

Welcome from President Keith Gambill



Welcome to the 207th Representative Assembly (RA) of the Indiana State Teachers Association.

I am so happy you made time in your busy schedule to join us for this important event. The ISTA RA is democracy in action, and you play a pivotal role in making our Association a strong and vibrant organization.

We have a full agenda this year and I'm looking forward to the great work of this Assembly. There are tough roads ahead, but I am confident in the wisdom of you, our member leaders.

The safety of our members and the students we serve remain our priority. Please be considerate of others throughout our time together.

Together, our members have made a difference inside and outside of their buses, cafeterias and classrooms. Collectively, we continue to ensure the very best for Our Kids. Our Schools. Our Future.

Thank you for all you do on behalf of our students and our members.

In Solidarity,



Keith Gambill
ISTA President



California Casualty's Music & Arts Grant

Congratulations to the 2022
ISTA Recipients

Kimberly Craynon

Northaven Elementary, Jeffersonville

Brian Long

Warren Central High School, Indianapolis

California Casualty, provider of the NEA Auto & Home Insurance Program, understands the importance of music and art education for children and want to provide support for K-12 public schools negatively impacted by reduced budgets. As an ISTA member, you can apply for a grant award of \$250 for a music or art need at your school.



**Application
Deadline:
7/2/23**



MUSIC ARTS GRANT

from California Casualty

Enrich your students' learning
with a Music & Arts Grant. Apply to receive
\$250.00 for your school's program.

NEA® Auto and Home Insurance Program
nea Member Benefits
In partnership with



CalCasMusicArtsGrant.com 

See website for full program details.



Summer Leadership Conference

- WHERE:** Sheraton Hotel at Keystone at the Crossing
8787 Keystone Crossing, Indianapolis, IN 46240
- WHEN:** June 7 - 8
Begins with lunch on Wednesday and ends with lunch on Thursday
- THEME:** Organizing and Engaging Members
- REGISTRATION:** Registration now open
- ATTENDEES:** All members are invited.
Double room w/ roommate – FREE
Roommate picked for you – FREE
No roommate/single room \$87.17
- Please review additional information available on our website:





First Annual Indiana Educators of Color Networking Conference

- WHERE:** Sheraton Hotel at Keystone at the Crossing
8787 Keystone Crossing, Indianapolis, IN 46240
- WHEN:** June 8 – 9
Arrival/check-in between 2 - 3 p.m. on Thursday
Program begins at 3 p.m. on Thursday, and ends at 3 p.m. on Friday
- THEME:** Make Your Mark!
- REGISTRATION:** Registration now open
- ATTENDEES:** All Black, Indigenous, persons of color (BIPOC) members and allies
Double room w/ roommate – FREE
Roommate picked for you – FREE
No roommate/single room \$87.17
- Please review additional information available on our website:



ISTA Past Presidents

1854-1855 - William M. Daily	1898 - Francis M. Stalker	1941 - J. Fred Hull
1856 - Charles Barnes	1899 - Will H. Glascock	1942 - Sara W. Ewing
1857 - James G. May	1900 - Robert I. Hamilton	1943 - H.B. Allman
1858 - Barnabas C. Hobbs	1901 - Henry B. Brown	1944 - Virginna Kinnaird
1859 - Caleb Mills	1902 - Charles A. Prosser	1945 - L.T. Buck
1860 - E. P. Cole	1903 - Charles A. VanMatre	1946 - Anita Oldham
1861 - George A. Irvin	1904 - William Lowe Bryan	1947 - W.E. Wilson
1862 - Cyrus Nutt	1905 - Edwin H. Hughes	1948 - Gertrude E. McComb
1863 - Allen R. Benton	1906 - Benjamin F. Moore	1949 - R.E. Hood
1864 - Benjamin T. Hoyt	1907 - E.B. Bryan	1950 - Thelma Ballard
1865 - Ryland T. Brown	1908 - George W. Benton	1951 - H.E. Binford
1866 - George Wash. Hoss	1909 - Robert J. Aley	1952 - Eleanor Bly
1867 - Joseph F. Tuttle	1910 - Calvin N. Kendall	1953 - George Ostheimer
1868 - Abram C. Shortridge	1911 - Samuel L. Scott	1954 - Mary Van Horn
1869 - Joseph Tingley	1912 - Charles A. Greathouse	1955 - Glade Rohrer
1870 - David Eckley Hunter	1913 - A.O. Neal	1956 - Rhoda Williams
1871 - A.M. Gow	1914 - Winthrop E. Stone	1957 - O.M. Swihart
1872 - William A. Bell	1915 - J.G. Collicott	1958 - Audrey Shauer
1873 - James H. Smart	1916 - Anna Wilson	1959 - Earl A. Johnson
1874 - William A. Jones	1917 - George L. Roberts	1960 - Blanche Penrod
1875 - George P. Brown	1918 - No Session (Influenza)	1961 - Henry L. McHargue
1876 - William H. Wiley	1919 - Horace Ellis	1962 - Sparkle Crowe
1877 - J.H. Martin	1920 - Mrs. Clara L. Olcott	1963 - Glen Barkes
1878 - John Mcknight Bloss	1921 - Donald DuShane	1964 - Helen Blackledge
1879 - J.T. Merrill	1922 - H.L. Smith	1965 - C. Edgar Stahl
1880 - John Cooper	1923 - Elsa Huebner Olson	1966 - Nell Bethel
1881 - Hiram B. Jacobs	1924 - Benjamin Burris	1967 - Charles L. Sharp
1882 - H.S. Tarbell	1925 - William P. Dearing	1968 - Thelma Spannbauer
1883 - John S. Irwin	1926 - Martha A. Whitacre	1969 - Charles T. Reece
1884 - H.B. Hill	1927 - C.W. Boucher	1970 - Louella T. Martin
1885 - E.E. Smith	1928 - C.E. Hinshaw	1971 - Ernest W. Horn
1886 - Cyrus W. Hodgkin	1929 - Ralph N. Tirey	1972-1973 - Johanna Hock
1887 - Emma Mont. McRae	1930 - Mattie B. Fry	1974 - James Hirschinger
1888 - Lewis H. Jones	1931 - Milo H. Stuart	1975-1977 - Raymond A. Gran
1889 - Jacob A. Zeller	1932 - Clara Rathfon	1978-1983 - Cordell Affeldt
1890 - William W. Parsons	1933 - Robert B. Hougham	1983-1989 - Damon P. Moore
1891 - Enoch A. Bryan	1934 - L.V. Phillips	1989-1995 - Garrett L. Harbron
1892 - Justin N. Study	1935 - Albert Free	1995-2001 - J. David Young
1893 - Lincoln O. Dale	1936 - Hilda Maehling	2001-2007 - Judith A. Briganti
1894 - Joseph Swain	1937 - Wendell Wright	2007-2013 - Nathan Schnellenberger
1895 - Howard Sandison	1938 - Rose E. Boggs	2013-2019 - Teresa Meredith
1896 - James F. Scull	1939 - K.V. Ammerman	2019 - Present - Keith Gambill
1897 - Robert A. Ogg	1940 - Margaret Sweeney	



2022 – 23 ISTA Board of Directors

President	Keith Gambill
Vice President	Doug Taylor
Treasurer	Jennifer Laughlin
District 1	Diana Reed
District 2	Dennis Sterrett
	Charlie Foster
	Linda Lucy
	Shawn Hill
District 3	Nicole Harris
	Rebecca Knight
District 4	Beverly Doughty
	Christina Allen
District 5	Kimberly Patterson
	Phillip Ward
District 6	Anthony Dean
	Conner McNeely
	Rosa Vazquez
District 7	DeWayne Richmond
	Tiauna Washington
District 8	Jennifer Smith-Margraf
	Randall Studt
District 9	Paul Farmer
	Lacy Hawkins
	RaeAnn Wintin
District 10	Alison West Thompson
	Shelby Phelps
District 11	Tim Whitaker
	Teresa Collier
District 12	Amy Mitchell
	Lisa McIntyre
ESP	Betty Batliner
Higher Ed	Dustin Bailey
NEA Board	John McLaughlin
NEA Board	Jessica Ramirez
ISTA Retired	Ginger Calhoun
Minority At-Large	Shaina Liv Lescano
Minority At-Large	Gianna Mirowski
ISTA-Aspiring Educators	Allison Andrews
At-Large Early Career Educator	Ian Gamroth

Representative Assembly Committees

Rules Committee — ISTA Bylaws, Article III, Section 12

Brian Hawkins, Chair, Misc
Casie Bussell, Noblesville Teachers Forum
Lacey Hopper, Fort Wayne EA
Callie Marksberry, ISTA Retired
Gianna Mirowski, Misc

Credentials Committee — ISTA Bylaws, Article III, Section 13

Theresa Tafflinger, Chair, ISTA-Retired
Michelle Hays, Eastern Greene TO
Jessica Chlupacek, LaPorte ESP Association
Deb Spangler, Rensselaer Central CTA
Mark Tojo, Fort Wayne EA

Elections Committee — ISTA Bylaws, Article III, Section 14

Christina Allen, Chair, Misc
Tammy Byrer, North Daviess CTA
Hanna Kikendall, Mississinewa TA
Andrea Renner-Miller, Michigan City ESP
Betty Batliner, New Albany-Floyd County Bus Drivers Association
Clay Schepman, Seymour EA
Brent Ricke, Aspiring Educators

