

Kentucky Education Association
146th Delegate Assembly
Louisville Marriott Downtown Hotel, Louisville, KY

First Business Session
April 4, 2018

President Stephanie Winkler called the 145th meeting of the Delegate Assembly of the Kentucky Education Association to order at 8 p.m.

A moment of silence was observed for our members that are no longer with us and Marshall County High School in particular.

The presentation of colors were conducted by KEA member veterans of our armed forces.

Kentucky Education Association member veterans presented the colors. Marshall County members led the Pledge.

The National Anthem was sung by the KEA Choir, led by KEA Paducah Ind. delegate Chad Davidson. Beth Lovett accompanied Mr. Davidson on the piano. The KEA Choir sang My Old Kentucky Home.

President Winkler introduced KEA Board member Luke English and Kim Morgan to update the assembly on the events that happened on January 23, 2018 at Marshall County High School.

A presentation for Dr. Martin Luther King, Jr. who on this date fifty years ago was assassinated in Memphis, Tennessee was shown to the assembly by Alvia Littleton and Noraa Ransey, Ethnic Minority Directors of the KEA Board.

President Winkler introduced the head table. From the far left: Confidential Associate Anne Marie Riddell, KEA Executive Director Mary Ruble and the Parliamentarian from the Kentucky Association of Parliamentarians, Ruth Ryan. From the far right: Senior Ethnic Minority Director at-Large, Alvia Littleton, the NEA Directors, Jo McKim, Robin Brown and KEA Vice President Eddie Campbell. Behind the podium on a riser on the stage were NEA Director at Large for ESP Matthew Powell, NEA Director at Large for the Student Program Rachel Immerman and Skylar Nunley.

Dave Strode, Chair of the Compliance Constitution Committee gave the first report of registration. He noted that out of a possible 568 delegates, 398 had registered. He requested that registration be reopened for 15 minutes in order to register delegates who came late. On behalf of the committee he moved adoption of the report as submitted. The **MOTION CARRIED.**

First Time Delegates moved and seconded to adopt the agenda with flexibility. The **MOTION CARRIED.**

Bracken County delegates moved and seconded the adoption of the Standing Rules as printed. The **MOTION CARRIED.**

The minutes of the 2017 KEA DA were approved as printed.

President Winkler announced Dr. Susan McLaughlin-Jones as the KEA 2019 Teaching and Excellence Award. Dr. McLaughlin-Jones addressed the assembly.

President Winkler announced Matthew Powell as the KEA ESP of the Year. Mr. Powell addressed the assembly.

Vice President Eddie Campbell presented Amendment 1 to be voted on tomorrow, Thursday, April 5th. Discussion followed.

Constitutional Amendment 2018
Submitted by: Eddie Campbell, KEA VP

ARTICLE VI. COMMITTEES

Section 1. Standing Committees. Standing Committees shall be established and/or discontinued by the Delegate Assembly.

B-6.1. Standing Committees: Establishment and Accountability

Standing Committees may be established and discontinued by the Delegate Assembly. When that body is not in session, Standing Committees shall be accountable to the President, the Board of Directors, and the Executive Committee.

B-6.2. Types and Functions of Standing Committees.

a. Standing Committees are established to facilitate the operations of the Association and to advise the Association's governing bodies in various areas. Membership of each committee shall consist of one person elected from each district association, one person elected from the Retired association, and one member elected from the Student association. No person may simultaneously serve on more than one standing committee and as an alternate of another committee, nor may any member simultaneously serve as an alternate for more than one standing committee. Members from district associations and the retired association shall be elected for a term of two years beginning July 1. Student members shall be elected for a term of one year beginning July 1. A member shall serve for no more than six consecutive years except in the case where the member was originally elected to fill a partial unexpired term which had become vacant. In that case, the member may serve no more than the unexpired term plus six consecutive years. These committees are:

1. Compliance/Constitution
2. Government Relations
3. Membership, Organizing, Visibility and Engagement (MOVE)
4. Diversity
5. **Program and Budget Teaching and Learning**

b. The function of the Standing Committees shall include the following:

1. *The Compliance/Constitution Committee shall:*

- Review the governance documents of the local and district associations for compliance with the KEA and NEA constitutions and bylaws;
- Receive and process amendments to the Constitution, Bylaws and Standing Rules;
- Supervise the submission and processing of new business during the Delegate Assembly;
- Issue advisory interpretations upon request on issues arising from the floor of the Delegate Assembly;
- Perform other duties at the Delegate Assembly as specified in the Rules or requested by the President;
- Supervise the accreditation of delegates and alternates to the Delegate Assembly and the seating of delegates and members;
- Conduct the election of state delegates to the NEA Representative Assembly;
- Develop all state election guidelines, report its recommendations to the Board of Directors for approval, and upon approval, implement the appropriate guidelines governing each state election; and
- Monitor minority involvement in the Association and address compliance issues.

