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NEA Increases Political Influence in 2008 Election

The NEA plans to spend at least \$40 million on this election year's campaign efforts. The union hopes to make those dollars go farther than ever before, due to new strategies and a concerted effort to grow in political influence.

The NEA recently opened a Campaigns and Elections division devoted entirely to election politics. Karen White, formerly the political director of EMILY's List, heads the new division. EMILY's List is a powerful political group that supports and helps to elect pro-choice Democratic women.

The Campaigns and Elections division has already seen some notable successes. In Kentucky last year, the NEA helped Democrat Steve Beshear to defeat the incumbent governor, Ernie Fletcher. 83% of Kentucky's NEA members went to the polls to vote for Beshear.

Outgoing NEA President Reg Weaver told *The Hill* (2-26-08) that Karen White has helped the union to step up the sophistication of its political efforts.

For example, White introduced the NEA to microtargeting, the strategy of

identifying voter subgroups based on demographics or preferences, and then crafting political messages to reach each subgroup.

This year, the NEA has in its crosshairs nine Senate races and between 25 and 40 House races, as well as several gubernatorial contests — and of course the presidential race. “We plan to be very aggressive,” said Weaver. Although not all of the union's favored candidates are Democrats, according to Weaver, he promised hard-hitting contrast campaigns against John McCain in battleground states.

NEA polling in such states has shown that the No Child Left Behind Act can draw many voters to support NEA-endorsed candidates. “That sucker has galvanized our members,” said Weaver. 76% of Ohio Education Association teachers, for example, said they were “strongly against” NCLB.

Discussion of NCLB at the NEA annual meeting confirmed that poll. Whenever speakers criticized the law, the audience erupted in cheers.

NEA Endorses Barack Obama

Almost 9,000 delegates met in Washington, D.C. over the 4th of July weekend for the 3.4 million-member teachers union's annual Representative Assembly. After effectively “waiting out” the long

tug-of-war for the Democratic presidential nomination, the National Education Association (NEA) endorsed Sen. Barack Obama on July 4. 79.8% of NEA delegates voted to endorse Obama. That number is actually somewhat low

by NEA standards: 86.5% voted to endorse John Kerry in 2004, 89.5% to endorse Al Gore in 2000, and 91.5% to endorse Bill Clinton in 1996.

Obama addressed the nearly 9,000 assembled delegates by satellite on July 5. The crowd roared when Obama criticized the No Child Left Behind Act for forcing teachers to “teach to a test at the expense of music and art.” Opposition to the law has gathered strength with each year since it was passed in 2001, and criticizing NCLB is now guaranteed to please any NEA crowd.

Obama won a standing ovation for his plan to provide “Teacher Service Scholarships.” Under this plan, taxpayers would pay the full tuition of any college student who then spent four years teaching in a high-need location or subject area. “If you commit your life to teaching, America will commit to paying for your college education,” promised Obama.

The crowd bood loudly when

Obama mentioned his support for merit-based pay for teachers. The NEA opposes merit pay, favoring salary increases for all teachers, not just for those who take on extra responsibilities or who raise students' scores on standardized tests.

“I know this wasn't necessarily the most popular part of my speech last year,” said Obama, “but I said it then and I say it again today because it's what I believe.” Last year, when Obama addressed the annual meeting in person, teachers also greeted his mention of merit pay with boos.

The senator mentioned his support for charter schools, another education reform unpopular with the NEA. Delegates responded with cold silence.

USA Today editorial writer Richard Whitmire wondered about Obama's willingness to incur the NEA's wrath by mentioning two of its pet peeves. “Obama and his advisers may be concluding that the leftward drift of the NEA has pushed it closer to political irrelevancy,” Whitmire speculated. “Giving the cold shoulder to charter schools? Even four years ago you could get away with that, but high-performing charter schools in cities such as New York are giving meaning to the words ‘equal opportunity’ for poor and minority students.”

Whitmire also remarked on Obama's decision to address the union by satellite rather than in person. “If the NEA is the

(See NEA Endorsement, page 2)



Obama Accepts NEA Endorsement



Some buttons seen at the 2008 NEA Convention

NEA Lobbies for ‘Universal’ Government Health Care

The NEA and other liberal groups have joined together into a coalition calling itself “Health Care for America Now!” Coalition members include dozens of other labor unions, progressive groups such as MoveOn.org, abortion provider Planned Parenthood, the National Council of La Raza, and the American Academy of Pediatrics.

