmation of Supreme Court Justices and federal judges who support civil rights."

They also spent a lot of time and energy discussing ways that individual members could work to support President Obama's re-election campaign. Support for President Obama is lower than you might expect at this event, but that didn't stop the Democratic Caucus from urging teachers to remember that:

Our thoughts and efforts must be on re-electing President Barack Obama. . . .

We must contribute what we can to the Democratic Party and to Democratic candidates. We must volunteer for the campaigns. If we can't outspend the Republicans, we can out-hustle them.

Last year's early endorsement of the President's campaign was approved by 72% of NEA delegates — an historic low for NEA Presidential endorsements. The past year has done little to improve the union's opinion of the President. HotAir.com reported:

If it seemed like the National Education Association's advocacy for the re-election of President Obama during last month's Representative Assembly was a bit forced and anxious, it's probably because the union's in-

ternal polling shows a genuine lack of enthusiasm for four more years of the current federal education and labor policy . . . the union is worried that even its activists aren't planning on being very active. Only 10 percent of the rank-and-file and 13 percent of the activists were "very likely" to join Educators for Obama, the NEA PAC volunteer group. Twenty-four percent in each group were "not likely at all" to do so. And even among those likely to join, large percentages wouldn't talk to the media, recruit others, or volunteer for two hours a month. . . . while a significant majority of NEA members supported the re-election of the President, "they are not energized for the election."

Neither are the delegates energized for a Republican candidate, however. The organization has never endorsed a Republican for president, and several delegates who said they were Republicans told the Associated Press (AP) they felt marginalized when they wouldn't support the Obama re-election campaign. Maureen van Wagner, a teacher from Anchorage, Alaska, told the AP, "What I don't like is the harassment going on for people to be an 'EFO' — an educator for Obama." Others spoke on condition of anonymity, saying they feared the way their colleagues might react if they added their names to their concerns.

NEA members were urged to offer their homes for house parties to encourage their friends to vote for Obama. This was an effective tactic in 2008, and it's no surprise that NEA leaders were urging their people to use it again.

Some delegates did find the direct anti-Romney sentiments surprising, however. One Republican teacher speaking in support of Mitt Romney was booed off a stage. NEA President Dennis Van Roekel intervened, saying that everyone had the right to speak, but this was not the only incident in which Republicans were ostracized. Some complained that they'd been asked to wear NEA t-shirts emblazoned with Obama's name, and felt as if they had to choose between their careers and their politics. Chris Cvijetic, a teacher from California, told the AP, "I'm not here representing myself, I'm here representing other teachers. That's the only way I can get through the day." Davina Keiser, chairwoman of the NEA's 160 member Republican Educator Caucus, agreed. "For Republican teachers, it's almost like we're stepchildren in the NEA, and then in the Republican Party we're also stepchildren, because we're public schoolteachers, and that's not part of their focus," she told the AP.

Vice President Biden addressed the convention, telling delegates:

There's a pretty uniform view held by Mr. Romney and the Republicans in the majority in Congress today — they criticize and they blame you, they make you the fall guy. They should be thinking of ways to make your job easier, not more difficult. Instead they hector, they lecture, and they blame you. I can't think of a candidate for president who's ever made such a direct assault on such an honorable profession. . . . You guys — educators, teachers, you are under full blown assault. Romney, Romney, Governor Romney and his allies in the Congress — their plan for public education in America is to

(See Obama Rally, page 2)

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NATIONAL
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EDUCATION BRIEFS

NEAfund.org reports that nearly 300 "Educators for Obama" signed up to host campaign parties in their homes this summer. NEA delegates were encouraged to host these events to help encourage their friends and family to vote for Obama. New Jersey teacher Heidi Olson told NEA writers, "we need to be a part of politics and that means getting out to the polls and casting a vote for somebody who is going to include us in decisions . . . somebody who is going to care about the people of this country and not just care about . . . how many dollars can go into their pocket . . . I don't do it for the NEA, I don't do it for NJEA; I do it for the members and the kids, because that's who we are."

Rather than teaching children to be well-rounded, responsible American citizens, the NEA would rather spend tax dollars on "ecoliteracy" subjects including population growth, global warming, alternatives to "our petroleum-based industrial food system," and vocational training "to prepare secondary students for careers in the Green Jobs sector to build a sustainable society."

The NEA did its part to ensure that education costs will continue to spiral out of control when it introduced a legislative amendment stating its support for "Federal programs that encourage students to engage in a post-secondary education through financial remuneration for good attendance and grades. . . students will feel they can afford a post-secondary education, which will be a reason to succeed in school and avoid truancy." Delegates also called for "loan forgiveness for all students."