Audit Committee — ISTA Bylaws, Article III, Section 15

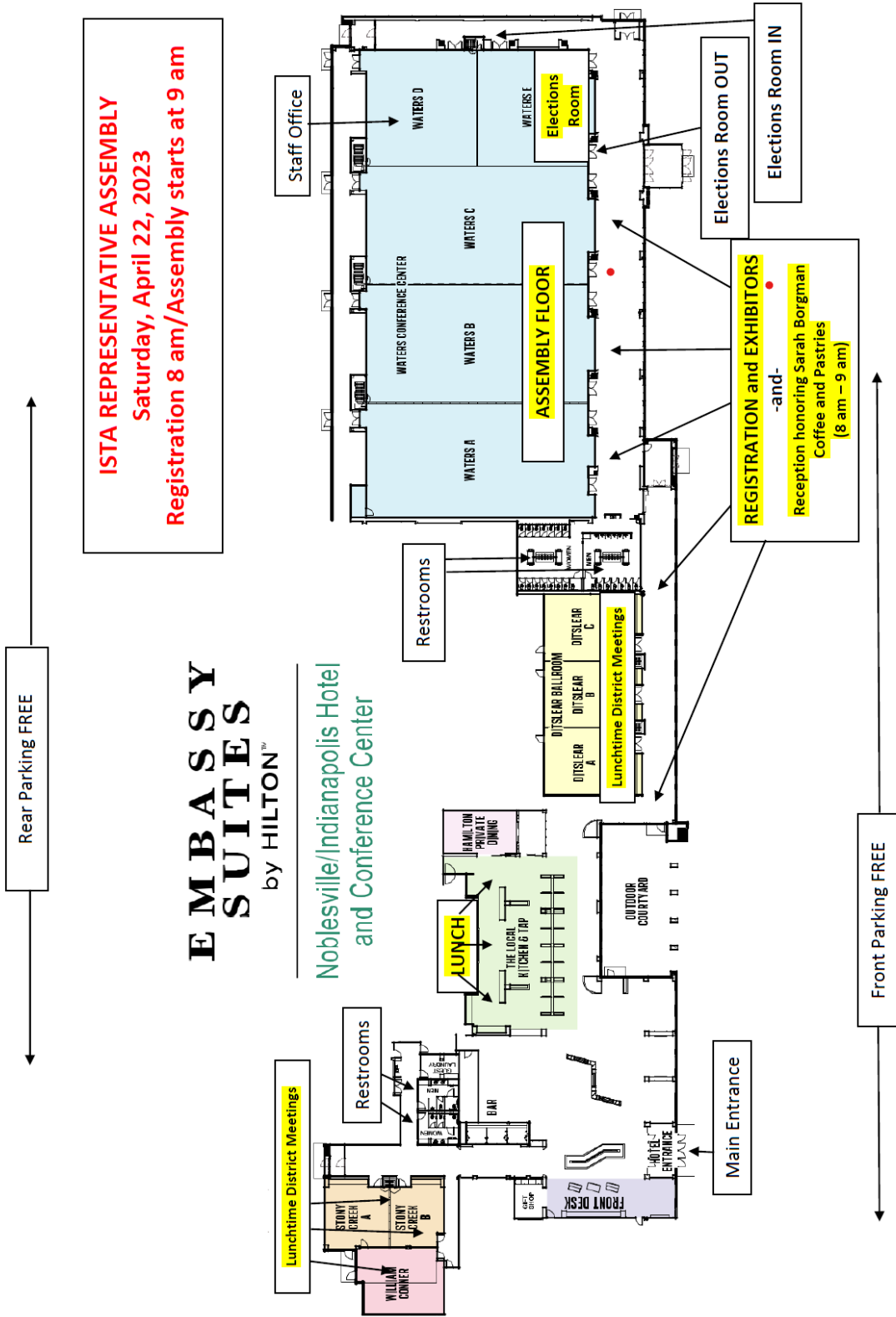
Jennifer Laughlin, Chair, Brownsburg CTA
Teresa Collier, Shelby Eastern CTA
Paul Farmer, Monroe County EA
Charlie Foster, Valparaiso TA
RaeAnn Wintin, Seymour EA
Ian Gamroth, South Gibson TA



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2023 Venue Map



2023 ISTA Representative Assembly Agenda

- 9 a.m.
- 2023 Representative Assembly Convenes
 - Call to Order — Keith Gambill, ISTA President
 - Pledge of Allegiance
 - National Anthem
 - Invocation
 - Land Acknowledgement
 - ISTA Mission Statement
 - Unity Symbol
 - Welcoming Remarks — Doug Taylor, ISTA VP
 - Preliminary Report of the Credentials Committee —
Theresa Tafflinger, Credentials Committee Chair
 - Adoption of Agenda
 - Introductions
 - Amendments to General Standing Rules —
Amellia Dusch, Governance Committee Chair
 - Amendments to Representative Assembly Rules —
Brian Hawkins, Rules Committee Chair
 - Amendments to Rules Governing Elections —
Christina Allen, Elections Committee Chair
 - Bylaw Amendments Submitted to the Governance Committee at
least 80 Days Prior to the Assembly — Amellia Dusch
 - Dr. Katie Jenner, Indiana Secretary of Education-Remarks
 - Final Report of the Credentials Committee — Theresa Tafflinger
 - Special Order of Business— Christina Allen
ISTA Vice President and Treasurer Elections
 - Remarks — Keith Gambill, ISTA President
 - Reading of Titles
 - Filing of ISTA Board of Directors and Standing Committee Reports
 - Board of Directors
 - Affiliations Subcommittee
 - Governance Committee
 - Issues and Concerns Committee
 - Racial Affairs Committee
 - Professional Practices and Standards Committee
 - ISTA Foundation

- ESP Dues Task Force
- ISTA RA Review Committee
- In Memoriam

Recognition of 2022 ISTA Award Winners

ISTA Aspiring Educators Outreach to Teach Event

Remarks — Dan Holub, ISTA Executive Director

Legislative Report

Proposed Amendments to ISTA Resolutions — Stacy Kurdelak, Issues and Concerns Committee Chair

Legislative Open Hearing — Stacy Kurdelak

Election Results — Christina Allen

Vice-President, Treasurer

If Necessary Special Order of Business — Christina Allen

*Information will be presented about the election and nomination of candidates for minority at-large/early educator representation to the ISTA Board of Directors. Term of Office: **July 15, 2023 to July 14, 2026***

NEA Board of Directors' Report

Jessica Ramirez, Elkhart TA

John Mclaughlin, Greater Clark EA

NEA Resolutions Report and Open Hearing

Jessica Hurley, Warrick Co TA

Tiauna (T) Washington, Richmond EA

Unfinished Business — Keith Gambill, ISTA President

ESP Dues Task Force Report

Items of New Business Submitted to Rules Committee*

Bylaw Amendments Submitted to Rules Committee*

Election Results – Christina Allen

Minority at-large and District Board & Committee election results

2022–23 Audit Report — Jennifer Laughlin, ISTA Treasurer

2023–24 Proposed ISTA Budget — Jennifer Laughlin, ISTA Treasurer

Points of Personal Privilege

Adjournment

Parliamentary Procedures

Delegates can assist the presiding officer by selecting the appropriate identification card located near each microphone. As you wait to be recognized, hold the card in a way that is visible to the presiding officer. In recognizing from the floor, the presiding officer will endeavor to alternate between speakers favoring or opposing the measure being debated and keeping in mind the precedence of motions.

Card Color	Purpose
Green	Speak in favor of an issue.
Red	Speak against an issue.
Blue	Move or amend a main motion.
White	End debate.
Yellow	Point of order. Point out that an action is in violation of the ISTA Bylaws, Standing Rules of the Assembly or <i>Robert's Rules of Order, Newly Revised</i> .
Magenta	Request for Information. Desire general information about an item of business before the Assembly. Inquire if an action is in violation of the Bylaws or Standing Rules.
Orange	Personal privilege. Desire information about the organization of the Assembly. Request information concerning the rights and privileges of the members of the Assembly. Share information with fellow delegates.

Precedence of Motions

The motions listed above are not in order of precedence. Precedence is defined as the rank of priority governing the proposal, consideration and disposal of parliamentary motions.

During debate all of the above motions may be used. Assuming that all are standing before the microphone, the order in which the chair would call on members to speak is as follows:

1. Personal Privilege (orange)
2. Point of Order (yellow)
3. Information (magenta)
4. Close Debate on a Motion (white)
5. Move or Amend a Main Motion (blue)
6. Speak For (green)
7. Speak Against (red)

Classes of Motion

There are four classes of motions. Each is described below listing the class and function it performs.

1. **Main Motions** — The main motion is the presentation by a member of the Assembly of any proposal the member wishes the group to consider and decide. Normally such a motion is stated in a simple, positive, declarative sentence, i.e., “I move to adopt New Business Item #1.”
2. **Subsidiary Motions** — Subsidiary motions alter, hasten or delay action on the main motion. Subsidiary motions are classed as follows:

Alter Action	Hasten Action	Delay Action
Amend	Vote Immediately	Postpone Definitely
Refer to Committee	Previous Question	Postpone Temporarily
	Limit or Extend Debate	Postpone Indefinitely

3. **Incidental Motions** — Incidental motions do not relate directly to the main motions as do subsidiary motions, but rather relate to matters of tangential importance to the conduct of the meeting. There are two types of incidental motions: motions and requests.
 - A. Motions — Decided by the chair
 - 1) Appeal the decision of the chair
 - 2) Suspend the rules
 - 3) Object to consideration
 - B. Requests — Decided by the chair
 - 1) Point of order
 - 2) Parliamentary inquiry
 - 3) Division of the question
 - 4) Division of the Assembly
 - 5) Withdraw a motion or amendment
4. **Privileged Motions** — Privileged motions concern the welfare and rights of the Assembly and individual members. Normally these motions are of such urgency that once proposed they are given immediate consideration by the Assembly. Privileged motions include:
 - A. Adjourn
 - B. Recess
 - C. Question of Assembly privilege
 - D. Question of personal privilege

ISTA Board of Directors' Member Responsibilities

A member of the ISTA Board of Directors is elected by members of a district. With such a position comes certain leadership expectations and responsibilities. A board member is responsible for representing and communicating with members of the district through District Council representatives.

A member of the ISTA Board of Directors is expected to lead by example, demonstrating leadership through attendance and participation in local, district and statewide ISTA events and through serving in various leadership roles to support the local, district and state Association.

As an ISTA leader, each Board of Directors member is expected to:

1. Read all ISTA written, email and other communication, including financial statements, and report the relevant content of the same in a timely manner to the District Council.
2. Provide written and oral reports at the District Council meeting following each Board of Directors meeting. The report should include information on and rationale for all votes taken by the Board of Directors member.
3. Return all ISTA-requested responses from District Council to surveys, questions or other inquiries.
4. Provide input to state officers and to the Board of Directors regarding district experiences and perceptions of all pertinent issues.
5. Provide input to state officers regarding recommendations for committee and task force assignments of members from the Board of Directors member's district.
6. Attend all ISTA Board of Directors' meetings and ISTA Representative Assemblies, in addition to any other ISTA-sponsored or District Council sponsored program or event as a representative of his/her District Council.
7. Serve on District Council and ISTA committees, task forces, etc., as needed.
8. Initiate and encourage ongoing evaluation and improvement of all District and ISTA procedures and programs.
9. Promote ISTA-sponsored professional development activities, both District and state, and attend as many of these functions as possible.
10. Serve as spokesperson upon request at District Council events to promote the district and ISTA.
11. Serve as a role model for other members.
12. Promote cooperation among governance and staff at the district and state levels.
13. Communicate to appropriate state governance committees or individuals any District Council inquiries and to report those responses in writing in a timely manner to the District Council.
14. Share the proposed budget with District Council and gather input at the board meeting prior to the ISTA RA and communicate input to the ISTA officers as soon as possible so that input can be considered and, if desired, questions can be answered.
15. Communicate with District Council information regarding ISTA RA.
16. Share information regarding NEA RA, including information on cluster elections as well as state delegate nominations and state delegate election.

Standing Committee Information

The Governance Committee shall be concerned with members' relationship with the Association. The Committee will deal with increasing member involvement in matters related to membership recruitment, retention, leadership development, communications, and revisions of Bylaws and General Standing Rules. It shall research, develop and recommend to the appropriate bodies primarily in the stated areas.

The Issues and Concerns Committee shall be concerned with the members' relationship with the community. The Committee will deal with increasing practitioner involvement in matters related to educational legislation, contract development and maintenance, and statements of Association position, belief, and intent. It shall research, develop, and recommend to the appropriate bodies primarily in the stated areas.

The Racial Affairs Committee shall be a special Standing Committee composed of one (1) member elected from each District and ISTA-Retired, representative of the following ethnic minorities within the Association membership: Black Americans, American Indians/Alaskan Natives, Hispanics, Asians, Native Hawaiian or other Pacific Islanders; provided, however, that each ethnic minority category shall be guaranteed at least one (1) representative, when possible.

This Committee will deal with monitoring the minority guarantees provided in our NEA and Association documents, providing minority input into Association programs and services, and increasing ethnic minority membership and participation in the Association. It shall research, develop, and recommend to the appropriate bodies primarily in the stated areas.