2. *The Government Relations Committee shall:*

- Recommend the Legislative Program to the Delegate Assembly;
- Influence and support the accomplishment of the Legislative Program goals and related issues;
- Facilitate members' legislative activity;
- Help facilitate activities in the Legislative Support goal area;
- Exert continued energy toward the pursuit of and continuation of negotiations with local boards of education; and
- Support crisis activity

3. *The Membership, Organizing, Visibility and Engagement (MOVE) Committee shall:*

- Promote the activities of the Standing Committees;
- Conduct surveys and needs assessment of members to share with the Board of Directors and other committees for the purpose of assessing member needs;
- Promote and enhance the image of the Association both internally and externally;
- Conduct programs providing grants, scholarships, awards, and competitions;
- Oversee and promote the Member Benefits Program;
- Encourage current members to retain KEA membership and encourage non-members to join; and
- Coordinate effective communication programs and assist local and district associations in doing so.

4. *The Diversity Committee shall:*

- Encourage affirmative action in school systems;

- Promote and insure awareness of cultural diversity;
 - Promote the inclusiveness of the educational family by stressing minority recruitment and leadership development; and
 - Coordinate human relations programs at all levels of the Association and assist locals in doing so.
5. ~~The Program and Budget Committee~~ **Teaching and Learning shall:**
- **Lead our professions in this arena;**
 - **Support the creation and execution of professional development offered by the association;**
 - **Promote professional learning opportunities to the general membership;**
 - **Respond to professional learning needs as directed by the KEA Delegate Assembly;**
 - **Provide feedback on teaching and learning issues when solicited by the Association.**
6. Each Standing Committee shall annually elect the chair to serve at the pleasure of the Standing Committee, ~~with the exception of the Program and Budget Committee, which the Vice President shall Chair~~

B-6.3. Expansion of Standing Committees. If a Standing Committee requires more members on subcommittees to accomplish its responsibilities, it shall submit a request for additional subcommittee members to the President. The President shall consider both the work load of the committee and its budget in determining the number, if any, of subcommittee members to add to the Standing Committee. Additional subcommittee members to the Standing Committee shall be appointed by the President with the approval of the Board of Directors.

B-6.4. Subcommittees of Standing Committees. A Standing Committee may form subcommittees to facilitate its work.

B-6.5. Vacancies.

- a. In the event an elected member cannot attend a scheduled Standing Committee meeting, the elected alternate may attend. However, absence of the elected member from two (2) consecutive meetings shall constitute resignation.
- b. A vacancy on a Standing Committee shall be filled temporarily by the elected alternate or by election by the district board of directors (or board of directors of the affiliated retired or student association) until the district (or affiliate) delegate assembly or the membership of the district education association (or affiliate association) has the opportunity to elect a permanent member to complete the unexpired term.

Section 2. Special Committees. Whenever feasible, activities shall be assigned to Standing Committees. If necessary, Special Committees may be appointed by the President for the purpose of carrying out a specific activity.

Section 3. Proportional Representation.

~~a-~~ Ethnic minorities and administrators shall be represented on each Standing Committee in proportion to their membership in the Association. When this proportion has not been met through elections, appointment for two-year terms shall be made by the President with the approval of the Board of Directors.

RATIONALE:

This constitutional amendment would create a new KEA Standing Committee called the “Teaching and Learning Committee”. This also eliminates the Program and Budget Committee as a KEA Standing Committee. The current Program and Budget standing committee will cease to exist on June 30, 2018.

The Program and Budget Committee should be a committee of the KEA Board of Directors, similar to the current KEA Board Investment and Audit Committees. The KEA Board members act as the fiduciaries of the association and have constitutional responsibilities to expend contingency funds and make adjustments to the program and budget.

