

NEA DIRECTORS'

2023 / 2024

# ANNUAL REPORT



April 2024

## A MESSAGE TO THE 2024 MTA ANNUAL MEETING DELEGATES

Dear MTA Delegates!

I am honored to represent the 3 million members of the National Education Association, this nation's largest labor union. We believe all students deserve an education that provides them with the support and tools they need, in schools that can inspire their curiosity, imagination, and desire to learn, and where justice and joy prevail. As educators, we are dedicated to our work and passionate about what we do.

Public education is the foundation of our democracy. However, many in positions of power are doing everything they can to undermine public education through privatization, defunding and demoralizing the education professionals who have dedicated their lives to educating this nation's students.

Despite these challenges throughout the nation, I applaud MTA for building a more powerful union by encouraging more energized locals, winning gains in pay, working conditions and autonomy for educators. You continue to fight the harmful effects of high-stakes testing by advocating for the Thrive Act that would end this misuse of a standardized exam. We know there are more valid, fair means to determine if students have met the rigorous state requirements for graduation. According to Massachusetts state data, the misuse of a standardized exam denies a diploma to about 700 students a year. The impact on our students of color, low-income students, English learners, and disabled students is particularly concerning. As Massachusetts is one of only nine states that continues to require a high-stakes standardized exam for graduation, this must end.

MTA is also pursuing the right for public educators to strike if bargaining has failed to reach an agreement after six months. This will level the playing field in bargaining with employers who refuse to negotiate in good faith or meet with educators to resolve contractual differences.

You have fought vigorously to expand state funding to districts and schools and students. Congratulations

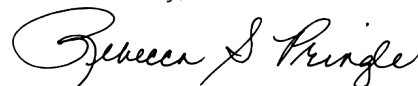
on the passage of the Fair Share Amendment, which requires a small increase in income tax for the state's wealthiest residents. This legislation has greatly expanded available funds for public schools and transportation. I hope you reach your goals of calling for adequate state support to enable every district to reach the recommended student-to-counselor ratio of 250:1, to hire more professional librarians and lift ESP living wages so you can recruit, retain and reward your members who directly help students deal with the social and emotional challenges that interfere with their academic success.

Lastly, I know that the Cherish Act is one of your major legislative priorities. It will make high-quality, debt-free public higher education a reality for every student. However, the affordability and continued quality of public higher education must be addressed through additional state resources. I know that MTA continues to prioritize a statewide campaign that will make sure public higher education receives a fair share of the state's Fair Share Amendment proceeds, which generates up to \$2 billion annually. I want to encourage you to keep fighting for the investment of resources that will meet the needs of all students in Massachusetts.

I am so proud that you continue to promote, protect, and strengthen public education by building 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*

# A LETTER FROM YOUR MASSACHUSETTS NEA DIRECTORS



*From the depth of need and despair, people can work together, can organize themselves to solve their own problems and fill their own needs with dignity and strength.*

– Cesar Chavez

Dear MTA Annual Meeting Delegates,

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

Please welcome NEA Director Nicole Prevost, a member of the Quincy Education Association, and Deb Gesualdo, from the Malden Education Association, who are completing their first year as NEA directors.

Over the past year, the NEA directors have attended two Super Weeks, one in September 2023 and another in February. Super Week is a four-day event with a schedule that includes NEA directors meeting with U.S. Senators and Representatives, a two-day board meeting and a variety of committee meetings. We will return to Washington D.C. for our third Super Week in early May. The central focus of our work and time has been on our vision priorities, which include protecting, promoting and strengthening public education, advancing the learning and well-being of all students, advancing respect and excellence for all educators, organizing for power by building allies and empowering our members, and securing a pro-education environment. We also continue to advance our racial and social justice work.

In the Super Week sessions, we met with Massachusetts Senators Elizabeth Warren and Edward Markey, who have continued to hold public education issues in high regard and continue to understand our plight as undervalued and underpaid educators. We also lobbied with our U.S. Representatives and our Senators for a national ESP Bill of Rights, a Child Tax Credit improvement and the Secure Rural Schools extension.