The Professional Practices and Standards Committee shall be concerned with members' relationship with the profession. The Committee will deal with increasing practitioner involvement in matters related to professional development, teacher quality and excellence in teaching, student perform and progress and school capacity to facilitate student learning. It shall research, develop, and recommend to the appropriate bodies, primarily in the stated areas.



STATE, BOARD & STANDING COMMITTEE SEATS TO BE ELECTED AT 2023 RA

DISTRICT	NEW TERM
District 1	
Governance (vacant)	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
RAC (vacant)	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
PPS (unexpired term)	7/15/2023 – 7/14/2024
Board (unexpired term)	7/15/2023 – 7/14/2025
District 2	
Governance (vacant)	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
RAC (vacant)	7/15/2023 – 7/14/2025
RAC (vacant)	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
District 3	
Governance	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
Issues and Concerns (vacant)	4/22/2023 – 7/14/2024
RAC	7/15/2023 – 7/14/2025
RAC (vacant)	7/15/2023 – 7/14/2025
District 4	
Governance	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
RAC (vacant)	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
District 5	
Governance	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
PPS (vacant, unexpired term)	7/15/2023 – 7/14/2024
Board	7/15/2023 – 7/14/2026
Board	7/15/2023 – 7/14/2026



District 6	
Governance	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
Governance	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
PPS (unexpired term)	7/15/2023 – 7/14/2024
Board	7/15/2023 – 7/14/2026
Board	7/15/2023 – 7/14/2026
Board	7/15/2023 – 7/14/2026
District 7	
Governance (vacant, unexpired term)	7/15/2023 – 7/14/2024
Issues and Concerns	7/15/2023 – 7/14/2025
Issues and Concerns	7/15/2023 – 7/14/2025
RAC (vacant, unexpired term)	7/15/2023 – 7/14/2024
RAC (vacant, unexpired term)	7/15/2023 -7/14/2024
PPS (vacant)	7/15/2023 – 7/14/2025
PPS	7/15/2023 – 7/14/2025
Board	7/15/2023 – 7/14/2026
Board	7/15/2023 – 7/14/2026
District 8	
Issues and Concerns	7/15/2023 – 7/14/2025
Issues and Concerns	7/15/2023 – 7/14/2025
RAC (vacant, unexpired term)	7/15/2023 – 7/14/2024
RAC (vacant, unexpired term)	7/15/2023 – 7/14/2024
PPS	7/15/2023 – 7/14/2025
PPS	7/15/2023 – 7/14/2025
Board	7/15/2023 – 7/14/2026
Board	7/15/2023 – 7/14/2026
District 9	
Issues and Concerns	7/15/2023 – 7/14/2025
Issues and Concerns	7/15/2023 – 7/14/2025
RAC (unexpired term)	7/15/2023 – 7/14/2024
PPS	7/15/2023 – 7/14/2025
PPS	7/15/2023 – 7/14/2025

District 10	
Issues and Concerns (vacant)	7/15/2023 – 7/14/2025
Issues and Concerns	7/15/2023 – 7/14/2025
RAC (unexpired term)	7/15/2023 – 7/14/2024
RAC (unexpired term)	7/15/2023 – 7/14/2024
PPS (vacant)	7/15/2023 – 7/14/2025
PPS	7/15/2023 – 7/14/2025
District 11	
Governance (vacant, unexpired term)	7/15/2023 – 7/14/2024
Issues and Concerns	7/15/2023 – 7/14/2025
Issues and Concerns	7/15/2023 – 7/14/2025
RAC (vacant, unexpired term)	7/15/2023 -7/14/2024
RAC (vacant, unexpired term)	7/15/2023 -7/14/2024
PPS (vacant)	7/15/2023 – 7/14/2025
PPS	7/15/2023 – 7/14/2025
District 12	
Issues and Concerns	7/15/2023 – 7/14/2025
Issues and Concerns	7/15/2023 – 7/14/2025
RAC (vacant, unexpired term)	7/15/2023 – 7/14/2024
PPS (vacant)	7/15/2023 – 7/14/2025
PPS	7/15/2023 – 7/14/2025
ESP	
Issues and Concerns	7/15/2023 – 7/14/2025
PPS	7/15/2023 – 7/14/2025
Retired	
Governance	7/15/2023 – 7/14/2025
RAC	7/15/2023 – 7/14/2025
STATE ELECTIONS	
ISTA Vice President (unexpired term)	7/15/2023-7/14/2025
ISTA Treasurer	7/15/2023 – 7/14/2026
Board- at large seat(s)	<i>If needed</i>



Lunch/District Meeting/Voting Schedule

District	11:30 a.m. – 12:15 p.m.	12:15 p.m. – 1:00 p.m.
1	District Meeting-William Conner Register and vote - Waters E	LUNCH
2	District Meeting-Stony Creek A Register and vote - Waters E	LUNCH
5	District Meeting-Stony Creek B Register and vote - Waters E	LUNCH
6	District Meeting-Ditslear A Register and vote - Waters E	LUNCH
7	District Meeting-Ditslear B Register and vote - Waters E	LUNCH
8	District Meeting-Ditslear C Register and vote - Waters E	LUNCH
Retired	District Meeting-Assembly ballroom Register and vote - Waters E	LUNCH
3	LUNCH	District Meeting-William Conner Register and vote - Waters E
4	LUNCH	District Meeting-Stony Creek A Register and vote - Waters E
9	LUNCH	District Meeting-Stony Creek B Register and vote - Waters E
10	LUNCH	District Meeting-Ditslear A Register and vote - Waters E
11	LUNCH	District Meeting-Ditslear B Register and vote - Waters E
12	LUNCH	District Meeting-Ditslear C Register and vote - Waters E
ESP	LUNCH	District Meeting – Assembly ballroom Register and vote - Waters E



In Memoriam

Many educators and education support professionals spend their lifetime in the classrooms, cafeterias, gymnasiums, bus depots and playgrounds of Indiana schools. And ISTA values everyone. Each year we hear of deceased members, and we share in sympathy with those families and communities. Our schools will miss their contributions and dedication.

As a tribute to members we will remember, we have listed those for whom we have been notified as deceased between **March 1, 2022 and March 1, 2023**. We sincerely apologize for any individuals we may have missed.

SHOBHA	ABRAHAM	WASHINGTON TWP EA
CHARLES	BAER	MSD WABASH CO EA
SHEILA	BAKER	RETIRED
KYLE	BAUER	ELKHART TA
JOHN	BONNER	RETIRED
FREDERICK	BRACHER	WARRICK CO TA
CHRISTOPHER	BRIGHT	DECATUR EA
PHYLLIS	BUSH	RETIRED
NATHAN	BYE	TAYLOR EA
MICHAEL	CELICHOWSKI	RETIRED
JOAN	DAVIS	FORT WAYNE EA
JANET	DAY	RICHMOND EA
NICHOLAS	DYMAN	MERRILLVILLE CTA
NANCY	ENGLEBERT	EDINBURGH EA
CHERYL	FENTON	RETIRED
ALEXANDER	FRASER	RETIRED
KRISTINA	FUGATE	LAFAYETTE EA
VIRGINIA	GALVIN	RETIRED
ALISON	GERCKEN	LAKE CENTRAL TA
MARTHA	GOOLDY	RETIRED
D	GUNSETT	NORTH ADAMS TA
ELIZABETH	HANISCH	EVANSVILLE TA
LOWELL	HARRIS	RETIRED
GRACE	HOLMES	RETIRED
WANDA	HOWARD	RETIRED
PHYLLIS	HUBARTT	RETIRED
SUSAN	JOHNSON	RETIRED
SANDRA	JONES	RETIRED
JACQUELYN	JONES	RETIRED
GAYLE	KINZIE BECK	CULVER CTA
WILLIAM	KREMER	RETIRED
ASHLEY	LANSDELL	HAMILTON SOUTHEASTERN EA
JANET	LITTLE	RETIRED
JENNIFER	LONGGOOD	NORTHWESTERN CEA
RITA	LYZEN	RETIRED
TERESA	MATCHEM	EVANSVILLE TA
SARAH	MATTHEWS	OAK HILL UNITED CTA
DOUGLAS	MCLEAN	RETIRED
MATTIE	MILLER	RETIRED



NANCY	MILLER	RETIRED
PENNY	MORRIS	DUNELAND TA
JASON	MUELLER	UTA CENTER GROVE
ALEXANDRA	OLLING	RETIRED
VIRGINIA	PAUL	RETIRED
GREGORY	PEMBERTON	EVANSVILLE TA
ELISA	PETERS	NEA NORTH SPENCER
PENNY	PRATHER	LAFAYETTE EA
JAMES	PREE	RETIRED
CHRIS	QUINN	PERRY EA
KIMBERLY	ROBERTS	PERRY EA
BRUCE	ROGERS	RETIRED
MARIUS	SAGNON	SOUTHWEST ALLEN CO CTA
JULIE	SCHNELL	JASPER CTA
STANLEY	SHAFER	MOORESVILLE CTA
EMMA	SHALLA	RETIRED
ROBERT	SHINKAN	MUNSTER TA
THOMAS	SLATER	RETIRED
GERALD	SOLOMON	RETIRED
ANNE	SPANN	RETIRED
STEPHANIE	STANLEY	MT VERNON CTA
ROBERT	STEVERSON	SOUTHWEST ALLEN CO CTA
MARY	STONEROCK	RETIRED
ROBERT	TAYLOR	RETIRED
RICHARD	TEAFORD	RETIRED
LAUREN	THOMPSON	DUNELAND TA
DAVID	UNSINGER	CLAY COMM CTA
THEODORE	VESA	RETIRED
RICHARD	WEBB	RETIRED
KATHERINE	WIDICK	RETIRED
VELETTA	YATES	RETIRED

ISTA Representative Assembly 2022 Action Report

April 23, 2022

Indiana State Fairgrounds – Hoosier Lottery Expo Hall

CALL TO ORDER – Called to order at 9:13 **A.M.**

PRELIMINARY REPORT OF THE CREDENTIALS COMMITTEE – Moved on behalf of the Credentials Committee, adoption of the Preliminary Report of **281** registered delegates. ***Motion carried.***

ADOPTION OF AGENDA – Moved to adopt the agenda with flexibility. ***Motion carried.***

INTRODUCTIONS

FINAL REPORT OF THE CREDENTIALS COMMITTEE – Moved on behalf of the Credentials Committee the adoption of the Final Report of the Credentials Committee of **306**. ***Motion carried.***

ELECTIONS

(begins on next page)



DISTRICT	NEW TERM	MEMBER ELECTED / MEMBER REMAINING IN TERM
District 1 (2 seats each committee/board)		
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Melanie Horan
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Issues and Concerns Committee	7/15/2022-7/14/2024	Michelle Bunch
Issues and Concerns Committee	7/15/2022-7/14/2024	Stacy Kurdelak
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Kristina Shultz
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	No election
Board of Director	7/15/2022- 7/14/2025	Diana Reed
Board of Director	7/15/2022- 7/14/2025	No election
Governance – Laura Beth Moore	Current term 7/15/2021 – 7/14/2023	Finishing current term
RAC – Latrice Jones	Current term 7/15/2021 – 7/14/2023	Finishing current term
District 2 (3 seats each committee/board)		
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Brenda Rayborn
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Annemarie Schoenfelt
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Kate Fulnecky
Issues and Concerns Committee	7/15/2022 – 7/14/2024	Sean Johnston
Issues and Concerns Committee	7/15/2022 – 7/14/2024	Kathryn (Katie) Smith
Issues and Concerns Committee	7/15/2022 – 7/14/2024	Anne Stark
Racial Affairs Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Lannie Jones
Racial Affairs Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Robyn Demarco
Racial Affairs Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Aki Tsugawa
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Mary Singleton
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	John-Raul Buison
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Kelley Watts
Board of Director	7/15/2022 – 7/14/2025	Linda Lucy
Board of Director	7/15/2022 – 7/14/2025	Shawn Hill
Board of Director	7/15/2022 – 7/14/2025	Charlie Foster