KEA Leadership has struggled in the past to have an appropriate committee to assign many NBI’s that deal with teaching and learning issues. The creation of a new standing committee would allow for an elected representative body to lead in and deal with our association’s teaching and learning opportunities and challenges.

Dave Strode, Chair of the Compliance Constitution Committee gave the second report of registration. He noted that out of a possible 568 delegates, 411 have registered. On behalf of the committee he moved adoption of the report as submitted. The **MOTION CARRIED.**

President Winkler called the NEA Director candidates and Ethnic Minority candidates to the stage.

Dave Strode, Chair of the Compliance Constitution Committee introduced the candidates and the seats. Regina Boone was the only candidate for seat 1 to begin July 1, 2018. Mr. Strode moved on behalf of the CCC Committee to elect Regina by acclamation. The **MOTION CARRIED.** Noraa Ransey was the only candidate for seat 2. That term expires on June 30, 2020. Mr. Strode moved on behalf of the CCC Committee to elect Noraa by acclamation. The **MOTION CARRIED.**

Mr. Strode also told the assembly that Alvia Littleton, candidate for NEA Director would be in the first position on the ballot and Jo McKim would be in the second position. Joy Gray nominated Jo McKim for NEA Director. Denise Gray seconded. Veronica Buckner nominated Alvia Littleton for NEA Director. Lisa Petrey-Kirk seconded. Ms. Littleton addressed the assembly. Ms. McKim addressed the assembly.

NEA Directors Jo McKim, Robin Brown, Skylar Nunley, Rachel Immerman and Matthew Powell informed the assembly of the many opportunities to donate to the FUND for Children and Public Education.

Points of Personal Privilege were granted.

Sanford Holbrook, KEA Auctioneer sold items donated.

Miranda Salyers won a \$250 Marriott gift package.

Elizabeth Lovett won \$660.00.

The assembly stood in recess at 11 p.m.

Second Business Session
Thursday, April 5, 2018

Dave Strode, Chair of the Compliance Constitution Committee gave the third report of registration. He noted that out of a possible 568 delegates, 435 had registered. He requested that registration be reopened for 15 minutes in order to register delegates who came late. On behalf of the committee he moved adoption of the report as submitted. The **MOTION CARRIED.**

Delegate Tyler Watts, Chair of the MOVE Committee presented the Dotson Perkins Scholarship awards. The winners were Caroline Meiners, Michael Weaver, Holly Moore, Marissa Satram and Morgan Goode.

President Winkler introduced Tanya Rigsby from California Casualty to present grants to Southern High School, Louisville; Barbourville City Schools; Barbourville and Livingston Central High School, Smithland.

Skylar Nunley, President of the KEA Student Program presented a review of the past year.

Tom Denton, President of KEA-Retired presented a review of the past year.

NEA Director at Large for ESP presented the District Challenge information. In 5th place, NKEA; 4th place KESPA; 3rd place Second; 2nd place, First and in first place KEA Retired. The total fund contribution was \$4, 156.00.

Dave Strode, Chair of the Compliance Constitution Committee gave the fourth report of registration. He noted that out of a possible 568 delegates, 438 had registered. On behalf of the committee he moved adoption of the report as submitted. The **MOTION CARRIED.**

KEPAC Chair Terry Poindexter presented the KEPAC report.

Vice President Eddie Campbell presented the membership report.

Assistant Executive Director for Affiliate Relations Kayne Ishmael addressed the assembly and showed videos of the legislative session. Mr. Ishmael introduced Colmon Elridge, KEA's new Government Relations Director. Mr. Elridge addressed the assembly.

Delegate Patricia Hacklar won a Pigeon Forge package and basket.

Dave Strode, Chair of the Compliance Constitution Committee instructed the assembly on voting times for the lunch break.

Mr. Holbrook auctioneered donations.

Teresa Messinger won \$820.00

The assembly stood in recess until 2 p.m.

Third Business Session
Thursday, April 5, 2018

Dave Strode, Chair of the Compliance Constitution Committee presented the voting results. Constitutional Amendment 1 FAILED. 168 votes (38.1%) were cast for the amendment and 273 (61.9%) were cast against.

Mr. Strode also announced the results of the NEA Director race. Jo McKim was elected NEA Director. Ms. McKim received 274 votes for 62.1%. Alvia Littleton received 167 votes for 37.8%.

President Winkler gave her state of the association address.

