

NEA DIRECTORS'

2022 – 2023 ANNUAL REPORT

April 2023

A MESSAGE TO THE 2023 MTA ANNUAL MEETING DELEGATES

Dear MTA Delegates:

In 1938, the NEA published a book titled *“The Purposes of Education in American Democracy.”*

The authors wrote: “There has been a ceaseless struggle for the extension of education to all.” That struggle continues today in our effort to fulfill our vision of a great public school for every student.

Whether you’re a classroom teacher, school counselor, paraeducator, bus driver, cafeteria worker or school secretary, everyone who works in a public school faces a new school year ready to do the job they love. But they are also prepared to confront undeniable challenges. These challenges may differ district to district, school to school, but one thing is clear: The voice of educators is needed now more than ever.

You are boldly meeting these challenges and raising your voices on behalf of students and educators across the state.

Last year, the MTA took a leading role in raising support for and helping to approve the Fair

Share Amendment. This legislation will provide a historic, stable flow of funds dedicated for public education and transportation, as much as \$2 billion annually!

Shortly after the approval of the Fair Share Amendment, MTA led a coalition effort to increase funding for your public colleges and universities, and to advocate for passage of a newly introduced Cherish Act in the Massachusetts Legislature. If passed, the Cherish Act will make public college debt-free, provide needed supports for students, ensure fair pay for faculty and staff and encourage development of green and healthy buildings.

The MTA has also made significant strides toward achieving a living wage for all Education Support Professionals in Massachusetts. In addition, advancing the MTA PreK-12 ESP Bill of Rights is also one of your top priorities. And you continue to fight for alternate assessments that

more accurately reflect student achievement and the values of your communities.

I am so proud that you continue to build your union power and leadership at the local level. MTA understands that encouraging more energized locals is the strongest and most empowering way to give educators a voice in advocating for better working and learning conditions and great public schools for every student.

Thank you for all you’ve done – and all you continue to do – to expand opportunities for students and communities in Massachusetts.

In solidarity,



Becky Pringle
NEA President

Massachusetts NEA Directors



Candace Shivers



John Bracey



Zena Link



Christine Mulroney



Betsy Preval



Yan Yii

**At-Large
NEA Director
for Education
Support
Professionals**

**Observer to the
NEA Board for the
Sexual Orientation
and Gender Identity
Committee**



Saúl Ramos



Bobby Travers

A LETTER FROM YOUR MASSACHUSETTS NEA DIRECTORS

***“I am no longer accepting the things I cannot change.
I am changing the things I cannot accept.”***

– Angela Davis

Dear MTA Annual Meeting Delegates,

Greetings from the Massachusetts delegation of NEA Directors. We submit this report for your review.

Please welcome NEA Director John Bracey, who has finished his first year. We also would like to welcome NEA Director Deb Gesualdo, who will begin her board term in September. We congratulate NEA Director Yan Yii, who recently was reelected and will become the NEA senior director in September.

Over the past year, we have held two in-person meetings as directors, as well as in-person conferences, with COVID-19 prevention protocols in place. The major focus of our work and time has been focused on meeting the needs of NEA members in this changing culture. Some of the board’s work has included empowering directors in other regions to advance racial and social justice efforts in states that are vastly different than Massachusetts, and which have very different obstacles. These discussions have included support for members in Florida, where the governor is trying to curtail the freedom of public educators to teach effectively and respond to students with diverse needs, and in Georgia, where voting rights are under assault.

As your NEA Directors, we participated in Super Week, the annual four-day event in which NEA directors meet with federal legislators and ethnic caucuses to discuss

legislation and education issues. The Massachusetts representatives who we met with – including Senators Elizabeth Warren and Edward Markey – all said they were concerned about the mental health needs of students, as well as educators. They also emphasized that they understand our work as educators is often under-appreciated and under-respected.

The next few months will be my last as an NEA director. It has been my pleasure to serve you on the NEA board. My time as a representative of Massachusetts educators has been inspiring and humbling. I am a better person because I was able to serve you as an NEA Director.

One thought I will share: You are more capable than you think; don’t ever sell yourself short.

Thank you for all you do in public education.

NEA Directors

Candace Shivers, *Senior Director*, John Bracey, Zena Link, Christine Mulroney, Betsy Preval, Yan Yii

At-Large NEA Director for Education Support Professionals
Saúl Ramos

Observer to the NEA Board for the Sexual Orientation and Gender Identity Committee

Bobby Travers

Teaching Truth: American Indian/Alaska Native Observance

This article appeared in the May 2022 issue of the NEA Directors' Newsletter.