District 3 (2 seats each committee/board)		
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Laura Stauffer
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Nicole Horner
Issues and Concerns Committee	7/15/2022-7/14/2024	Megan Hockley
Issues and Concerns Committee	7/15/2022-7/14/2024	Kelly Brown
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Nikki Gernand
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Melissa Grose
Board of Director	7/15/2022 – 7/14/2025	Nicole Harris
Board of Director	7/15/2022 – 7/14/2025	Becky Knight
RAC – Erick Martinez	Current term 7/15/2021 – 7/14/2023	Finishing current term
District 4 (2 seats each committee/board)		
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Anne Marie Neumann
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Renee Albright
Issues and Concerns Committee	7/15/2022-7/14/2024	Jennifer Walker
Issues and Concerns Committee	7/15/2022-7/14/2024	Susan (Sia) Faulk
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Lacey Hopper
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Amy Donley
Board of Director	7/15/2022 – 7/14/2025	Beverly Doughty
Board of Director	7/15/2022 – 7/14/2025	Christina Allen
Governance – Donna L Craig	Current term 7/15/2021 – 7/14/2023	Finishing current term
RAC – Mark Tojo	Current term 7/15/2021 – 7/14/2023	Finishing current term
RAC– Nicole Brubaker	Current term 7/15/2021 – 7/14/2023	Finishing current term

District 5 (2 seats each committee/board)		
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Shane Matlock
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Marcie Herring
Issues and Concerns Committee	7/15/2022-7/14/2024	Debra Majeski
Issues and Concerns Committee	7/15/2022-7/14/2024	Kari Wilson
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Cidnee Ward
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Kelli McGregor
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Jennifer Luce
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	Kim Patterson
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	Phillip Ward
RAC – Wafa Safi-Hassen	Current term 7/15/2021 – 7/14/2023	Finishing current term
District 6 (3 seats each committee/board)		
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Monica Shellhamer
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	Conner McNeely
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Issues and Concerns Committee	7/15/2022 – 7/14/2024	Laura VanderHaeghen
Issues and Concerns Committee	7/15/2022 – 7/14/2024	Tina Ahlgren
Issues and Concerns	7/15/2022 – 7/14/2024	Victor Schleich
Racial Affairs Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Yolanda Smith
Racial Affairs Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Ashlei Johnson
Racial Affairs Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Rosiland Jackson
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Juli Wakeman
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Charlotte Rowley-Gupton
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	No election
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	Rosa Vazquez
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	Anthony Dean
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	Amber Seibert
RAC – Teleia Magee	Current term 4/25/2021 – 7/14/2023	Finishing current term
PPS – Elvia Solis	Current term 7/15/2021 – 7/14/2023	Finishing current term
Board - Sabra Gage	Current term 7/15/2020 - 7/14/2023	Finishing current term
Board – Jenny Whitaker	Current term 7/15/2020 - 7/14/2023	Finishing current term

District 7 (2 seats each committee/board)		
Governance Committee	7/15/2022 – 7/14/2024	Robert Stevens
Governance Committee	7/15/2022 – 7/14/2024	No election
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Molissa Law
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Laura Arndt
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	T. Washington
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	DeWayne Richmond
District 8 (2 seats each committee/board)		
Governance Committee	7/15/2022 – 7/14/2024	Brandon Schwenk
Governance Committee	7/15/2022 – 7/14/2024	Lexi Tinkel
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Julie Hill
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Leanne Wheeler
Racial Affairs Committee	7/15/2022 – 7/14/2024	Joselyn (Josie) El
Racial Affairs Committee	7/15/2022 – 7/14/2024	Renee Gibert
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Lyndsy Eslinger
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Kristin Hamilton
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	No election
Board of Director	7/15/2022 – 7/14/2023, then 2 3-yr terms thereafter	Randy Studt
Board - John Comer	Current Term 7/15/2020 – 7/14/2023	Finishing current term
Board – Jennifer Laughlin	Current Term 7/15/2020 – 7/14/2023	Finishing current term

District 9 (2 seats each committee/board)		
Governance Committee	7/15/2022 – 7/14/2024	Aishat Balogun
Governance Committee	7/15/2022 – 7/14/2024	Debra Goodman
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Mindy Clay
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Racial Affairs Committee	7/15/2022 – 7/14/2024	Anndra Morgan
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Michelle Harden
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Michelle Hays
Board of Director	7/15/2022 – 7/14/2024, then 2 3-yr terms thereafter	Paul Farmer
Board of Director	7/15/2022 – 7/14/2024, then 2 3-yr terms thereafter	Lacy Hawkins
Issues and Concerns – Jill Bohnert	Current term 7/15/2021 – 7/14/2023	Finishing current term
Issues and Concerns – Meghan Gibson	Current term 7/15/2021 – 7/14/2023	Finishing current term
PPS – Kristi Billings	Current term 4/24/2022 – 7/14/2023	Finishing current term
Board – Amy London	Current term 7/15/2021 – 7/14/2024	Finishing current term
Board – RaeAnn Wintin	Current term 7/15/2021 – 7/14/2024	Finishing current term
District 10 (2 seats each committee/board)		
Governance Committee	7/15/2022 – 7/14/2024	Joe Elliott
Governance Committee	7/15/2022 – 7/14/2024	Jeri (Lynn) Norris
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Courtney York
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Board of Director	7/15/2022-7/14/2024, then 2 3-yr terms thereafter	No election
Board of Director	7/15/2022-7/14/2024, then 2 3-yr terms thereafter	No election

District 10 continued		
Issues and Concerns – Aaron Hall	Current term 5/20/2021 – 7/14/2023	Finishing current term
Issues and Concerns – Lisa Koester	Current term 7/15/2021 – 7/14/2023	Finishing current term
PPS – Crystal Flath	Current term 7/15/2021 – 7/14/2023	Finishing current term
PPS – Lori A Young	Current term 7/15/2021 – 7/14/2023	Finishing current term
Board - Alison West	Current term 7/15/2021 – 7/14/2024	Finishing current term
Board – Shelby Phelps	Current term 7/15/2021 – 7/14/2024	Finishing current term
District 11 (2 seats each committee/board)		
Governance Committee	7/15/2022 – 7/14/2024	Teresa Meredith
Governance Committee	7/15/2022 – 7/14/2024	No election
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Meredith Hall
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Molly Vaughan
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Raenell (Rain) Smith
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Board of Director	7/15/2022-7/14/2024, then 2 3-yr terms thereafter	Teresa Collier
Board of Director	7/15/2022-7/14/2024, then 2 3-yr terms thereafter	Tim Whitaker
PPS – Callon Garrett	Current term 7/15/2021 – 7/14/2023	Finishing current term
District 12 (2 seats each committee/board)		
Governance Committee	7/15/2022 – 7/14/2024	Amellia Dusch
Governance Committee	7/15/2022 – 7/14/2024	Darla Werne
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Ronald Zink
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Tina Morton
Racial Affairs Committee	7/15/2022 – 7/14/2024	Raven Herron
Racial Affairs Committee	7/15/2022 – 7/14/2024	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Samantha Poindexter
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	No election
Board of Director	7/15/2022-7/14/2024, then 2 3-yr terms thereafter	Lisa McIntyre
Board of Director	7/15/2022-7/14/2024, then 2 3-yr terms thereafter	Amy Mitchell
PPS – Jennifer Ashby	Current term 4/25/2021 – 7/14/2023	Finishing current term



ESP (1 seat each committee/board)		
Governance Committee	7/15/2022 – 7/14/2024	Jennie McGee
Issues and Concerns Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Nora Couch
Racial Affairs Committee	7/15/2022 – 7/14/2024	Shalonda Morrow
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2023 first year, 2-year term thereafter	Charles Ward
Board of Director	7/15/2022-7/14/2024, then 2 3-yr terms thereafter	Betty Batliner
Retired (1 seat each committee/board)		
Governance Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Issues and Concerns Committee	7/15/2022 – 7/14/2024	Donnie Watkins
Racial Affairs Committee	7/15/2022-7/14/2023 first year, 2-year term thereafter	No election
Prof. Practices & Standards Committee	7/15/2022 – 7/14/2024	Theresa Tafflinger
Board of Director	7/15/2022 – 7/14/2025	Ginger Calhoun
STATE ELECTIONS		
ISTA President	7/15/2022-7/14/2025	Keith Gambill
ISTA Vice President	7/15/2022-7/14/2025	Ben Yoder
NEA Board of Director	9/1/2022-8/31/2025	Jessica Ramirez
Board-Minority at large seat(s)	7/15/2022-7/14/2025	Gianna Mirowski Shaina Liv Lescano
Aspiring Educators President (elected at Aspiring Educators RA)	Assumes role May 24, 2022	Alli Andrews

PRESIDENT’S KEYNOTE SPEECH

REPORTS FILED – *included in the RA Handbook for review.*

IN MEMORIAM

AMENDMENTS TO RESOLUTIONS – *Motions for all amendments passed.*

NEW BUSINESS ITEM

ISTA President to appoint appropriate committee the task of reviewing all timelines for submission of items to the ISTA Representative Assembly. In today’s digital age, there is no need for paper/pencil submissions at the last minute at the RA. Committee to recommend changes to body at the next ISTA Representative Assembly.

Motion carried.

STANDING RULE AMENDMENTS

Proposed Standing Rule Amendment #1

Allows the Issues and Concerns Committee to attend District meetings and lunch.

Motion carried.



Proposed Standing Rule Amendment #2

Streamlines the election process.

Motion carried.

Proposed Standing Rule Amendment #3

This item will bring the District Elections in harmony with the RA elections of removing the need for a second when nominating someone.

Motion carried.

Proposed Standing Rule Amendment #4

Permits the Chair of the Assembly to declare candidate(s) elected.

Motion carried.

BYLAW AMENDMENT

Proposed Bylaw Amendment A

This proposed number will allow for closer adherence to the one-person one-vote principle; and allow for ease of alignment of Governance Districts and Uniserv Units. This bylaw will become effective immediately upon passage.

Motion carried.

Proposed Bylaw Amendment B

This listing aligns Governance districts with Uniserv Units.

Motion carried.

Proposed Bylaw Amendment C

Sets the number of directors for each Association District and the formula for additional Directors.

Motion carried.

Proposed Bylaw Amendment D

Since the Representative Assembly has created new districts, the Delegates need to change the election process for Board of Directors Members. The effective date for this amendment is April 23, 2022, at recess following the first session.

Motion carried.

Proposed Bylaw Amendment E

Since the Representative Assembly has created new Districts, the Delegates need to change the election process for District Standing Committee Members. The effective date for this amendment is April 23, 2022, at recess following the first session.

Motion carried.

Proposed Bylaw Amendment F

Since the Representative Assembly has created new districts, the Delegates need to change the election process for District Standing Committee Members. The effective date for this amendment is April 23, 2022, at recess following the first session.

Motion carried.