Government Relations Chair Cyndi Skellie introduced the committee. Ms. Skellie moved on behalf of the committee the adoption of the Legislative Program. Much discussion followed.

President Winkler introduced Guy Kendall-Freas, NEA Member Benefits to address the assembly. Veronica Sharber won an 8 day, 7 night trip to Mexico donated by NEA Member Benefits.

Mr. Holbrook auctioneered donations.

Michelle Dexter won \$965.00.

The meeting recessed at 5:58 p.m.

Fourth Business Session
Friday, April 6, 2018

President Winkler called the assembly to order at 8:30 a.m.

Dave Strode, Chair of the Compliance Constitution Committee gave the final report of registration. He noted that out of a possible 568 delegates, 438 had registered. On behalf of the committee he moved adoption of the report as submitted. The **MOTION CARRIED.**

The fifth class of the KEA Fellows were presented to the assembly. They put together a montage of photos from their year in the program. President Winkler and Vice President Campbell presented certificates and infinity pins to each Fellow. President Winkler noted for the assembly that May 1st was the first day the application would be on line for the 2018-2019 class.

President Winkler presented Maury Koffman, NEA Executive Committee member to address the assembly.

NEA Director at Large for the Student Program Skylar Nunley presented an update of the District Challenge. In 3rd place – 1st District; 2nd place – JCTA; 1st place – KEA Retired. He also announced the winner of the trivia game held at the social on Thursday night; in 3rd place – KESPA; 2nd place – 5th District; 1st place – NKEA. The district challenge to date earned a total of \$11,130.87.

After much discussion and debate the following Legislative Program was passed by the Delegate Assembly.

KEA Vision:

KEA is the preeminent voice for quality public education.

KEA Mission:

We unite, organize and empower members to advocate for themselves and to ensure a quality public education for every Kentucky student.

Kentucky Education Association's highest priority is to ensure adequate funding and support for a high quality public education for every Kentucky student. We support revenue enhancements such as increasing the tax rate in higher income categories, lowering the tax rate in lower income

categories, establishing a refundable earned income tax credit (EITC) based on the federal EITC, taxing more discretionary services and seeking additional revenue sources.

Legislative goals:

1. Advocate for equitable and adequate funding for P-12 education.

KEA supports:

- A. Ensuring that the SEEK formula fully funds a high-quality education for every public school student in the Commonwealth.
- B. Advocating for the legalization of casino gaming as a direct revenue stream to support all Kentucky public pension systems.

2. Advocate for a high-quality education for every public school student in the Commonwealth.

KEA supports:

- A. Ensuring all pre-K through 12 classroom instruction is provided by teachers certified in the subject area being taught.
- B. Providing state funded pre-school programs for all three- and four-year old children.
- C. Guaranteeing all children have access to visual and performing arts, physical education, library skills with library access, **world language and world cultures education, practical living** and career studies classes taught by an appropriately certified teacher.
- D. Continuing to allow school districts to determine the start and end dates of their school calendar.
- E. Establishing indoor air quality standards for public school.
- F. Requiring recycling of materials in all school districts, if available.
- G. Establishing high standards and accountability for home-schooled students.
- H. Establishing the deadline for bringing classes within maximum size at twenty (20) days after the first student attendance days.
- I. Maintaining that SBDM councils select principals and oppose the superintendent or designee serving as SBDM chair when selecting principals.
- J. Opposing adding requirements to a curriculum without SBDM approval.