The NEA left students out of the equation entirely when it announced it would spend \$208, 030 to "publicly oppose any policy of U.S. Military action against Iran and will restate our belief that diplomatic and nonviolent means are preferable in resolving international political differences."

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NEA Membership Continues to Plummet

Although 9,000 attended this year's NEA convention, the union is still losing members at an unprecedented rate. This has forced the NEA to tighten its budget and decrease its staff, a move that led to complaints from delegates. "There's no question that we have to change," said NEA secretary-treasurer Becky Pringle, who entitled this year's budget, "Leading in Our New Reality."

As I've said to many of you, it is a trifecta that we could not have imagined. We're living with a recession that just won't end, political attacks that have turned brutal, and societal changes that are impacting us — from stupid education 'reform' to an explosion of technology — all coming together to impact us in ways that we had never anticipated.

The NEA reports that it has lost about 150,000 members during the last two years, and it expects to lose more than

287,000 members over the next two years. These losses will result in revenue losses of \$65 million from 2010 to 2014 — a number that veteran education journalist Mike Antonucci said equaled about one-sixth of the union's original budget. The union expects to lose \$27 million in the 2012-2013 year alone.

The NEA, which boasts about 439 staffers, has so far only had to fire about ten people in light of budget cuts. These ten must have complained, however, because a New Business Item examined at the assembly promised that "all employees working for and supervised by NEA Headquarters personally be first notified in person of the elimination or possible elimination of their position." Former employees had been informed of their fate by telephone, NEA officials noted, and "Some of said employees worked for NEA for over 20 years. Our employees deserve more."

Obama Rally (Continued from page 1)

let the states use Title I dollars to boost enrollment in private schools. . . . I think we should have just a straight honest-to-God talk about the difference between how President Obama and I view education and how our Republican colleagues today view it . . . this ain't your father's Republican party. These guys have a different view of how to move America forward.

President Obama did not attend the convention himself, but he did call in by phone. Education union watchdog Mike Antonucci reported:

The President emphasized the funding for teachers' jobs in the stimulus bill, and the additional funding in the follow-on "edujobs" bill. He didn't mention Race to the Top, Arne Duncan, charter schools, performance pay, or really any policy issue. And he took a swipe at Mitt Romney, saying, "My opponent mocks the idea that we need more teachers." . . . The President signed off with "I'm looking forward to seeing you guys on the campaign trail." To which NEA president Dennis Van Roekel responded, "We're behind you all the way."

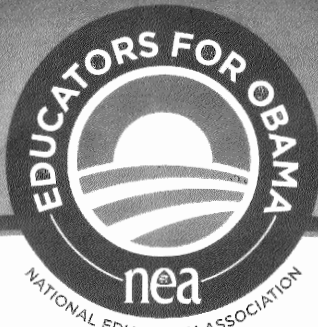
The Presidential election was just one of many issues discussed at the conven-

tion that had nothing to do with educating students. The union's Legislative Program included the usual selection of pro-feminist, pro-homosexual decrees, along with anti-parent and anti-school choice measures. Other resolutions passed included a condemnation of home schooling, a call for "plans, activities, and programs for education employees, students, parents/guardians, and the community . . . to identify and eliminate discrimination and stereotyping in all educational settings," and a resolution on family planning, which "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 facilities." The association also urged "the implementation of community-operated, school-based family planning clinics that will provide intensive counseling by trained personnel."

Absent were any resolutions that might actually improve educational outcomes, by lowering spending, restoring parental control, or encouraging local control over educational decisions.

Billions of dollars have been spent in an attempt to raise test scores and to close the gap between students of differing income levels, but these goals have not been achieved. The NEA has made sure of this through their political practices.

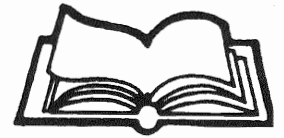
Part of a full-page ad in NEA's official convention newspaper:



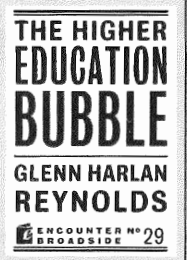
DO YOUR PART AND PLEDGE TO BE AN EDUCATOR FOR OBAMA TODAY!

Now more than ever, we need to elect a President who shares our vision for a stronger America and great public schools for every student. President Barack Obama has earned the NEA's recommendation.

Book of the Month



The Higher Education Bubble, Glenn Harlan Reynolds, Encounter Books, 2012, \$5.99.