Proposed Bylaw Amendment G

This change allows for ESP dues to be calculated using ESP wages and an ESP factor.

Motion carried.

Proposed Bylaw Amendment #4

To provide a reasonable process for the RA to freeze dues for the following year in response to crises (pandemic, economic recession) or other concerns.

Motion failed.

Proposed Bylaw Amendment #1

Brings our process in harmony with NEA and allows for greater year-round membership work.

Motion carried.

Proposed Bylaw Amendment #2

Changing to Racial Affairs Committee is all-encompassing of the members of the committee without the negative connotation of minority as "less than".

Motion carried.

Proposed Bylaw Amendment #3

The bylaw change will allow the Foundation to return to a balanced budget, and to increase the amount of Foundation scholarships instead of cutting them.

Failed – lack of quorum



POINTS OF PERSONAL PRIVILEGE

ADJOURNMENT – The Assembly concluded at 5:16 **P.M** for lack of quorum.

NOTES:

EXECUTIVE DIRECTOR’S REMARKS – not heard due to time

UPDATE ON 2021-2022 LEGISLATIVE SESSION – not heard due to time

AUDIT REPORT – not heard due to time

2022-2023 ISTA PROPOSED BUDGET - *Moved to the ISTA Board of Directors for approval.*



ISTA Board of Directors' Report

Since the 2022 Representative Assembly, the ISTA Board of Directors met eight times. A summary of the action at each meeting follows.

April 26, 2022

MOTION	ACTION TAKEN
<i>April 26 - Zoom</i>	
Call to Order —Called to order on April 26, 2022 at 6:02p.m.	
Roll Call	
Seating of Alternates —None	
2022-2023 Budget — Moved to approve the 2022-23 budget. Motion carried without objection.	Seconded Motion Carried
Scholarships/Awards —Moved to approve the 2022 scholarships/awards. Motion carried without objection.	Seconded Motion Carried
IU Grad Student Strike —Moved to approve the \$1000 donation to IU grad students on strike seeking to unionize. Motion carried without objection.	Seconded Motion Carried
Executive Session - The board went into executive session.	
Rise and Report -The board discussed matters important to the association.	
Adjournment —The meeting adjourned.	

June 2, 2022

MOTION	ACTION TAKEN
<i>June 2 - Zoom</i>	
Call to Order —Called to order on June 2, 2022 at 6:02p.m.	
Roll Call	
Seating of Alternates —None	



President’s Appointment — Concurred to support the president’s interim appointment of Doug Taylor – ISTA Vice President with term 7/15/22 – 4/24/23 and Jennifer Laughlin – ISTA Treasurer with term 7/15/22 to 4/24/23. The board concurred.	Concurred
Adjournment —The meeting adjourned.	

June 8, 2022

MOTION	ACTION TAKEN
June 8 – 11am	
Board Training with NEA presenter Dominic Padilla	
Call to Order —Called the business meeting to order on June 8, 2022 at 1:30 p.m.	
Roll Call	
Seating of Alternates —Moved to seat the following board alternates: Crystal Flath for District 10 and Julie Eaden for District 11 without objection.	
Adoption of Agenda —Moved to add two retired business items to the agenda without objection.	Seconded Motion Carried
Approval of Minutes —Moved to approve the March 19, 2022, March 23, 2022, April 26, 2022 and June 2, 2022 minutes without objection.	Seconded Motion Carried
Consent Agenda —Moved to adopt the consent agenda with no items held.	Seconded Motion Carried
Affiliations —On behalf of the Affiliations Subcommittee, moved to recommend reaffiliation of North Daviess CTA, Oregon-Davis CTA, Warren EA, South Madison CTA, Inc, New Albany-Floyd Co EA without objection.	Motion Carried
Retired Scholarships —Moved to approve two retired district scholarships in the amount of \$2500 each. Motion carried without objection.	Seconded Motion Carried
Retired Local Chapter Grants — Moved to approve retired local chapter grants for up to \$500 from the retired contingency fund. Motion carried without objection.	Seconded Motion Carried
ISTA Board Meetings — Moved to approve in-person board meetings with no option to attend virtually. Motion carried.	Seconded Motion Carried
2022 NEA RA Cluster Delegate Reimbursement — Moved to approve \$1500 reimbursement/advance for the 2022 NEA RA cluster delegates. Motion carried without objection.	Seconded Motion Carried
Executive Session – The board went into executive session.	
Rise and Report -The board approved minutes and heard the Executive Director’s end-of-year evaluation.	



Adjournment —The meeting adjourned.	

July 20-21, 2022

MOTION	ACTION TAKEN
July 20 – 11am	
Board Training with Dr Twyman	
Call to Order —Called the business meeting to order on July 21, 2022 at 9:00 a.m.	
Roll Call	
Seating of Alternates —Moved to seat the following board alternates: Ron Zink and Erika Schwartz for District 12 and Julie Eaden for District 10 without objection.	
Adoption of Agenda with flexibility —Moved to add Study Committee under business items and remove Issue Campaign, AR/Membership and New Educator Campaign and add Women’s Health Issues under discussion items to the agenda without objection.	Seconded Motion Carried
Approval of Minutes —Moved to approve the June 8, 2022 minutes as amended without objection.	Seconded Motion Carried
Consent Agenda —Moved to adopt the consent agenda with no items held.	Seconded Motion Carried
IPACE Election —Randy Studt was nominated and elected to the IPACE Districts 5-8 and Institutional Teachers board position with term ending July 31, 2024.	By acclamation
Executive Committee —The following six members were elected to the Executive Committee with a term of July 15, 2022 to July 14, 2023: Tiauna Washington, John McLaughlin, Anthony Dean, Jennifer Smith-Margraf, Diana Reed and Linda Lucy.	By vote
Board Management Personnel Committee —The following were elected to the Board Management Personnel Committee with a term of July 15, 2022 to July 14, 2024: Kim Patterson, Jessica Ramirez, RaeAnn Wintin and Phillip Ward Elected for a one-year term of July 15, 2022 to July 14, 2023: Christina Allen.	By vote
Affiliations —On behalf of the Affiliations Subcommittee, moved to recommend reaffiliation of New Albany Floyd County Bus Drivers Association and Wabash Valley of the ISTA-Retired.	Motion carried
New Board Policy Proposals —Tabled until the October board meeting the Member Drop Policy, Policy on Legal Services and the Weapons-Free Workplace Policy.	General Agreement
Study Committee — Moved to approve funding for a new account line-item labelled HCR Study Committee from the contingency account in the amount of \$5,000 for 2022-23.	Seconded Motion Carried



Local Grants — Moved to extend the local grant deadline to August 30, 2022.	Seconded Motion Carried
Adjournment —The meeting adjourned.	

October 21-22, 2022

MOTION	ACTION TAKEN
Oct 21 – 8:30pm	
Call to Order —Called the business meeting to order on October 21, 2022 at 8:30 p.m.	
Roll Call	
Seating of Alternates —Moved to seat the following board alternates: Tina Shultz for District 1, Laura Stauffer for District 3, Krista Shoaf for District 5, Conner McNeely for District 6 and Ron Zink for District 12 without objection.	
Adoption of Agenda with flexibility —Moved to adopt the agenda with flexibility without objection.	Seconded Motion Carried
Approval of Minutes —Moved to approve the July 21, 2022 minutes as amended without objection.	Seconded Motion Carried
Consent Agenda —Moved to adopt the consent agenda with Higher Ed additional information held.	Seconded Motion Carried
<i>Recessed at 10:15pm; Reconvened 9:10am on October 22</i>	
Affiliations —On behalf of the Affiliations Subcommittee, moved to recommend reaffiliation of IF Retired Chapter, REECI and Decatur County EA, Inc.	Motion Carried
2023 Legislative Program —Moved to table until committee has final edits.	Seconded Motion Carried
2023 Resolutions Proposed Changes —Moved to support all items not held as presented. Held items are F3 and I10.	Seconded Motion Carried
Board Policy – Member Drop —Moved to approve this policy as presented effective January 1, 2023.	Seconded Motion Carried
Board Policy – Dues Collection —Moved to approve with amendment of the deadline August 31, 2023 instead of August 31, 2024.	Seconded Motion Failed
Board Policy – Dues Collection Debate —Moved to close debate.	Seconded Motion Carried



Board Policy – Dues Collection —Moved to approve this policy as presented.	Seconded Motion Carried
Board Policy – Weapons-Free Workplace —Moved to approve this policy as presented.	Seconded Motion Carried
NEA 3(1)(g) plan —Moved to adopt the plan as presented.	Seconded Motion Carried
Affirmative Action Plan —Moved to table until the January board meeting.	Seconded Motion Carried
401(k) Plan Charter —Moved to adopt the 401(k) plan charter as presented.	Seconded Motion Carried
IPACE Election —Lauren Bridgemen was nominated and elected to the IPACE Districts 1-4 position with term ending December 31, 2024. Christianne Beebe was nominated and elected to the IPACE Districts 5-8 and Institutional Teachers position with term ending December 31, 2024. Brian Hawkins was nominated and elected to IPACE Districts 9-12 position with term ending December 31, 2024. April Hacker was nominated and elected to the IPACE District ESP position with term ending December 31, 2024. Deb Broyer Heath was nominated and elected to IPACE Districts 5-8 and Institutional Teachers position with unexpired term ending December 31, 2023.	By acclamation
Adjournment —The meeting adjourned.	

December 6, 2022

MOTION	ACTION TAKEN
<i>December 6 - Zoom</i>	
Call to Order —Called the business meeting to order on December 6 at 6:00 p.m. ET	
Roll Call —Roll call was conducted through Zoom.	
Adoption of Agenda with flexibility —Moved to adopt the agenda with flexibility without objection.	Seconded Motion Carried
2023 Legislative Program —Moved to adopt the 2023 Legislative Program as presented by the Issues & Concerns committee without objection.	Motion Carried
Board Policy – Member Drop —Moved to approve this policy as presented effective the beginning of the 2023-24 membership year.	Seconded Motion Carried
Adjournment —The meeting adjourned.	