- K. Opposing charter schools other than public schools authorized and overseen by existing boards of education that do not divert resources from existing schools. Charter schools must be qualitatively different than common schools and have a proven record of improving academic performance for their targeted demographic. They must be subject to all transparency, reporting and procurement requirements, accountability standards, assessments and assessment schedules as Kentucky's system of common schools. Charter schools must be nonsectarian, not for profit and must follow the governance, management, employment rules, enrollment practices, and student services outlined in this legislative program.
- L. Allowing public schools and educators the greatest possible degree of freedom to design and implement curricular, instructional, and assessment innovations in Kentucky's public schools.
- M. Mandating that any new state education initiative is not required to be implemented without adequate funding and support.
- N. Advocating for a student assessment system that uses formative assessment process to improve instruction; that measures higher order thinking skills; that includes multiple, high quality measures of student learning; that allows for timely student self-assessment; and links directly to the curriculum.
- O. Providing all school employees with adequate information and support to implement high quality assessment and accountability systems.
- P. Adopting an accountability system that is proven effective by research, does not produce unintended consequences, is easy to understand, delays consequences until its validity and reliability are established, uses multiple measures, provides appropriate information to the public, and is not dependent on any single assessment device.
- Q. Providing assistance to priority schools that builds capacity at the school; provides advisory assistance; requires meaningful involvement of school staff, students and parents; preserves due process; includes significant support and professional development; provides adequate compensation for additional work and time; and is differentiated to the needs of the school, students and staff.
- R. Improving school lunches by substituting high sugar and processed foods with wholesome and nutritious foods.
- S. Ensuring that all students learn and school employees, including transportation employees, work in a safe school free from verbal or physical assault, with protection from threats to their learning and working environments and that we provide proper funding of school resource officers.
- T. Including a caseload cap on the number of preschool students with disabilities being served by any individual preschool teacher
- U. Providing every student and school employee with personal, reliable, computing devices supported by a state infrastructure which guarantees integral internet access.
- V. Ensuring all students receive efficient and ethical special education referral and implementation services; reducing the redundancies of all special education process documentation via automation and simplification; and advocating support of great means to support collaboration of general and special education teachers.

- W. Providing students with access to world languages, both spoken and signed.
- X. Providing graduating seniors, including deaf students who show proficiency in ASL and English, the opportunity to earn the nationally-recognized Seal of Biliteracy, which grants students a special seal on their diploma for being proficient in a second language.
- Y. Advocating for inclusive curriculum that addresses the struggles and triumphs of all marginalized peoples as movements and individuals throughout history in the United States and the rest of the world.
- Z. Supporting culturally responsive pedagogy, curricula, and diversity training in education.
- AA. Improving school safety by requiring all school buildings to have a limited entry access device.
- BB. Providing a focus on human trafficking training for all school employees.**
- CC. Providing trauma-informed and other qualified mental health professionals to prevent acts of violence and better assist students with emotional needs.**
- DD. Implementing restorative practices at the school and district level which seek to improve school climate, foster healthier relationships between educators and students, decrease disciplinary disparities, engage students and families, and support social-emotional learning.**
- EE. Implementing digital citizenship into curriculum in all schools.**
- FF. Ensuring that all legislation involving students and the criminal justice system focuses on restorative justice practices and effective, research-based interventions as opposed to increasing incarceration.**
- GG. providing ELL educators sufficient training and professional development opportunities to improve professional skills**

3. Advocate for strong professions.

KEA supports:

- A. Requiring that the school term cannot be extended without a commensurate increase in compensation for school employees.
- B. Requiring the school council to approve any extension to the school day which shall not be granted without a commensurate increase in compensation for school employees.
- C. Securing a minimum of three days of personal leave annually, with unused days converting to sick leave.
- D. Providing financial assistance and professional support for all teachers pursuing rank change or National Board Certification.
- E. Restoring school employees' rights to participate in all levels of school board elections.

- F. Securing collective bargaining for all school employees.
- G. Securing a process by which each local board of education may confer exclusive representation to the association with the largest number of members in the district.
- H. Establishing time limits by which the Education Professional Standards Board must provide due process to certified personnel who are the subject of complaints to that body.
- I. Providing that the Education Professional Standards Board take disciplinary action based upon the standard of "clear and convincing evidence."
- J. Prohibiting the Education Professional Standards Board from acting against a teacher when criminal charges that form the basis for a complaint to the agency are dismissed or the teacher is acquitted after a trial.
- K. Ensuring teacher contract time and student instructional time are measured by the same standard.
- L. Prohibiting abuse of teacher time and requiring that teachers receive compensation for additional work that they perform as required to meet state mandates.
- M. Establishing professional leave for all school employees to attend state level education related meetings and school related legal proceedings.
- N. Opposing any form of pay based on student performance.
- O. Adding an additional teacher and a classified employee to SBDM councils.
- P. Providing area technology center employees the same rights in decision making as local school district teachers.
- Q. Prohibiting the practice of unnecessary annual non-renewal of limited contract employees and assure recall rights for all non-renewed employees.
- R. Providing for a statewide reduction in student teaching fees for pre-service teachers.
- S. Requiring the superintendent or designated evaluator to consult with the members of the school council before completing the principal's growth plan or evaluation.
- T. Facilitating a meaningful due process procedure, with just cause for classified school employees in dismissal proceedings.
- U. Providing Professional Association leave days for all KEA members for attendance at KEA professional meetings.
- V. Removing all exceptions that allow a superintendent's spouse to work in the superintendent's school district.
- W. Opposing state and local so-called Right to Work legislation and ordinances.