As former British Prime Minister Margaret Thatcher once quipped, the problem with socialism is that eventually you run out of other people's money. Today's colleges and universities are facing the same problem. If Glenn Reynolds is right, many of these institutions will never recover from what he believes is an inevitable loss of student dollars.

Reynolds, a popular blogger and a law professor at the University of Tennessee, argues in *The Higher Education Bubble* that colleges and universities are a part of a still-inflating financial bubble that must inevitably burst, in much the same way that the housing bubble burst a few years ago. "Bubbles form when too many people expect values to go up forever," he writes. "Bubbles burst when there are no longer enough excessively optimistic and ignorant folks to fuel them. And there are signs that this is beginning to happen already where education is concerned. . . bubbles burst when people catch on, and there's some evidence that people are beginning to catch on."

Colleges and Universities have seen a steady influx of federal student loan money for years. It's easy to borrow federally-backed money to pay for college. It's so easy, in fact, that schools have increased tuitions for decades without suffering from a corresponding drop in enrollment. But as prices and enrollments have increased, the quality of education offered has plummeted — and too many of today's unemployed graduates owe huge sums for degrees that are worth very little.

This can't continue forever, and students are already looking for alternatives. For example, the number of students taking the LSAT, a law school admissions test, has fallen 25% in just two years.

It's only a matter of time, argues Reynolds, before scores of students decide to take advantage of cheap online education, apprenticeships, or trade schools rather than risk going into debt during times of high unemployment. Most universities have planned for dramatic tuition increases to continue forever, but student loan demand is beginning to soften as students realize that expensive degrees will not help them find jobs.

This bubble is not only financial, but also intellectual, as the proliferation of departments in subjects such as diversity and women's studies illustrates. "The higher education bubble isn't bursting because of a shortage of money," Reynolds explains. "It is bursting because of a shortage of value. The solution is to improve the product, not to increase the subsidy."

Some NEA Resolutions Passed at the 2012 Convention in Washington, D.C.

A-2. Educational Opportunity for All. The Association believes that all schools must be accredited under uniform standards established by the appropriate agencies in collaboration with the Association and its affiliates.

A-12. Use of Closed Public School Buildings. The 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-15. Financial Support of Public Education. The Association believes that:

- ◆ Funds must be provided for programs to alleviate race, gender, and sexual orientation discrimination and to eliminate portrayal of race, gender, sexual orientation and gender identification stereotypes in the public schools.

- ◆ Full-day, every day kindergarten programs should be fully funded.

- ◆ Federal, state, and, as appropriate, local governments should provide funds sufficient to make pre-kindergarten available for all three- and four-year-old children.

A-16. Federal Financial Support for Education. The Association opposes any federal legislation, laws, or regulations that provide funds, goods, or services to sectarian schools.

A-26. Voucher Plans and Tuition Tax Credits. The Association opposes voucher plans, tuition tax credits, or other such funding arrangements that pay for students to attend sectarian schools. The Association also believes that any private school or agency that receives public funding through voucher plans, tax credits, or other funding/financial arrangements must be subject to all accountability measures and regulations required of public schools.

A-35. Federally or State-Mandated Choice/Parental Option Plans. The Association believes that federally or state-mandated parental option or choice plans compromise free, equitable, universal, and quality public education for every student. Therefore, the Association opposes such federally or state-mandated choice or parental option plans.

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 also supports a high-quality program of transition from home and/or preschool to the public kindergarten or first grade. The Association also 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. The Association believes that federal legislation should be enacted to as-

sist in organizing the implementation of fully funded early childhood education programs offered through the public schools. These programs must be available to all children on an equal basis and should include mandatory kindergarten with compulsory attendance.

B-11. 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-12. Diversity. The National Education Association believes that similarities and differences among race, ethnicity, color, national origin, language, geographic location, religion, gender, sexual orientation, gender identification, age, physical ability, size, occupation, and marital, parental, or economic status form the fabric of a society. The Association also believes that education should foster the values of appreciation and acceptance of the various qualities that pertain to people as individuals and as members of diverse populations.

B-13. Racial Diversity Within Student Populations. The Association believes that to achieve or maintain racial diversity, it may be necessary for elementary/secondary schools, colleges, and universities to take race into account in making decisions as to student admissions, assignments, and/or transfers.