January 20 – 21, 2023

MOTION	ACTION TAKEN
<i>Jan 20 – 8:37pm</i>	
Call to Order —Called the business meeting to order on January 20, 2023 at 8:37 p.m.	
Roll Call	
Seating of Alternates —Moved to seat the following board alternate: Conner McNeely for District 6.	Seconded Motion Carried
Adoption of Agenda with flexibility —Moved to adopt the agenda with flexibility without objection.	Seconded Motion Carried
Approval of Minutes —Moved to approve the October 21-22, 2022 minutes without objection.	Seconded Motion Carried
Consent Agenda —Moved to adopt the consent agenda with items in President’s Report held for additional information.	Seconded Motion Carried
<i>Recessed regular session at 9:10pm, Jan 20</i>	
Executive Session —The executive session convened at 9:19 p.m. Moved to approve the minutes. BMP presented the mid-year performance review. The executive session recessed at 10:07 p.m.	
<i>Reconvened regular session at 9:00am, Jan 21</i>	
Executive Session —The executive session reconvened. Greenwalt CPAs met with the board after the 2021-22 audit report. The regular session reconvened at 9:30 a.m.	
Rise and Report — BMP presented the mid-year performance review and met with auditors following the presentation.	
Affiliations —On behalf of the Affiliations Subcommittee, moved to recommend reaffiliation of Richmond EA and Eastern Pulaski TA.	Motion Carried
Affirmative Action Plan —On behalf of the Affirmative Action Plan Subcommittee, moved to recommend approval of the plan as written.	Motion Carried
NEA RA Stipend Adjustments —Moved to increase the small local NEA RA delegate reimbursement to \$1500 to align with state/cluster delegate reimbursements.	Seconded Motion Carried
Higher Ed ISTA RA Delegate Election Guidelines —Moved to approve the guidelines as presented.	Seconded Motion Carried



Adjournment —The meeting adjourned at 1:20 p.m.	
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March 17-18, 2023

MOTION	ACTION TAKEN
March 17-18	
Call to Order —Called to order on Friday, March 17 at 8:38 p.m.	
Roll Call	
Seating of Alternates —Moved to seat the following alternate board members: District 11 – Teresa Meredith for Teresa Collier; District 9 – Lisa Freeman for RaeAnn Wintin	Seconded Motion Carried
Land Acknowledgement —President Gambill	
Adoption of Agenda —Moved to adopt the agenda with flexibility and without objection.	Seconded Motion Carried
Approval of Minutes —Moved with no adjustments and without objection the January 20-21, 2023 minutes.	Seconded Motion Carried
Consent Agenda —Moved to approve the consent agenda with no items held.	Seconded Motion Carried
Proposed ISTA Bylaw Amendment #1 Increasing the number of ISTA Retired members on the Board of Directors Rationale: The ISTA Bylaws are based on the one-person-one-vote principle which follows the 5th and 14th amendments or Equal Protection Under the Law. Historically, we have added and adjusted our Bylaws when they need updating to achieve fairness. Retired members believe that they are being denied an equal voice in the Association and that this amendment will begin to address the inequity. The Governance Committee moved to not recommend support of the amendment. The board moved to recommend support of the amendment. The proposed bylaw amendment #1 will move to the ISTA RA for debate then vote.	Seconded Motion Carried
Rise and Report — Discussed Scottsburg office, staff bargaining and president’s compensation.	
2023-2024 Proposed Budget — Moved by the Executive Committee with full board support the 2023-24 proposed budget to the ISTA RA.	Seconded Motion Carried
Affiliations —On behalf of the Affiliations Subcommittee, moved to recommend reaffiliation of John Glenn EA without objection.	Motion Carried

<p>Proposed Standing Rule #1 Proposed language: (New) BB. The Assembly shall adjourn no later than 4:00 p.m. local time. Rationale: Sets a defined time for adjournment. Moved by Rules Committee and Executive Committee with full board support to the ISTA RA.</p>	<p>Seconded Motion Carried</p>
<p>Proposed Standing Rule #2 Proposed language: L. The agenda will include a time for input on the Legislative Program. Rationale: Brings the Standing Rules into alignment with the Legislative Program process. Moved by Rules Committee and Executive Committee with full board support to the ISTA RA.</p>	<p>Seconded Motion Carried</p>
<p>Proposed Standing Rule #3 Proposed language: 5f. Runoff elections will be conducted electronically within two weeks following the RA. Only delegates in attendance will be allowed to vote in the runoff. Runoff candidates will be provided the opportunity to submit a 4-minute video or a 200-word written statement due by the Friday after the assembly that will be shared with the voting delegates. Rationale: Combines like items for clarity and adds process for runoff elections. Moved by Elections Committee and Executive Committee with full board support to the ISTA RA.</p>	<p>Seconded Motion Carried</p>
<p>Proposed Standing Rule #4 Proposed language: K. All items of new business, Bylaw amendments, proposed amendments to the Budget, and proposed amendments to ISTA Resolutions shall be submitted 30 days prior to the ISTA Representative Assembly to be eligible for discussion and action. Submitted items will be sent to the appropriate committee. The committee, after reviewing the submission, will contact the maker regarding the committee’s position. Regardless of a committee’s position, submitted items will be placed on the agenda and can only be removed by the maker of the motion. Submitted items will be available on the RA page of the ISTA website no later than 25 days prior to the RA and made available with all RA materials on-site. Proposed language: N. Lengthy amendments shall be written, signed by the maker, and presented to the chair before being put to a vote. Amendments must be germane to the original motion. Rationale: Streamlines the business of the Representative Assembly and provides delegates the opportunity to see all business items on the agenda. Moved by Rules Committee and Executive Committee with full board support to the ISTA RA.</p>	<p>Seconded Motion Carried</p>
<p>NEA UniServ Grant Application—Moved to approve the 2023-24 grant application without objection.</p>	<p>Seconded Motion Carried</p>
<p>Proposed ISTA Bylaw Amendment #2 Increasing the ISTA Foundation contribution from \$1/member to \$2/member. Rationale: The bylaw change will allow the Foundation to return to a balanced budget, and to increase the amount of Foundation scholarships instead of cutting them. Moved by The Foundation to recommend with full board support to the ISTA RA.</p>	<p>Seconded Motion Carried</p>
<p>Outreach to Teach—Moved to approve \$3000 from contingency for the O2T event.</p>	<p>Seconded Motion Carried</p>



Adjournment —With no other business to come before the Board, the meeting adjourned at 3:00 p.m. on March 18.	Seconded Motion Carried

Affiliations Committee Report

The following **13** locals have been reaffiliated.

Local Association	District
Eastern Pulaski TA	1
Oregon-Davis CTA	2
John Glenn EA	2
Warren EA	6
Richmond EA	7
South Madison CTA, Inc.	7
North Daviess CTA, Inc.	9
Decatur County EA, Inc.	11
New Albany-Floyd Co EA	12
New Albany-Floyd Co Bus Drivers Association	ESP
1F Retired Chapter	ISTA-Retired
REECI	ISTA-Retired
Wabash Valley of the ISTA-Retired	ISTA-Retired

Respectfully submitted,
Teresa Collier, Chairperson

NEA Directors Briefing



NEA Directors urge members to Contact their Members of Congress!!!! Build a Relationship with Policymakers!

Check your Members of Congress website and request their electronic newsletter. Ask for an appointment when he or she returns home and take a few friends with you for a brief visit. Your NEA Board of Directors met in person with members of Congress or their staff in September and February and will meet in person with them in May.

Indiana's Members of Congress	Telephone	Twitter	Website
1st District: Mrvan	202-225-2461	@RepMrvan	Mrvan.house.gov
2nd District: Yakym	202-225-3915	@RepRudyYakym	yakym.house.gov
3rd District: Banks	202-225-4436	@RepJimBanks	banks.house.gov
4th District: Baird	202-225-5037	@RepJamesBaird	baird.house.gov
5th District: Spartz	202-225-2276	@RepSpartz	Spartz.house.gov
6th District: Pence	202-225-3021	@RepGregPence	pence.house.gov
7th District: Carson	202-225-4011	@RepAndreCarson	carson.house.gov
8Th District: Bucshon	202-225-4636	@RepLarryBucshon	bucshon.house.gov
9th District: Hollingsworth	202-225-5315	@Reptrey	Hollingsworth.house.gov
Senator Braun	202-224-4814	@SenatorBraun	https://www.braun.senate.gov/contact-mike
Senator Young	202-224-5623	@SenToddYoung	Young.senate.gov

Please follow these links for the most current messaging to the Hill and action alerts:

- NEA Action Center: <https://www.nea.org/advocating-for-change/action-center>
- Take Action to Congress: <https://www.nea.org/advocating-for-change/action-center/takeaction?>
- Letters to Congress: <https://www.nea.org/advocating-for-change/action-center/letterstestimony?>
- Sign up for Weekly Federal Update: <https://www.nea.org/node/19021>

FEDERAL LEGISLATIVE ACTIVITY: JANUARY 2023

ACTION CENTER

Visit the NEA online Action Center! It includes issue explainers, other helpful information, and emphasizes helping to effect change at the federal level. Check it out at [nea.org/actioncenter](https://www.nea.org/actioncenter). To hear how NEA is working with Congress and the most current issues, [subscribe](#) to the weekly email, EdAction in Congress. For an overview of bills impacting education and social justice issues and the NEA positions on them, visit the bills section: <https://www.nea.org/advocating-for-change/action-center/bills?>

RECENT NEA LEGISLATIVE VICTORIES

Electoral Count Act and Pregnant Workers Fairness Act included in Year-End Funding Bill

The 117th Congress passed a year-end funding bill that includes provisions to help educators, students and families. It includes the Electoral Count Act, which ensures that the electoral votes tallied by Congress accurately reflect the people’s vote in each state. The funding bill also includes the Pregnant Workers Fairness Act, which would create a uniform national standard for reasonable accommodations for pregnancy, childbirth, and related conditions.

Landmark Marriage Equality Legislation Becomes Law

President Joe Biden signs into law the Respect for Marriage Act, which passed Congress with bipartisan support. The legislation recognizes the marriages of same-sex and interracial couples, so long as their marriages were valid in the state where they were performed. It also preserves state and federal benefits for these marriages, should the courts open the door to legislation that would prohibit them in the future.

Student Debt Cancellation

Because of the educators and allies who took action, the White House announced a new student-debt cancellation plan that could forgive up to \$20,000 in federal student debt for borrowers. This victory came on top of the Temporary Public Service Loan Forgiveness Waiver, which delivered \$24 billion in loan forgiveness for 360,000 public-service workers over the course of a year.

Inflation Reduction Act Helps Students, Families

On August 16, President Biden signed the Inflation Reduction Act into law. The Inflation Reduction Act is the most significant climate investment in U.S. history. It also makes healthcare more affordable to millions by helping them reduce prescription drug prices, capping the cost of insulin and lowering healthcare premiums and enacts a 15% minimum tax on corporations that make more than \$1 billion in profits.

NEA 2023 RA

The 2023 NEA Representative Assembly will be held in Orlando, FL, July 3 – 6, 2023. Below is an outline of the events happening around and during the RA.

NEA 2023 Representative Assembly Townhall

Thursday, June 15, 2023 8:00 PM - 9:30 PM EDT
Virtual - Freeman platform

Join NEA President Becky Pringle as she shares her vision for the 2023 NEA Representative Assembly (RA) and previews the events and daily agenda for the Annual Meeting and RA. Learn more about how delegates will vote and speak as one body across our physical and virtual delegate assembly floor. Information on how to join President Pringle for the town hall is provided through delegate registration.

PRE-CONFERENCES AND MEETINGS **Legislative Hearing**

Monday, June 19, 2023 7:30 PM - 9:00 PM EDT
Virtual - Zoom

Join to learn more about the NEA Legislative Program, which guides NEA’s federal advocacy.

PRE-CONFERENCES AND MEETINGS **Resolutions Committee Hearing**

Tuesday, June 20, 2023 7:30 PM - 9:00 PM EDT
Virtual - Zoom

Join to learn more about the NEA Resolutions process, ask questions, and submit amendments which are prioritized for consideration by the NEA Resolutions Committee at its final meeting held in conjunction with the NEA Representative Assembly.

PRE-CONFERENCES AND MEETINGS **CCBR Hearing**

Wednesday, June 21, 2023 7:30 PM - 9:00 PM EDT
Virtual - Zoom

The Committee on Constitution, Bylaws, and Rules (CCBR) will hold a hearing on proposed amendments to the NEA Constitution, Bylaws, and Standing Rules.

Participants will have an opportunity to ask the makers of the proposed amendments and get information about the process for submission and consideration of business items at the 2023 RA.