Elizabeth Edwards, wife of former Democratic vice presidential and presidential candidate John Edwards, is a key spokeswoman.

“Our government's responsibility is to guarantee quality affordable health care for everyone in America and it must play a central role in regulating, financing, and providing health coverage,” reads the group's Statement of Common Purpose.

Although the coalition has not issued a specific proposal for health care reform, the groups involved agree that the government should regulate insurance companies more strictly. They also want a government-managed health care program like Medicare but available to all Americans.

Health Care for America Now will spend \$40 million on its election-year efforts. Between July and November, it will spend over \$25 million on advertising, especially in battleground states.

The group is working in 45 states to raise popular support for its mission. It

also plans to ask every member of Congress to promise to provide universal health insurance.

The coalition launched in 50 cities on July 8. NEA President Reg Weaver spoke at the press conference for the launch event in Washington, DC.

“The pressure won't stop until we have national health care reform. Concern about this country's health care crisis is front and center in the minds of our members,” said Weaver. Health care reform “must guarantee comprehensive, quality coverage for all, and it must control cost. Individuals cannot and should not be asked to fend for themselves in the insurance market.”

At this year's assembly, the NEA reaffirmed its support for a “single-payer health care plan.” The NEA believes that “affordable, comprehensive health care, including prescription drug coverage, is the right of every resident.”

The choice of the word “resident” implies that the NEA wants government health care programs to cover many who are in the country illegally.

The NEA also believes that every child should have “direct and confidential access to comprehensive health, social, and psychological programs and services.” School-based “family planning” clinics are an important component of the comprehensive services which the NEA believes children should be able to access without their parents' knowledge or consent.



EDUCATION BRIEFS

New York legislators made it illegal for school officials to consider whether teachers had used “analysis of the available student performance” to improve their teaching when evaluating teachers for tenure. It is already illegal for tenure decisions to take student performance itself into account. “Denying any connection between teaching and learning is a dangerous course for unions to chart,” writes John Merrow, education correspondent for the “News Hour with Jim Lehrer.” “It contradicts what experience teaches us. And it flies in the face of common sense. If unions are telling us that there’s no connection between teaching and learning, why should we then support teachers, or public education?” (*Wall Street Journal*, 5-9-08)

NEA delegates approved a plan to increase the union’s political lobbying efforts on the internet. “NEA shall create a comprehensive plan with the goal of at least doubling the number of NEA and NEA-sponsored cyber lobbyists over the next five years,” reads the approved new business item. Lobbyists will use the internet to promote NEA goals at the national, state, and local levels.

Randy Weingarten, president of New York City’s United Federation of Teachers, became president of the 1.4 million-member American Federation of Teachers on July 14. Weingarten announced the AFT’s plan to lead the push for a “broader, bolder approach” to public education. The “broader, bolder” idea comes from the liberal Economic Policy Institute, and a number of influential Democrats support it. Supporters want schools to become community centers that provide much more than education. “Imagine schools that are open all day and offer after-school and evening recreational activities and homework assistance,” said Weingarten. “And suppose the schools included child care and dental, medical and counseling clinics.” Weingarten said such schools would “serve the neediest children by bringing together under one roof all the services and activities they and their families need.” (*New York Times*, 7-15-08)

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Pro-Lifers Protest NEA Stance and NEA’s Obama Endorsement

Pro-life educators picketed the NEA annual meeting again this year, expressing their discontent with the union’s pro-choice stance and consistent endorsement of candidates who favor abortion on demand. Representatives joined the protests from a variety of pro-life groups: Pro-Life Unity, the Family Research Council, Pro-Life Educators and Students (PLEAS), Students for Life of America, BlackGenocide.org, WAKEUP, Silent No More, and others.

The protesters carried signs proclaiming themselves “Pro-Life NEA Member” or “Pro-Life Student,” and calling for the repeal of NEA Resolution I-15, which affirms the NEA’s support for “family planning, including the right to reproductive freedom.”