Over the next few months, we will be preparing for the NEA Representative Assembly in Philadelphia, which will be from July 3-7.

Thank you for all you do for public education, and remember, we rise by lifting others! It is an honor to serve as your NEA directors.

## NEA Directors

Yan Kohl, *Senior Director*, John Bracey, Deborah Gesualdo, Alexizendria Link, Christine Mulroney, Nicole Prevost

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

Bobby Travers

## Massachusetts NEA Directors



**Yan Kohl**  
*Senior Director*



**John Bracey**



**Deborah Gesualdo**



**Alexizendria Link**



**Christine Mulroney**



**Nicole Prevost**

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



**Bobby Travers**



# BLACK OBSERVANCE SPEAKER:

## Rashad Robinson



NEA President Becky Pringle introduced **Rashad Robinson**, a powerful advocate for racial justice. She reminded the Board that having a Black teacher not only increases the success of black and brown students; it increases the success of all students. With this guiding principle, NEA is proud to partner with Robinson and the organization he founded, Color of Change, in the collective pursuit of justice and empowerment.

NEA Black Caucus Chair Karen Moore, of Illinois, set the stage for Robinson's address by sharing the empowering "I love being Black" chant she shares with her students. Robinson, the president of Color of Change, founded the organization 18 years ago in the aftermath of Hurricane Katrina. His message resonated deeply as he reflected on the collective failures that followed the disaster, highlighting that "no one was nervous about disappointing Black people" amidst the flood of bad decisions made by corporations and institutions.

Robinson emphasized: "Power is the ability to change the rules." He drew attention to the distinction between unfortunate circumstances and systemic injustices, using the example of sending water bottles to Flint, Michigan as a reaction to injustice rather than addressing the root cause of the lead in its drinking water. Through active engagement and advocacy, he

stressed the importance of amplifying the voices of the people to challenge and change unjust systems.

Defending Black history is not just about honoring the past; it's about fighting against censorship, inaccuracies and propaganda. Robinson underscored the coordinated efforts to suppress Black history, noting that those who oppose Black history are often the same forces fighting against other marginalized groups, including LGBTQ+ educators, girls in STEM and the teaching of real science.

Robinson outlined a strategic approach to building power, focusing on holding both corporations and government entities accountable. From advocating for corporate responsibility to engaging with school boards and government bodies, he emphasized the importance of alliances and collective action in driving meaningful change. Robinson ended his remarks by declaring, "When oppressed people win, we win for everyone."



# WOMEN'S OBSERVANCE SPEAKER:

## Nicole Austin-Hillery



Jamila Walton, chair of the Women's Issues Committee (WIC), introduced the speaker for the Women's Observance, **Nicole Austin-Hillery**, a dynamic leader and advocate whose dedication to social justice has made a profound impact on the nation. As President and CEO of the Congressional Black Caucus Foundation (CBCF), Austin-Hillery exemplifies the power of leadership to effect positive change.

Austin-Hillery's career has been defined by her unwavering commitment to advancing human rights and combating systemic injustices. Prior to her role at CBCF, she led Human Rights Watch's efforts to address violations within abusive systems in the United States, focusing on issues such as systemic racism, immigration reform, criminal justice reform and poverty alleviation.

Austin-Hillery's legal career is marked by groundbreaking achievements and impactful advocacy. As the first director and counsel of The Brennan Center's Washington, D.C. office, she spearheaded advocacy and policy development initiatives, serving as a chief representative before Congress and the executive branch. Her litigation experience at law firms and civil rights organizations further

underscores her dedication to advancing civil liberties and promoting equality under the law.

In her remarks, Austin-Hillery emphasized the transformative power of educators to uplift and inspire change. Reflecting on her own journey from growing up in public housing to becoming a prominent civil rights lawyer, she highlighted the pivotal role of educators in shaping lives and fostering potential: "Power: Educators have power to do one of two things: you have the power to build up, but you also have the power to tear down." She shared her experience in school, being told to attend a state school because she grew up in public housing. However, her eighth-grade teacher, Miss Johnson, used her power to uplift, encouraging Austin-Hillery to become a human and civil rights lawyer.