- X. **Ensuring transparency by advocating to make publicly available the semiannual report on Equal Employment Opportunity, as required by KRS 18A.138.**
 - Y. Ensuring all students have a safe learning environment by supporting school campuses as gun free zones for students and staff and opposing school employees (excluding certified peace officers) from serving a dual role as educators and school safety personnel with weapons during school days and /or at school sponsored activities.
 - Z. **Clearly defining and admonishing nepotism in Kentucky public school hiring practices**
 - AA. **Supporting the evaluation of ESPs according to established criteria and providing feedback, training, and professional development opportunities that support continuous improvement in performance.**
4. **Advocate for adequate school employee compensation, sufficient retirement benefits and affordable health insurance for public school employees and their dependents.**

KEA Supports:

- A. Developing a compressed minimum state teacher's salary schedule with a required local contribution and equity between teachers and administrators on an index beginning at \$40,000 per year.
- B. Providing a living wage and a compressed salary schedule for all classified school employees **that supports the costs of basic needs and is indexed to inflation.**
- C. Increasing the minimum wage.
- D. Fully funding the annual cost of living allowance (COLA) for all retired school employees and maintaining the fiscal integrity of the Teacher Retirement System (TRS) of Kentucky and the Kentucky Retirement System (KRS).
- E. Preventing reduction in school employee annual compensation.
- F. Providing quality, affordable health insurance for public school employees, retirees, and their dependents and spouses regardless of their age.
- G. Establishing a reasonable prevailing wage for government contracts that is no less than the statewide minimum wage.
- H. **Restoring defined benefit pensions for all future hires.**
- I. **Advocating that our state leadership continue to fight for the repeal of GPO-WEP legislation.**

Dave Strode, Chair of Compliance Constitution Committee presented the new business items for the 2018 Delegate Assembly:

NBI 1 - Submitted by: Eddie Campbell, KEA Vice President - **WITHDRAWN**

NBI 2 - Submitted by: Eddie Campbell, KEA Vice President; Alvia Littleton 2nd District; Jo McKim, JCTA; Regina Boone, 4th District; Denise Gray, KESPA; and Noraa Ransey, 1st District. - **PASSED**

I move: That the Kentucky Education Association, in order to support and promote the recruitment and retention of minority educators into the profession, create a Minority Scholarship Program. This program would be a progressive scholarship that would support financially up to 8 ethnic minority education students (2 per year) who are enrolled as an education major at an accredited college or university in the state of Kentucky. The scholarships would be awarded as follows:

Year 1 – 2 - \$500 scholarships – Total - \$1000

Year 2 – 2 - \$1000 scholarships – Total - \$2000

Year 3 – 2 - \$1500 scholarships – Total – \$3000

Year 4 – 2 - \$2000 scholarships – Total - \$4000

In addition, the 2 Ethnic Minority KEA Board of Directors will create a system of supports and mentoring for the scholarship recipients that will assist them through their educational career.

The 2 Ethnic Minority Directors and KEA Executive committee will present to the KEA Board of Directors for approval the scholarship process, application, rubric for determining scholarship recipients, and mentoring plan by the July 2018 KEA Board Retreat.

Rationale: Our public schools are made of a diverse population of students. It is important that we have a highly qualified and diverse faculty and staff that is reflective of the population of our state, our students, and our public schools. Currently, teachers of color comprise only 5% of the Kentucky teaching population, while the state has a 13.7% ethnic minority population. (According to the U.S. Census Bureau) Consequently, many of our students of color may never see a role model at the front of the classroom who looks like them. In addition to providing financial support, this program will also provide a mentorship program. The mentor will be able to support the recipient in navigating not only the testing required and other barriers which students may encounter but will also help identify barriers students may not even recognize. The mentorship program will provide immediate and continuing support for the recipients throughout their higher education experience and into their career as an educator.