Protesters also carried signs that said “Save babies’ lives: save YOUR jobs,” “Former fetus: current student,” “NEA: Be abortion neutral,” “Doesn’t everyone deserve a birthday?” and other statements. One protester carried a sign saying, “I regret my abortion.”

“It is illogical, immoral, unethical and unprofessional for teachers unions to engage in abortion advocacy,” said New Jersey teacher and PLEAS leader Bob Pawson. “NEA is supposed to use our dues monies to protect our jobs. Aborting babies — future students — also

aborts teachers’ careers. The leadership foolishly and perversely divides us over non-job-related issues — like abortion — then expects us to be unified for contract negotiations or strikes.”

Tony Perkins, president of the Family Research Council, agreed. “It is not the job of the NEA to issue mandates on social and moral issues. To do so is a misuse of members’ dues and a misrepresentation of teachers’ views.”

The pro-life activists challenged the NEA on its endorsement of Barack Obama. “Obama: Infanticide Candidate,” read one sign, while another reminded NEA members of Obama’s vote against the Born Alive Infants Protection Act.

Pawson and other pro-life NEA members hope that more pro-life teachers will get involved at all levels of union leadership. “Restore proper stewardship over our professional association and profession,” entreated Pawson. “Help neutralize the NEA and state affiliates on abortion and many other social, political, and moral issues. Don’t quit the NEA; take it back.”

Pro-life delegates attempted again this year to amend the union’s “family planning” resolution by inserting the words, “with no position on abortion.” The amendment was defeated.

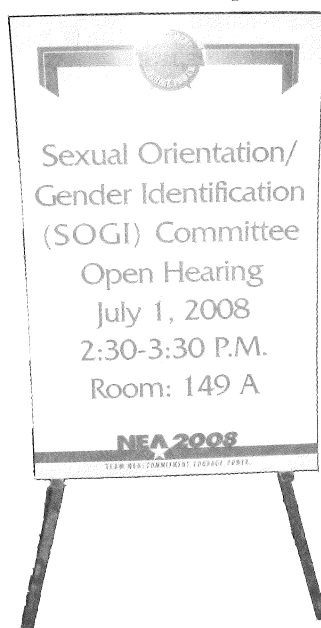


NEA Endorsement (Continued from page 1)

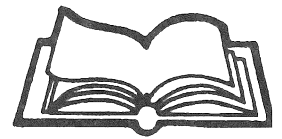
political boss of bosses, why did Barack Obama conclude recently that Montana hay-bale campaigning was far more urgent than flying to Washington to speak directly to 9,000 fired-up teachers endorsing him?” (*Politico.com*, 7-10-08) Obama apologized with the excuse that he was “hunting for votes here in formerly red states.”

NEA leaders said they also invited Sen. John McCain to speak before the annual meeting, but he declined. A McCain spokesman criticized Obama’s education record and his speech to the NEA. “On the issues most important to Americans, Barack Obama’s arguments are built on lofty rhetoric and empty words, so it’s no coincidence that a major education magazine [*Education Week*, 3-7-07] noted that during his entire career Barack Obama ‘hasn’t made a significant mark on education policy.’”

About a week later, Obama told another group of teachers that McCain’s “only [education] proposal seems to be recycling tired rhetoric about vouchers and school choice.” This



Book of the Month



Feminists Say the Darndest Things: A Politically Incorrect Professor Confronts “Womyn” on Campus, Mike Adams, Sentinel, 2008, 208 pages, \$24.95

Mike Adams, a criminology professor at the University of North Carolina-Wilmington, began his career in academia as a staunch liberal. When he became conservative, he started clashing with liberal professors on his campus — especially with those espousing feminism, Marxism, or both.

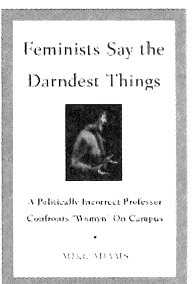
After Adams took part in a high-profile free speech controversy just after 9/11, he appeared on several conservative TV shows and eventually launched a column on Townhall.com. He is now well known as a lovable (to conservatives) curmudgeon (to feminists), who uses ruthless logic and humor to undermine the academy’s over-the-top political correctness and intolerance.