B-14. Racism, Sexism, Sexual Orientation and Gender Identification Discrimination. Discrimination and stereotyping based on such factors as race, gender, sexual orientation, gender identification, disability, ethnicity, immigration status, occupation, and religion must be eliminated. The Association also believes that these factors should not affect the legal rights and obligations of the partners in a legally recognized domestic partnership, civil union, or marriage in regard to matters involving the other partner, such as medical decisions, taxes, inheritance, adoption, and immigration. Plans, activities, and programs must —

- ◆ Increase respect, understanding, acceptance, and sensitivity toward individuals and groups in a diverse society composed of such groups as American Indians/Alaska natives, Asians, Pacific Islanders, Blacks, Hispanics, women, gays, lesbians, bisexuals, transgender persons, and people with disabilities

- ◆ Eliminate discrimination and stereotyping in curricula, textbooks, resource and instructional materials, activities, etc.

- ◆ Foster the dissemination and use of non-discriminatory and nonstereotypical language, resources, practices, and activities

- ◆ Integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically

- ◆ Eliminate subtle practices that favor the education of one student over another on the basis of race, gender, sexual orientation, gender identification, disability, ethnicity, or religion

- ◆ Encourage all members of the educational community to examine assumptions and prejudices, including, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth of students and education employees

- ◆ Offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse education employees in our public schools

- ◆ Coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and special health and care needs of diverse population groups.

B-16. Hispanic Education. The Association believes in efforts that provide for grants and scholarships for higher education that will facilitate the recruitment, entry, and retention of Hispanics; involvement of Hispanics in lobbying efforts for federal programs; involvement of Hispanic educators in developing educational materials used in classroom instruction.

B-24. Education of Refugee and Undocumented Children and Children of Undocumented Immigrants. The Association supports access for undocumented students to financial aid and in-state tuition to state colleges and universities. The Association further believes that students who have resided in the United States for at least five years at the time of high school graduation should be granted legal residency status, and allowed to apply for U.S. citizenship.

B-30. Educational Programs for English Language Learners. The Association believes that ELL 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-39. Multicultural Education. The National Education Association believes that Multicultural education should promote the recognition of individual and group differences and similarities in order to reduce racism, homophobia, ethnic and all other forms of prejudice, and discrimination and to develop self-esteem.

B-40. Global Education. The National Education Association believes that global education imparts an appreciation of our interdependency in sharing the world's resources.

B-42. School-to-Work/Career Education. The National Education Association believes that career education must be interwoven into the total educational system and should include programs in gender-free career awareness and exploration to aid students in ca-

reer course selection.

B-48. 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
- ◆ An understanding of societal issues and problems related to children, spouses, parents/guardians, domestic partners, older generation family members, and other family members.

The Association also believes that education in these areas must be presented as part of an antibiased, culturally sensitive program.

B-49. Environmental Education. The Association supports educational programs that promote —

- ◆ An awareness of the effects of past, present, and future population growth patterns on world civilization, human survival, and the environment

- ◆ Solutions to environmental problems such as nonrenewable resource depletion, pollution, global warming, ozone depletion, and acid precipitation and deposition

- ◆ The recognition of and participation in such activities as Earth Day.

B-51. 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 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, family planning, diversity of culture and diversity of sexual orientation and gender identification, sexually transmitted diseases, incest, sexual abuse, sexual harassment, and homophobia.

B-52. HIV/AIDS Education. The National Education Association believes that educational institutions should establish comprehensive human immunodeficiency virus (HIV) and acquired immunodeficiency syndrome (AIDS) education programs as an integral part of the school curriculum.

B-60. Education on Peace and International Understanding. The National Education Association believes that educational strategies for teaching peace and justice issues should include the role of individuals, social movements, international and nongovernmental organizations. Such curricular materials should also cover major contributing factors to conflict, such as economic disparity,

(Continued on page 4)

demographic variables, unequal political power and resource distribution, and the indebtedness of the developing world.

B-66. Standardized Testing of Students. The National Education Association believes that standardized tests should be used only to improve the quality of education and instruction for 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

- ◆ Scores are used to track students
- ◆ Students with special needs or limited English proficiency are required to take the same tests as regular education students without modifications and/or accommodations.

B-71. Conflict Resolution Education. The National Education Association supports the adoption and use, at all educational levels, of proven conflict resolution strategies, materials, and activities by school districts, education employees, students, parents/guardians, and security personnel as well as the school community to encourage nonviolent resolution of interpersonal and societal conflicts.