NBI 3 - Submitted by: Jo McKim, JCTA – **PASSED UNANIMOUSLY**

I move: To have the KEA president, utilizing existing resources, create a work group to:

Complete an inventory of current KEA policies, practices, and actions that are intended to recruit and/or retain minority educators;

- Create a report outlining those policies, practices, and actions AND where those are currently funded through the KEA Program and Budget, including a total cost expended by KEA on minority teacher recruitment and/or retention;
- Include in the report a rationale of how these policies, practices, and actions align with KEA membership strategies;
- Present the report, findings, and any recommendations to ~~streamline~~ **increase the effectiveness of our** association work toward minority teacher recruitment and ~~retention~~ **retention** to the KEA Board and the KEA Delegate Assembly to be accompanied with a rationale for those recommendations that is aligned with KEA membership goals and strategies.

Rationale: We have a very small line item budget for minority teacher recruitment. Each year we see NBIs at the DA asking for money to be added to this line item. Last year we raised the line item from \$2500 to \$10,000 because we believe in this cause. Additionally, KEA currently has expenditures in the Program and Budget for the student program, Diversity Committee, and other line items, which have activities that some members consider to be minority teacher recruitment and others consider minority teacher retention. Yet, we still have no single place to look for all of our KEA work on minority teacher recruitment/retention or how we put our money in what we value. This NBI is asking for a committee to look at what we already do, create a synthesis of that work, and make any needed recommendations for work we can do around minority teacher recruitment and retention. It is time for us to take a look at what we are doing and what we can do to grow our profession and our members.

NBI 4 - Submitted by: Rachel Immerman, on behalf of the KEA Board of Directors – PASSED

I move: KEA will assemble a diverse group of members to create and assess a new support and engagement program for Early Career Professionals in order to develop a tiered system of engagement and support for both aspiring and early career education professionals by July 2019.

Rationale: One of the NEA's Priorities for the incoming years is to focus on new and early career educators. Many state affiliates have developed and launched support networks to engage and retain highly qualified new educators. In Kentucky, an Early Career Professionals support network would serve as a transition between the KEA Student Program and active membership. This network will develop and implement trainings for the support and engagement systems and develop intentional communication pathways to engage Early Career Professionals and other audiences.

NBI 5 - Submitted by: Kumar Rashad, JCTA - WITHDRAWN

NBI 6 - Submitted by: Brent McKim, JCTA; Laura Schneider, Kenton County – PASSED UNANIMOUSLY

I move: that KEA engage as soon as possible in a "Remember in November" campaign to include, but not be limited to, yard signs and bumper stickers with a message such as "Education Voter – I WILL remember in November."

Rationale: We must sustain the energy among education stakeholders and focus it on electing true friends of public education in the November elections. Having visible yard signs between now and then in members' and allies' yards will serve as a reminder to all not to forget the attacks on education employees and public education by many currently in office

NBI 7 - Submitted by: Brian Foudray, Clark County Education Association – WITHDRAWN

NBI 8 - Submitted by: Christina Rodriguez, McCracken County Education Association / First District - FAILED

I move: to establish two (2) KEA diversity social media pages, one (1) for people of color and one (1) for LBGTQ.

Rationale: The KEA diversity social media pages will provide minority teachers with visibility, voice, support and empowerment in Kentucky public schools.

NBI 9 - Submitted by: Christina Rodriguez, McCracken County Education Association / First District - FAILED

I move: to establish a Kentucky Library Association liaison and arts and humanities education liaison within KEA.

Rationale: Kentucky school librarians and arts programs have been under attack for the past decade, suffering continuous budget and staffing cuts. We need the full support of KEA to prevent future cuts and promote growth of these cornerstone educational and health/well-being institutions.

NBI 10 - Submitted by: Joshua Kumm, JCTA - **PASSED**

I move: KEA work with EPSB to better report the diversity of certified educators and utilize existing resources such as, but not limited to, the LEAD report and demographics of certified educators.

Rationale: It is almost impossible to address needs for improved advocacy, recruitment, etc. within the umbrella of diversity without data to set our baseline/needed areas. This aligns with KEA's mission and values statements.

NBI 11 - Submitted by: Tom Denton, KEA Retired Board of Directors - **PASSED**

I move: that KEA provide training sessions at all conferences stressing the importance of members being politically active. This training shall include strategies to engage all members in political activism, KEPAC and how it functions, and the implications on the political process.