Attendees of the NEA Board of Directors May meeting were treated to an inspiring and moving presentation honoring Asian American, Native Hawaiian, and Pacific Islander's (AANHPI) Heritage Month. Tavae Samuelu, then the Executive Director of Empowering Pacific Islander Communities (EPIC), gave the observance. EPIC is this year's recipient of NEA's Ellison S. Onizuka Memorial Award.

Samuelu began by expressing the Samoan idea of Talanoa, which can mean "talk story" or, more literally, to open something up. Samuelu said her preferred definition is a dialogue to reach equilibrium. She said that much of the world is imbalanced and recognized NEA's work to address some of that imbalance. Samuelu recommends Talanoa as a practice to help restore balance. Returning to balance should be the object of the words we use, particularly in the context of land and place.

"We do not have leaders who do not work."

– Tavae Samuelu, explaining how the pathway to leadership is through service.

Samuelu quoted the Samoan poet Terisa Siagatonu: "When people ask me where I'm from, they don't believe me when I say 'water.'" To ask an AANHPI person where they are from is a violent act, she said, implying a perpetual foreignness. Any answers, she said, never seem to be sufficient.

"When we say 'we are from water,' is to acknowledge our indigeneity," she said. "We are not on the land, we are of the land."

Everywhere we are, we are on Indigenous land. Samuelu said. Our work to restore equilibrium must go beyond acknowledgment. It must move on to returning land to dispossessed peoples who know best how to be its stewards.

Samuelu said that in a geopolitical context, the homes of AANHPI people have been defined by militarization and colonialism. Many Pacific Islanders continue to be impacted by several decades of nuclear testing conducted by the United States. While some Pacific Islanders are U.S. citizens, others live on islands with no relationship with the United States.

"But, because of how empire works, they are very familiar with us," she said. American Samoa is the only American soil you can be born on and not be a U.S. citizen, she said.

Samuelu presented some elements of Pacific Islander – particularly Tongan and Samoan – culture through several proverbs. One, translated as "No one is more," conveys the value of equality among persons. Fishing



Tavae Samuelu

villages will evenly distribute their catch among all in the village so that no one goes without, she said. In other endeavors, it signifies that a person is no more important than others in the community, particularly those who have shaped them as people.

Samuelu gave another that struck a chord with those assembled: the pathway to leadership is through service.

"We do not have leaders who do not work," she said.

E fofo e le alamea le alamea – You possess all you need – emphasizes that what the community needs have to come from that community.

Samuelu said that she appreciates proverbs because it gives context and access to wisdom. "People keep calling things unprecedented; there's a proverb for everything," she said.

Jodi Kunimitsu, NEA Ethnic Minority Director and chair of NEA's AAPI Caucus, who had introduced Samuelu, concluded the observance with the singing of "Oli Mahalo," a Native Hawaiian song of thanksgiving.

NEA President Becky Pringle noted that the Pacific Islander portion of the AAPI community has endured disparities in access to higher education and health care. She noted that Pacific Islanders and Native Hawaiians have been impacted by COVID-19 at twice

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Teaching Truth: American Indian/Alaska Native Observance *continued*

the average of the AANHPI population as a whole and had the highest infection rates of any group in 17 states.

“Pacific Islanders are often overlooked and thus underrepresented in the places where decisions are being made,” Pringle said.

Samuelu said the outsized impact of COVID was inevitable given Pacific Islanders’ inability to access systems that could help them.

She said one of the most difficult parts of the pandemic is the inability to conduct burial rites, depriving families

and communities of a sense of closure.

“Ceremony is the muscle memory of grief,” she said.

Restoring the Soul of Our Nation

This article appeared in the September 2022 issue of the NEA Directors’ Newsletter.

Born of both labor and civil rights movements, Julie Chávez Rodriguez continues her family legacy: social change uplifting families and workers.

Currently serving as Senior Advisor and Assistant to the President and Director of the White House Office of Intergovernmental Affairs, Chávez Rodriguez presented the 2022 Hispanic Observance. She joined the Biden team in May 2020, and now serves as the highest-ranking Latina in the White House.