Feminists Say the Darndest Things contains 61 letters, most of them directed to feminist college professors guilty of inconsistent, unethical, unprofessional, or even malicious behavior. Adams’s letters confront his colleagues on these actions.

For example, during a recruitment meeting, one feminist UNCW professor commented: “This [candidate] went to West Point. He may be too conservative to teach here. . . . Then again, I’m really attracted to military guys.” Adams wrote to the chancellor of UNCW with a suggestion. “In order to better facilitate matchmaking during the hiring process, I submit that we modify our ads to require job candidates to submit photographs. . . . This will help committee members to better decide whether they are ‘attracted to’ a given applicant.” Adams’s satire exposes how ridiculous it is for feminists to tolerate inappropriate statements they would never accept from non-feminists.

Adams responds to a feminist blogger who says he deserves to be beaten almost to death, a sociologist who accuses pro-lifers who don’t oppose the death penalty of genocidal tendencies, and the sponsors of several incredibly offensive and ludicrous campus events. The feminists he confronts are often deeply alienated from normal human interactions and relationships — such as the radio host who is “angry that, having fought so hard to become liberated and independent, women are now being trapped into caring for dependent parents.”

Just a month after the book’s release, Adams dedicated all future royalties to a children’s charity in Kenya. “As long as I live, I’ll never draw another penny from Penguin for sales of this book,” he vowed. Adams puts his money where his mouth is in his fight against abortion, Marxism, and other injustices. This, and the wonderful surprise in the 61st letter, add to the book’s appeal.



Some NEA Resolutions Passed at the 2008 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-11. 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-14. 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-15. Federal Financial Support of Public Education. The Association opposes any federal legislation, laws, or regulations that provide funds, goods, or services to sectarian schools.

A-24. 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-33. 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-

ist 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-8. 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-9. Diversity. The National Education Association believes that similarities and differences among races, 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-10. 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-11. 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 who have been under-

represented 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

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

B-20. Education of Refugee and Undocumented Children and Children of Undocumented Immigrants. The Association supports access 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-26. 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-35. 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, homophobia, ethnic and all other forms of prejudice, and discrimination and to develop self-esteem as well as respect for others.

B-36. Global Education. The National Education Association believes that global education imparts an appreciation of our interdependency in sharing the world's resources to meet mutual human needs.

B-38. 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 career course selection.

B-44. 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 anti-biased, culturally-sensitive program.

B-45. 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-47. 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, family planning, diversity of culture, and diversity of sexual orientation and gender identification, sexually transmitted diseases, incest, sexual abuse, sexual harassment, and homophobia.

B-48. 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-55. 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. The Association also believes that educational materials should include activities dealing with the effects of nuclear weaponry and other weapons of mass destruction, strategies for disarmament,

(Continued on page 4)

methods to achieve peace. Such curricular materials should also cover major contributing factors to conflict, such as economic disparity, demographic variables, unequal political power and resource distribution, and the indebtedness of the developing world.

B-60. 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-63. 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-75. 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 born 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-15. 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-23. 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 programs in the 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 physical and mental health, and 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-24. School Guidance and Counseling Programs. The National Education Association believes that guidance and counseling programs should be integrated into the entire education system, pre-kindergarten through higher education.

C-28. 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-29. 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-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-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, or disciplined, removed, reassigned from his or her position 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 and pacing charts 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-47. Medication and Medical Services in the 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-8. Global Climate Change. The Association believes that humans must take steps to change activities that contribute to global climate change.

I-11. Human Rights. The National Education Association believes that the governments of all nations must respect and protect equal access to education as embodied in the United Nations Universal Declaration of Human Rights.

I-15. 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-20. Immigration. The Association opposes any immigration policy that denies educational opportunities to immigrants and their children regardless of their immigration status.

I-30. Freedom of Religion. The Association opposes any federal legislation or mandate that would require school districts to schedule a moment of silence.

I-31. 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-43. 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-47. Hate-Motivated Violence. The Association believes that federal, state, and local governments and community groups must oppose and eliminate hate-motivated violence.

I-51. 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-54. 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 2008 NEA Convention. Much language has been omitted, but no words have been changed, added, or put out of order.