# NEA Final and Approved National Conference Dates

(as of February 16, 2023)

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

*Year of the dragon*

*Feb 10 2024*

**Asian and Pacific Islander Caucus  
(APIC)**

**APIC addresses the NEA BOD to celebrate and educate about the Lunar New Year**

Lunar New Year is celebrated in a variety of countries, including: China, Taiwan, Singapore, Malaysia, Korea, Vietnam, and other countries with high Chinese populations.

# Proposed Dues

Active Teacher Average			Active ESP Average	
2023-24	2024-25	Bylaw 2-7(a)	2023-24	2024-25
\$65,599	\$67,536		\$35,995	\$37,097
\$148.00	\$152.00	General Budget (.00225 x Avg Salary)	\$81.00	\$83.00
36	37	UniServ (.00225 x Avg Salary)	20	20
1	1	NEA Foundation	0.5	0.5
3	3	GPS Fund	3	3
20	20	Media/Ballot Fund	20	20
<b>\$208.00</b>	<b>\$213.00</b>	<b>Total</b>	<b>\$124.50</b>	<b>\$126.50</b>

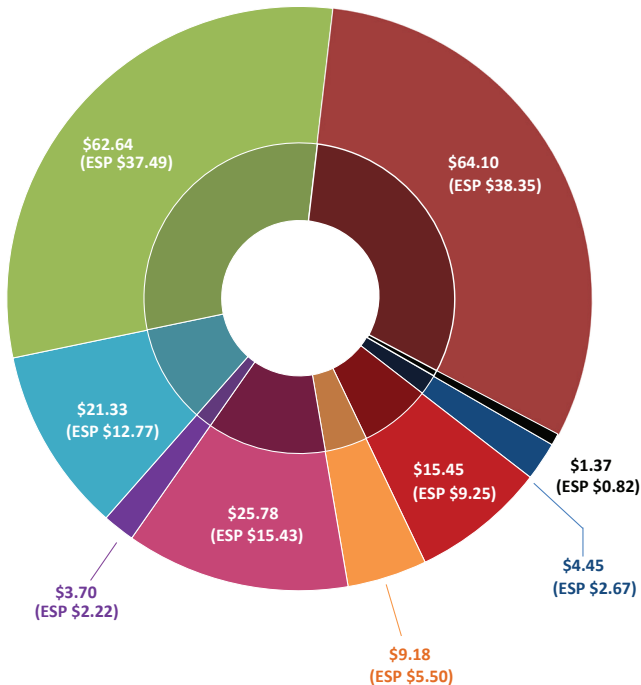
## ★ *NEA RA Locations* ★

Year	Location	Dates
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 2023-24 DUES DOLLARS ARE ALLOCATED

The chart below shows how your NEA dues (\$208.00; \$124.50 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

**\$4.45 (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

**\$15.45 (ESP \$9.25)** Enhance and maintain an enterprise-wide system of Association-convened, member-led professional learning and support for all educators across their career continuum to ensure student success; to diversify the professions; to continuously improve their professional skills and to secure professional authority; collective autonomy and compensation.

## Strengthen Public Education as the Cornerstone of Democracy

**\$25.78 (ESP \$15.43)** 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

**\$3.70 (ESP \$2.22)** 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.

## Advance Racial Justice and Social Justice

**\$9.18 (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.

## Legal and Insurance Support

**\$21.33 (ESP \$12.77)** 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

**\$62.64 (ESP \$37.49)** 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

**\$64.10 (ESP \$38.35)** Ongoing functions across the enterprise that support the Strategic Objectives, build lasting strength and sustain the organizational infrastructure.

## Contingency

**\$1.37 (ESP \$0.82)** Provide funding for emergencies at the national, state or local levels.