Chávez Rodriguez grew up entrenched in the organizing work of the United Farm Workers of America. She is the granddaughter of famed labor leaders César Chávez and Helen Fabela Chávez, and her parents, Linda Chávez Rodriguez and Arturo Rodriguez, were also full-time volunteers with UFWA.

Growing up in the farm workers’ movement taught her the value of grassroots organizing and coalition building. It helped her learn and develop the courage to lead and instilled the determination to win.



Julie Chávez Rodriguez

She remembered her mother, who pushed her to work for change, and Chávez Rodriguez still holds her mother by her side as she works with communities impacted by the COVID-19 pandemic. Chávez Rodriguez spoke about the students still working through the traumas of lost family members and the struggle to make ends meet. In their need, she sees as a call to step up and “restore the soul of our nation.”

Throughout the pandemic Chávez Rodriguez helped to reopen schools, connect communities to employment

“We have to experience defeat before victory,” Chávez Rodriguez reflected on the hard lessons for labor to learn in movements for change. “You can be the first and not the last,” Chávez Rodriguez continued, “Be a trailblazer.”

programs, and get resources to local governments in her role as Director of the White House Office of Intergovernmental Affairs. “We hit the ground running ... but we know we have more to do,” she said. “What we have done will fuel the work ahead. Educators will help.”

This work has directly resulted in organizing Latino families and leaders and those who continue to champion issues that benefit Latino communities. Chávez Rodriguez stressed that together NEA can show the country what it is made of: people who are committed to their communities and students. Organizing better outcomes is the pathway for change and restoration of the nation’s soul.

She reminded NEA Directors of what her grandfather once said: “Once social change begins, it cannot be reversed. You cannot un-educate the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore.”

NEA FINAL AND APPROVED NATIONAL CONFERENCE DATES

(as of February 16, 2023)

	2023	2024	2025	2026	2027	2028
MLT/WLT	Dec. 9-11, 2022 (West) Jan. 27-29, 2023 (East)	Dec. 8-10, 2023 (West) Jan. 26-28, 2024 (East)	Dec. 13-15, 2024 (West) Jan. 24-26, 2025 (East)	Dec. 12-14, 2025 (West) Jan. 23-25, 2026 (East)	Dec. 11-13, 2026 (West) Jan. 22-24, 2027 (East)	Dec. 10-12, 2027 (West) Jan. 21-23, 2028 (East)
Higher Ed	March 17-19	March 15-17	March 14-16	March 6-8	March 5-7	March 17-19
NEA Summit	March 10-12	March 1-3	March 7-9	March 13-15	March 12-14	March 10-12
NEA-Retired	March 12-14	March 3-5	March 9-11	March 15-17	TBD	TBD
ESP Conference	March 24-26	March 22-24	March 21-23	March 27-29	March 19-21	March 24-26
Aspiring Ed Conference	June 28 - July 1	June 29 - July 2	Aligned w/RA	Aligned w/RA	Aligned w/RA	Aligned w/RA
Conf. on Racial & Social Justice	June 30 - July 1	July 1 - 2	Aligned w/RA	Aligned w/RA	Aligned w/RA	Aligned w/RA