B-82. Home Schooling. The National Education Association believes that home schooling programs based on parental choice cannot provide the student with a comprehensive education experience. When home schooling occurs, students enrolled must meet all state curricular requirements, including the taking and passing of assessments to ensure adequate academic progress. 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-16. 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-25. Comprehensive School Health, Social, and Psychological 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 health education curriculum for pre-K through adult education that integrates various health topics (such as drug abuse, the dangers of performance-enhancing dietary herbal

supplements, violence, safety issues, universal precautions, and HIV education)

- ◆ Counseling programs that provide developmental guidance and broad-based interventions and referrals

- ◆ Comprehensive school-based, community-funded student health care clinics that provide basic physical and mental health, and 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-26. 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 higher education.

C-31. Student Sexual Orientation and Gender Identification. The National Education Association believes that all persons, regardless of sexual orientation or gender identification, should be afforded equal opportunity and guaranteed a safe and inclusive environment within the public education system. The Association also believes that, for students who are struggling with their sexual orientation or gender identification, every school district and educational institution should provide counseling services and programs that deal with high suicide and dropout rates and the high incidence of teen prostitution.

C-32. 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-8. Hiring Policies and Practices for Teaching Positions. The National Education Association believes that hiring policies and practices must be nondiscriminatory and include provisions for the recruitment of a diverse teaching staff.

D-22. 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 library media centers and school curricula.

E-10. Academic and Professional Freedom. Academic freedom includes the rights of teachers and learners to explore and discuss divergent points of view. A teacher shall not be fired, transferred, reassigned, removed from his or her position, or disciplined for refusing to suppress the free expression rights of students. Professional freedom includes the teachers' right to evaluate, criticize, and/or advocate their personal point of view concerning the policies and programs of the schools. Furthermore,

teachers must be free to depart from mandated scripted learning programs, pacing charts, and classroom assessments without prejudice or punishment.

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, retired or harassed 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, sexual orientation, or gender identification. Affirmative action plans and procedures that 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-2. Pay Equity/Comparable Worth. The "market value" means of establishing pay cannot be the final determinant of pay scales since it too frequently reflects the race and sex bias in our society.

F-50. Medication and Medical Services in Schools. The Association believes that education employees who are not licensed medical personnel should be protected from all liability if they are required to administer medication or perform medical services.

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 National Education Association believes that affordable, comprehensive health care, including prescription drug coverage, is the right of every resident. 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.

H-11. Statehood for the District of Columbia. The 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. The Association also believes that such treaties and agreements should prevent the placement of weapons in outer space. The Association believes that the United Nations furthers world peace and promotes the rights of all people by preventing war, racism, and genocide.

I-2. International Court of Justice. The Association urges participation by the United States in deliberations before the court.

I-3. International Criminal Court. The Association believes that the United States should ratify the Rome Statute of the International Criminal Court and recognize and support its authority and jurisdiction.

I-9. Global Climate Change. The Association believes that humans must take steps to change activities that contribute to global climate change.

I-17. Family Planning. The National Education Association supports family planning, including the right to reproductive freedom. The Association also urges the implementation of community-operated, school-based family planning clinics that will provide intensive counseling by trained personnel.

I-18. The Right to Organize. The Association also believes that members have the right to have payroll deduction of both Association membership dues and voluntary political contributions.

I-22. Immigration. The Association opposes any immigration policy that denies educational opportunities to immigrants and their children regardless of their immigration status.

I-33. Freedom of Religion. The Association opposes any federal legislation or mandate that would require school districts to schedule a moment of silence.

I-34. Gun-Free Schools and the Regulation of Deadly Weapons. The Association believes that strict prescriptive regulations are necessary for the manufacture, importation, distribution, sale and resale of handguns and ammunition magazines. A mandatory background check and a mandatory waiting period should occur prior to the sale of all firearms.

I-47. Elimination of Discrimination. The National Education Association is committed to the elimination of discrimination based on race, gender, ethnicity, economic status, religion, disability, sexual orientation, gender identification, age, and all other forms of discrimination. The Association encourages its members and all other members of the educational community to engage in courageous conversations in order to examine assumptions, prejudices, discriminatory practices, and their effects.

I-53. Right of Redress for Descendants of Slaves. The Association believes that the descendants of those subjected to slavery in the U.S. have the right to seek redress for the injustices inflicted upon their ancestors.

I-58. Linguistic Diversity. 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-61. Equal Opportunity for Women. The Association supports an amendment to the U.S. Constitution (such as the Equal Rights Amendment). The Association urges its affiliates to support ratification of such an amendment. The Association also supports the enactment and full funding of the Women's Educational Equity Act. The Association endorses the use of non-sexist language.

The above text is excerpted from NEA resolutions adopted at the 2012 NEA Convention. Much language has been omitted, but no words have been changed, added, or put out of order.