PRE-CONFERENCES AND MEETINGS
Strategic Planning and Budget Hearing

Thursday, June 22, 2023 7:30 PM - 9:00 PM EDT
Virtual - Zoom

Budget Hearing

PRE-CONFERENCES AND MEETINGS
NEA-Retired Council Dinner

June 28, 2023
Hilton Orlando Lake Buena Vista
1751 Hotel Plaza Blvd., Lake Buena Vista

NEA-Retired Council Dinner

PRE-CONFERENCES AND MEETINGS

Aspiring Educators Conference
June 28, 2023 - July 1, 2023
Wyndham Orlando Resort-International Drive
8001 International Drive

Aspiring educators meet each year at the end of June, before NEA's Annual Meeting and Representative Assembly.

PRE-CONFERENCES AND MEETINGS
NCUEA Summer Meeting

June 28, 2023 - June 30, 2023
Waldorf Astoria Orlando
14200 Bonnet Creek Resort Lane

Overcoming the politics of discord to build a stronger local union.

PRE-CONFERENCES AND MEETINGS
NEA-Retired Annual Meeting

June 29, 2023 - June 30, 2023
Hilton Orlando Lake Buena Vista
1751 Hotel Plaza Blvd., Lake Buena Vista

NEA-Retired Annual Meeting

PRE-CONFERENCES AND MEETINGS

Resolutions Internal Editing Committee Meeting

June 29, 2023 - June 30, 2023
Hyatt Regency Orlando
9801 International Drive

The Internal Editing Committee is comprised of five members appointed by the NEA President, including the Resolutions Committee chairperson. The Editing Committee coordinates and leads the work of the full Standing Committee on NEA Resolutions, receives and reviews amendments submitted year-round by NEA members for consideration and recommendation to NEA delegates, and presents the committee's final report at the NEA Representative Assembly.

Conference on Racial and Social Justice

June 30, 2023 - July 1, 2023
Hilton Orlando Hotel
6001 Destination Parkway

Joy, Justice, Excellence: The Strength of Educators. The Brilliance of Students. The Power of Community!

OPEN HEARING

Women Issues Committee Hearing

June 30, 2023
Hilton Orlando Hotel
6001 Destination Parkway

Women Issues Committee Hearing

PRE-CONFERENCES AND MEETINGS

NCSEA Summer Meeting

June 30, 2023
Hyatt Regency Orlando
9801 International Drive

NCSEA Summer Meeting

OTHER

NCSEA Board Meeting

June 30, 2023
Hyatt Regency Orlando
9801 International Drive

NCSEA Board Meeting



**OPEN HEARING
SOGI Hearing**

**June 30, 2023
Hilton Orlando Hotel
6001 Destination Parkway**

SOGI Hearing

**OPEN HEARING
EMAC Hearing**

**June 30, 2023
Hilton Orlando Hotel
6001 Destination Parkway**

EMAC Hearing

**OTHER
Campaigning**

**July 1, 2023 - July 3, 2023
TBD**

Candidates for NEA Executive Committee and At-Large Board seats may visit state delegations and caucuses or otherwise campaign as permitted under the NEA Campaign Guidelines.

**OTHER
Elections Committee Meeting**

**July 1, 2023 - July 4, 2023
TBD**

Elections Committee Meeting

**PRE-CONFERENCES AND MEETINGS
CCBR Meeting**

**July 1, 2023 - July 6, 2023
Backstage**

Closed, internal meeting of the NEA Committee on Constitution, Bylaws, and Rules.

**PRE-CONFERENCES AND MEETINGS
Credentials Committee Meeting**

**July 1, 2023 - July 6, 2023
TBD**



Resolutions Committee Meeting

Saturday, July 1, 2023 9:00 AM - Sunday, July 2, 2023 11:00 AM EDT

**Hyatt Regency Orlando
9801 International Drive**

Resolutions Committee Meeting

PRE-CONFERENCES AND MEETINGS

NEA Board of Directors Meeting

Saturday, July 1, 2023 3:00 PM - 6:00 PM EDT

**Hyatt Regency Orlando
9801 International Drive**

NEA Board of Directors Meeting

PRE-CONFERENCES AND MEETINGS

Special Interest Caucus Meetings

Saturday, July 1, 2023 4:00 PM - Thursday, July 6, 2023 10:00 AM EDT

**Hyatt Regency Orlando
9801 International Drive**

Special Interest Caucus Meetings

OTHER

RA Check-in and Registration Adjustment

July 2, 2023 - July 6, 2023

**Orange County Convention Center
West Hall E (Level 2)**

RA Check-in and Registration Adjustment

PRE-CONFERENCES AND MEETINGS

NCESP Meeting

July 2, 2023

TBD

NCESP Meeting

PRE-CONFERENCES AND MEETINGS

NCHE Meeting



**Sunday, July 2, 2023 12:00 PM - 1:00 PM EDT
TBD**

National Council for Higher Education (NCHE) Meeting

**OTHER
NEA Human and Civil Rights Awards Dinner**

**Sunday, July 2, 2023 5:30 PM - 8:00 PM EDT
Orange County Convention Center
Valencia Ballroom**

Rising Strong For 55 Years of Unity Through Joy, Justice, and Excellence

**OTHER
NEA RA**

**Monday, July 3, 2023 10:00 AM - Thursday, July 6, 2023 6:00 PM EDT
Orange County Convention Center
West Hall D (Level 2)**

NEA RA

**OTHER
NCSEA Executive Director Professional Development**

**Monday, July 3, 2023 12:00 PM - Thursday, July 6, 2023 1:00 PM EDT
Hyatt Regency Orlando
9801 International Drive**

NCSEA Executive Director Professional Development

**VOTING
Voting**

**July 4, 2023
Orange County Convention Center
Tangerine Ballroom (Level 2)**

**OTHER
LGBTQ+ Dinner**

**July 5, 2023
Hilton Orlando Hotel
6001 Destination Parkway**

SUBMISSION OF BUSINESS ITEMS FOR THE 2023 NEA RA

The Committee on Constitution, Bylaws, and Rules (CCBR) is accepting electronic submissions of business items for consideration by the 2023 Representative Assembly. To submit an item, please click this link: <https://app.smartsheet.com/b/form/feafcfa731ec4d2d88efab8d33c47379> .

The deadlines for submission are as follows:

- **New Business Items:** 4:00pm Eastern Time (Orlando Time), June 18, 2023
- **Maker Modifications of Submitted NBIs:** 4:00pm Eastern Time (Orlando Time), June 30, 2023
- **Amendments to Legislative Program, Resolutions, Policy Statements:** 4:00pm Eastern Time (Orlando Time), July 3, 2023
- **Amendments to items published in RA Today or on the RA website:** 8:00am Eastern Time (Orlando Time) on the day the item is to be considered

Delegates are encouraged to submit items as soon as possible. Once an item is submitted CCBR and/or the Legislative and Resolutions Committee will review the item and contact the maker for any clarifications. When the item is accepted, the maker will be notified of the item number. The item, along with the cost (if an NBI), will be published on the RA website for delegate review in the spring.

IMPORTANT NOTE: Standing Rule 6.A was amended by the 2022 Representative Assembly to specify that a maker can revise an NBI submitted by the initial deadline “no later than three days prior to the opening of the RA,” and that “Revisions must address the same issue as the original new business item but may include different actions reasonably related to the action in the original NBI.” CCBR interprets this to mean that an NBI must meet the threshold requirements –it must relate to “substantive policies or programs” for NEA, be “specific in nature,” be “terminal in application,” concern “issues beyond one local area” and not call for NEA “to do work that is already in progress.” An NBI may be revised subsequently to modify the action called for, including by substituting an entirely different action(s), so long as the new action(s) reasonably relate to the initial proposed action (i.e. they seek to advance the same interest, albeit in a different way). Delegates who want caucus/council support for an item should submit the initial item to NEA by June 18. They can then bring the proposed language to a caucus or council for review and submit a maker modification by June 30. We encourage caucuses and councils to share this information with members.

Please note that only members who will serve as delegates to the 2023 RA can submit items.

Questions can be directed to the [NEA Committee on Constitution, Bylaws, and Rules.](#)

Your Indiana NEA Directors

John McLaughlin jmclaughlin@ista-in.org

Jessica Ramirez jramirez@ista-in.org

NEA Resolutions Committee Report

APRIL 2023

Indiana Committee Reps

T Washington, tiauna.washington@gmail.com

Jessica Hurley, jamyers614@gmail.com

Resolutions are the public belief statements of the National Education Association. They express our ideals and goals, not our current reality. These statements are broad, but cover nearly everything that one can imagine that impacts students, educators, schools, and communities. There are hundreds of pages which detail these belief statements for our members and the public.

The Resolutions Committee is primarily tasked with the annual preparation and presentation of all proposed resolutions for adoption by the NEA Representative Assembly. The committee carefully considers each proposed amendment or new resolution that it receives from members across the country. All proposed changes to the NEA Resolutions that are approved by majority vote of the committee are then transmitted to the more than 7,000 elected delegates to the NEA Representative Assembly for final consideration.

NEA resolutions are arranged into 10 lettered sections, A through J:

1. Serve as National Voice for Education
2. Advance Cause of Public Education for All Individuals
3. Promote Health and Welfare of Children and/or Students
4. Promote Professional Excellence Among Educators
5. Gain Recognition of the Basic Importance of the Educator in the Learning Process
6. Protect Rights of Education and Other Public Employees and Advance Their Interests and Welfare, and Promote, Support, and Defend Public Employees' Right to Collective Bargaining
7. Secure Professional Autonomy
8. Unite Education Employees for Effective Citizenship
9. Promote and Protect Human and Civil Rights
10. Obtain for Members the Benefits of an Independent, United Education Profession

How NEA Resolutions Operates

All of these statements are up for debate, and to that end, each state elects representatives to this NEA Committee. The committee has a virtual meeting in the winter and then meets for 3 days before the NEA RA. All resolutions which are written and edited by the committee must then be approved by the NEA RA body meeting in session that year. Any member of NEA can submit their ideas to the committee. (This is similar to our ISTA Resolutions which are written and edited by the ISTA Issues and Concerns Committee.)

<https://www.nea.org/about-nea/governance-policies/nea-resolutions>

These positions are elected at the NEA RA by the Indiana delegation as we meet daily prior to the NEA RA. Indiana is currently allotted two seats due to our membership numbers. Each position is allowed to serve six one-year terms.

What has the NEA Resolutions Committee been working on?

This year the committee reviewed, discussed, and took action on 16 items. Five of these items focused on including NEA language that supported opposition to the “poverty” draft in our resolutions. Poverty draft means that historically military recruiters would focus on schools with high marginalized populations 10x more than their counterparts. This was not adopted by our committee as the NEA Representative Assembly of 2022 adopted resolution B-6 stating, “students should be prepared for, and have equitable access to, all postsecondary opportunities. The Association also believes that recruitment efforts for postsecondary opportunities should be equitably implemented, in collaboration with schools, so that no individual or community is disparately targeted or excluded based on their race, age, socioeconomic status, gender, sexual orientation, gender identity, gender expression, ability, ethnicity, immigration status, or religion.”

With the defeat of Roe V. Wade, the committee took action on six items which addressed reproductive rights, bodily autonomy, and protecting one’s privacy in regards to medical history. At the forefront of addressing these topics, the committee emphasized women’s rights are human rights. The committee defeated three, adopted two, and referred one to committee to discuss again at the summer meeting before the Representative Assembly.