* 2025-2028 dates approved by the Conference Alignment Team on 9.21.2022

NEA DUES LEVEL

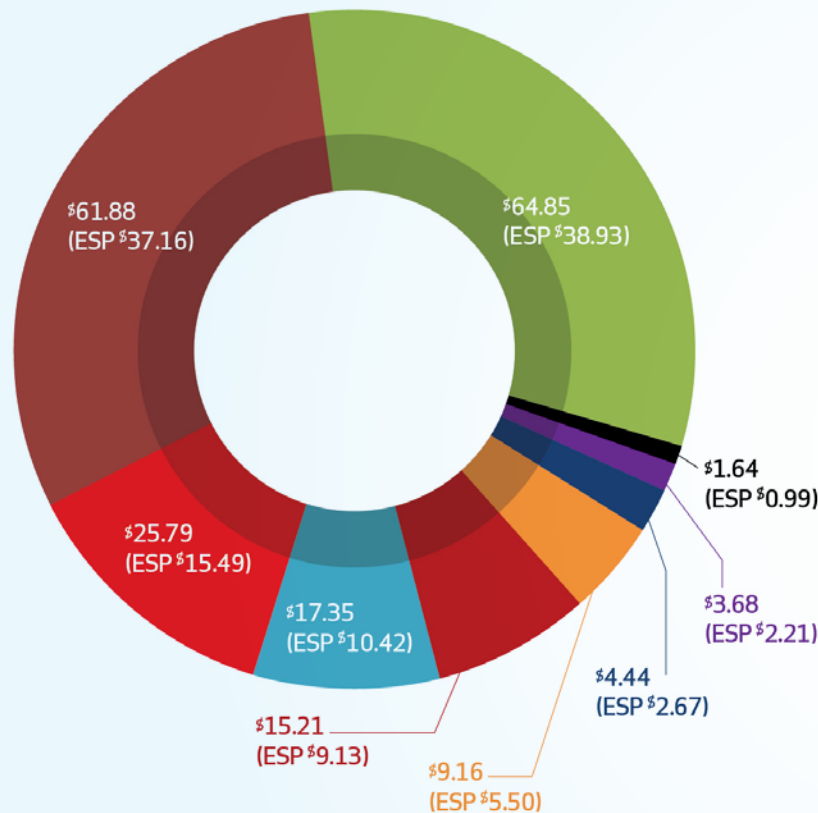
	Current 2022 -23	Proposed 2023 -24
Active – Teachers	\$204.00	\$208.00
Active – ESP	\$122.50	\$124.50
Retired – Annual	\$35.00	\$35.00
Retired – Life	\$300.00	\$300.00
Aspiring Educators	\$15.00	\$15.00
Dues Allocation to UniServ	\$35.00	\$36.00

★ NEA RA Locations ★

Year	Location	Dates
2024	Philadelphia, PA	July 2-7, 2024
2025	Portland, Oregon	July 2-6, 2025
2026	Denver, Colorado	July 3-7, 2026
2027	Indianapolis, Indiana	July 1-5, 2027
2028	Washington, DC	July 1-5, 2028
2029	Kansas City, Missouri	July 1-5, 2029

How Your 2022–2023 Dues Dollars Are Allocated

The chart below shows how your NEA dues (\$204.00; \$122.50 ESP) are allocated to support and represent members and affiliates in their efforts to achieve NEA's mission.



No dues dollars are used to support NEA Member Benefits programs.

- Build Safe, Healthy, Inclusive Learning Environments** \$4.44 (ESP \$2.67)
Support the development of modern, safe and supportive learning environments that are affirming to all students and employees and resourced to meet the academic and developmental needs of today's students.
- Support Professional Excellence and Respect** \$15.21 (ESP \$9.13)
Enhance and maintain an enterprise-wide system of Association-convened, member-led professional learning and supports for all educators across their career continua to ensure student success, to diversify the professions, to continuously improve their professional skills and to secure professional authority, collective autonomy and compensation.
- Advance Racial Justice and Social Justice** \$9.16 (ESP \$5.50)
Support members in advancing racial justice and social justice in education and improving conditions for all students, families and communities through awareness, capacity-building, partnership and individual and collective action.
- Strengthen Public Education as the Cornerstone of Democracy** \$25.79 (ESP \$15.49)
Use all available means, including organizing, collective action, policy, legal, legislative and electoral, to safeguard the rights of students, communities and educators; to advance economic justice; to protect the future of public education; and to ensure that students are prepared in a learner-centered environment to participate fully in our democratic society.
- Enhance Professional and Organizational Regard** \$3.68 (ESP \$2.21)
Enhance member and public recognition of the positive contributions of the NEA, its affiliates and its members; demonstrate the value that the organization provides to educators, students and communities; and the positive outcomes to the public education system when professionals are in union with one another.
- Legal and Insurance Support** \$17.35 (ESP \$10.42)
Implement advocacy programs for members, including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance and a \$1 million per member Educators Employment Liability insurance program.
- Enhance Organizational Capacity** \$64.85 (ESP \$38.93)
Develop and leverage the collective organizational proficiencies across our association to advance the mission of the NEA and its Affiliates, with particular focus on Member Engagement; Organizing and Connectedness; Educator Voice, Autonomy and Leadership; Racial Justice Culture; Coalitions and Partnerships; Dynamic Alignment; and Enterprise/Affiliate Health.
- Enterprise Operations** \$61.88 (ESP \$37.16)
Ongoing functions across the enterprise that support the Strategic Objectives, build lasting strength and sustain the organizational infrastructure.
- Contingency** \$1.64 (ESP \$0.99)
Provide funding for emergencies at the national, state or local levels.