Rationale: Legislators and the Governor have awakened a vocal mass. To keep the focus on improving teaching and learning we must provide our membership with the skills necessary to be even more effective.

NBI 12 - Submitted by: Kirk Haynes, 2nd District Board of Directors - **PASSED**

I move: that the Delegate Assembly ~~create a resolution~~ endorsing **the candidacy** of Rachel Immerman for Chair of the NEA Aspiring Educators and **Matthew Powell for re-election of NEA at Large Director for ESP.**

Rationale: KEA has a rich history supporting college education majors through our Student Program. KEA-SP is the 8th largest student organization in the country. Most Kentucky colleges and universities have local chapters. Currently, KEA has two student program members who serve on the NEA Board of Directors.

NBI 13 - Submitted by: Skylar Nunley, KEA-SP, Brook Bell, KEA-SP - **PASSED**

I move: that KEA utilize existing resources to look into implementing multi-year membership for the Student Program.

Rationale: KEA-SP has their membership reset to zero every year. By implementing this, not only can we help to retain members throughout their college careers, but help to recruit members near the end of the year.

NBI 14 - Submitted by: Tina Bojanowski, JCTA; Andrew Bailey, JCTA - **PASSED**

I move: to establish a Kentucky chapter/section/committee of See Educators Run, a candidate training program for educators.

Rationale: Sewer Pension Bill 151, Governor Bevin, and our current General Assembly.

NBI 15 - Submitted by: George Donoghue, JCTA – **WITHDRAWN**

NBI 16 - Submitted by: George Donoghue, JCTA - **WITHDRAWN**

NBI 17 - Submitted by: Max Morley, JCTA; Andrew Bailey, JCTA - **PASSED**

I move: to charge the KEA Board of Directors to establish ~~the Teaching and Learning Subcommittee~~ **a teaching and learning committee**. The Board will report the accomplishments and effectiveness of the TAL Subcommittee to the assembled delegates at the 2019 Delegate Assembly.

Rationale: There seemed to be a general consensus that a TAL Committee would be an item worth serious consideration. A year of test-running as a Board Subcommittee would give more clarity to all parties as to the roles and responsibilities of the TAL; the proposal for an official TAL Standing Committee could then be more confidently considered at the 2019 DA.

Brent McKim, JCTA moved to approve the following statement: KEA applauds Kentucky educators for their advocacy on behalf of their students. With the legislature currently in recess to allow the Governor to issue vetoes, we encourage everyone to continue their advocacy back home. Our students need us to show up for them in schools. We, the more than 400 delegates of the KEA Delegate Assembly, from every county of the Commonwealth call on our colleagues to act collectively as a united voice under the democratically elected leadership of KEA. We urge educators statewide not to allow our united efforts to be undermined by calls for actions that under mind our students and relationships in our communities. Bill Conn, UCEA seconded. The **MOTION CARRIED UNANIMOUSLY.**

Vice President Eddie Campbell presented the proposed Program and Budget for the 2018-2019 year.

NEA Director Jo McKim, on behalf of the Program and Budget Committee moved the 4 objectives. The **MOTION CARRIED.**

Skylar Nunley moved to add \$1,500 to the student line. Michael Weaver seconded. The **MOTION CARRIED.**

Kumar Rashad moved to raise the minority teacher recruitment line from \$2,500 to \$10,000. Alvia Littleton seconded. The **MOTION CARRIED.**

Vice President Campbell moved on behalf of the Program and Budget Committee the adoption of the Program and Budget as amended. The **MOTION CARRIED.**

Dave Strobe, Chair of the Compliance Constitution Committee reported on the 2019 elections at the Delegate Assembly. He noted that the KEA President and KEA Vice President positions would be up for election. Mr. Strobe noted that no candidate can announce their candidacy before October 1, 2018 and no candidate can declare after 5 p.m. on January 15, 2019. Mr. Strobe also announced his retirement from teaching.

Skylar Nunley announced the winner of the District Challenge. In 5th place was First District; 4th place was Second District; 3rd place was NKEA; 2nd place was JCTA and the winner was KEA Retired. A total of \$17,428.87 was raised for The FUND and a total of \$3,786 was donated to 5 different school districts.

Missy Weatherly won \$650.00.

From the Coupon Box, Laura Schneider won a \$250 gift card.

President Stephanie Winkler adjourned the meeting at 3:01 p.m., April 6, 2018.