The committee also made sure that when NEA is sending mass mailings, we are being environmentally conscious. In light of recent events involving book banning and censorship, an amendment was approved to include LGBTQ+ community to make sure our teaching materials are reflective of free inquiry and learning. These are just one of many examples of how resolutions are not only comprehensive, but also flexible. We are constantly revising and updating to meet current and future needs. If a member has an idea or wants to address a particular subject, they should contact their NEA Resolutions committee representatives for help.

If you wish the full listing, check out this link:

https://www.nea.org/sites/default/files/2022-08/nea-resolutions_2022-2023.pdf

Governance Committee Report

We have had 3 meetings since the last time the RA convened. Our September meeting was in person, then we met again via Zoom in January and March. We have continued to follow the charges set forth by President Gambill.

There have been some small updates to the N. Robert Montfort Communications Award criteria. The criteria now include electronic copies of communications and not just print copies. Also there has been a large overhaul of the Quality Local Award. We are very excited about these changes because we believe the award had become very time consuming for people to apply for. The application is taking some time to get rolling, but it is the committee's belief that the new criteria and format will streamline the application process.

We had had discussion and lively debate in September about the Proposed Bylaw Amendment #1, at that time the committee was not able to vote after discussion due to lack of a second for the motion.

The committee reconvened in January to discuss the possibility of reconsideration of the Proposed Bylaw Amendment #1. After discussion the committee voted to not reconsider the amendment.

At our March meeting we voted to not support the Proposed Bylaw Amendment #1 due to several continuing questions the committee had. Additionally, at our March meeting we reviewed the Submittable applications for J.D. Miller Young Activist Award, N. Robert Montfort Communications Award, and ISTA Lifetime Achievement Awards.

Respectfully submitted,

Amellia Dusch, Chairperson

Issues & Concerns Committee Report

The Issues & Concerns Committee has met throughout the year as a Committee-as-a-Whole and as Subcommittees. A brief description of our work by Subcommittee follows:

The Legislative Subcommittee presented changes to the Legislative Program in September 2022. The changes passed the Committee and were sent to the Board of Directors in October 2022. The Legislative Program was held by the Board of Directors for further clarification and information. The program was then passed. This is a very useful tool for our lobbyists as well as our officers to use when working with the Legislature. An open hearing will occur at this RA for input for the upcoming Legislative Program.

The Resolutions Subcommittee worked on revisions and presented their recommendations to the Committee in September 2022. The Committee passed the recommended changes and they will be presented for passage at the 2023 RA. The Board of Directors has also been informed of the proposed changes and recommends passage. We are pleased that we have become more proactive in our Resolutions in recent years, and our leadership is able to use this document when supporting ISTA's position on issues.

The Communications Subcommittee and Professional and Community Outreach Subcommittee were combined into a new Subcommittee titled Awards. Opportunity Grants were submitted this Fall. Grants were awarded to Southwest Sullivan Education Association and Spencer-Owen Education Association. The Subcommittee will be reviewing the applications for the School Bell Award & Community Service Award that will be given later this year.

The Special Education Subcommittee worked to provide information to the Resolutions Subcommittee regarding changes in our Resolutions.

The Issues & Concerns Members appreciate the input we receive from all ISTA members regarding our Legislative Program and our Resolutions. Each District Council receives quarterly updates from our Committee. If you have questions, feel free to contact your Issues & Concerns Member or the Chair. We encourage you to review our Resolutions, become familiar with our beliefs, and use those as the basis for your actions.

Respectfully submitted,

Stacy A. Kurdalak, Chairperson

Racial Affairs Committee Report

The Racial Affairs Committee (RAC) has accomplished the following items under their charges for 2022–23.

Charge #1

Develop and implement a year-long communication plan for reporting to District Councils issues pertinent to the committee. This plan should be broken into quarters, with information on awards, grants and scholarships that will be shared at District Council meetings.

RAC's Scholarship and Awards Subcommittee

The subcommittee provided and promoted information about Louis B. Russell Scholarship, Damon P. Moore Scholarship, Phillip Carey for Human Rights Award and the Minority Educator of the Year Award. Applications have been emailed to all RAC members several times. The subcommittee is encouraging RAC members to share these opportunities with their DISCO and local and with guidance counselors and students.

Ann Wilkins Legacy Scholarship

Last year RAC members submitted a request to the ISTA Board of Directors to establish an Ann Wilkins Memoriam Scholarship to support ISTA Aspiring Educator members of color going through their student teaching/practicum semesters. There was not enough time to have this request heard, so we will again be presenting at this Representative Assembly on April 22, 2023.

RAC Talking Points

Prior to each District Council Meeting RAC provides talking points to their members to share at the meetings.

INDIANA EDUCATORS OF COLOR FACEBOOK PAGE

RAC launched its Facebook page for ISTA members of color on Thursday, January 19, 2023. Since this is a closed Facebook page you need to be a member and answer a questionnaire to join the group. There are currently a total of 144 members.

Charge #2

Select recipients, according to established guidelines for the Louis B. Russell, Jr. Scholarship, Damon P. Moore Scholarship, Minority Educator of the Year Award and the Phillip Carey Award for Human Relations. Forward selected recipient names and bios to the president's office by March 15. Provide a written rationale for each selection to the Association president.

Ensure applications and nominations are submitted for the above scholarships and awards through marketing and communications.

Increase number of applications and nominations

There are ten applications for the Damon P. Moore Scholarship, five applications for the Louis B. Russell Jr. Scholarship.

No nominations were received for the Philp Carey Award for Human Relations or the ISTA Minority Educator of the Year Award. The deadline for these two awards has been extended to April 1.

Charge #3

Review, inform, solicit and recommend recipients for national awards such as and including NEA Human and Civil Rights Awards.

There were no recommendations.

Charge #4

Review the minority guarantees provided in ISTA and NEA documents, including NEA bylaw 3-1.g. Review the incentive plan adopted by the ISTA Board of Directors to increase minority representatives to the NEA Representative Assembly. Recommend any needed changes to ISTA documents by January 15, 2023.

RAC ALL-COMMITTEE MEETING

RAC met on September 17, 2022.

Recommended changes to 31G were proposed. Some include creating and launching a closed Facebook page titled Indiana Educators of Color Network for ISTA BIPOC members, affinity group meetings and launching this year's diversity series. One major goal is to have a conference at the end of this school year where each RAC rep will be asked to identify a group of members who can continue this work of growing this network.

Charge #5

Review the Minority Involvement Plan. Make recommendations for changes by September 30, 2022. Submit the plan to the ISTA Board of Directors.

RAC is waiting for more guidance from the NEA 3-1 g committee.

Charge #6

Recommend to ISTA president a list of ways for ISTA to support ethnic minority member.

DIVERSITY SERIES

Feb. 28, 2023 – 6 p.m. ET

Diversity Series installment for 2023 (in partnership with the Professional Practices and Standards Committee):

Culturally Responsive and Courageous Conversations Through Interactive Read Alouds: An Information & Planning Session

NEA-CEA Fellow, Faith Sweeney lead the session.

Summary: Having conversations with students about race and all things identity can be difficult. By using literature and having group discussions, educators can make a difference in confirming and clarifying students' understanding of themselves, others, and the world around them. This session will address how to initiate proactive and reactive courageous conversations in culturally responsive ways that meet the developmental needs of students. Through short teaching clips and an opportunity to collaboratively plan; you will leave this session feeling comfortable to lead these culturally responsive and courageous conversations in your learning community. Please have on hand 2-3 culturally relevant picture books, pens, and different color and size sticky notes for planning. Professional Growth Points (PGP) will be provided upon request.

Jan. 12, 2023 – 6 p.m., ET

A Virtual Film Screening of the Harriet Tubman documentary in collaboration with partners WFYI and DePauw University, was held.

Resources were provided for educators that can be used in their classrooms. PGP points were provided to those who requested it.

Nov. 10, 2022 – 7 p.m., ET

ISTA’s Racial Affairs Committee hosted a book discussion for educators as a part of their diversity series. They discussed *Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy* with Dr. Gholdy Muhammad. This book focuses on propelling students toward a lifetime of learning. Throughout this important discussion, Dr. Muhammad outlined tools educators can apply in their classrooms with their students.

A very powerful discussion and resources were provided to participants. PGP points were provided for participants who requested them.

FIRST INDIANA EDUCATORS OF COLOR CONFERENCE

RAC will host the first Indiana Educator of Color Conference on June 8 and 9.

AFFINITY GROUP SPACE FOR EDUCATORS OF COLOR EVENTS HELD FOR BIPOC MEMBERS AND POTENTIAL MEMBERS

The purpose of these events is to provide a safe place for support and belonging with others of a shared identity. We are working on relationship building and sharing information regarding how to engage at the local or state level.

- Washington Twp EA hosted an event on November 3, 2022, in Indianapolis, in which 13 attended.
- Monroe Co. EA and District 9 hosted an event on November 15, 2022, in Bloomington, 13 attended. We held a follow up meeting with the team that planned this event to work on next steps.
- District 5 hosted an event on December 8, 2022, in Hamilton County, 15 attended.
- District 3 hosted an event on December 14, 2022, in Elkhart. In addition to District 3 locals, several South Bend BIPOC members and potential were in attendance for a total of 25 in attendance.
- Merrillville hosted an event on March 7, 2023. We had 20 people attend and one member join. Feedback was great from those that attended.
- An event is scheduled in Kokomo on April 13, 2023, at Half Moon Brewery from 5 - 7 pm.
- Lawrence is in the process of planning an event.

Charge #7

Recommend future changes to these charges to the Association president no later than June 1, 2023.

Nothing to report.

Future Meetings of RAC

- March 9, 2023 - Virtual RAC Meeting - 6 - 7:15 p.m., ET
- April 22, 2023 - ISTA Representative Assembly
- May 11, 2023 - RAC Leadership Planning - All Day
- June 7-8, 2023 - Summer Conference
- June 8-9 Conference for BIPOC
- July 11 or 12, 2023 - RAC In Person Meeting
- September 15-16, 2023 - All Committee Meeting

RAC OFFICERS

Ronald Swann, Co-Chair

Wafa Safi-Hassan, Co-Chair

Mark Tojo, Secretary

Professional Practices & Standards Committee Report

The group met at the Crowne Plaza Hotel on September 17th at ISTA All Committee Day and virtually on March 4th. Lyndsy Eslinger served as secretary for the group and Rain Smith served as Vice Chair for the spring meeting. Christina Allen served as ISTA Board Liaison this year and updated the group on board meetings. Terry Tafflinger represented ISTA-Retired and shared information about the regional Pre-Retirement meetings slated and encouraged members to consider joining as pre-retired members as the amount will increase in August 2023. Charles Ward represented ESPs and noted that the new District Council format doesn't work for many ESPs. He is still driving his bus route, so the ESP DisCo will likely continue to meet periodically on Saturdays. Sarah Ruppel represented the Aspiring Educators. She shared ways the campus chapters work on recruiting efforts. There will be regional events throughout the state during the fall instead of a statewide conference. Several campuses were represented at the Good Teaching Conference. Outreach to Teach will be at JE Ober Elementary School on April 15, 2023. Angela Miller served as staff liaison and reported that the Good Teaching Conference was held on September 9th & 10th due the previous contract restraints. Plans for 2024 will be to host later in the fall. Teachers who earned or maintained National Board Certification for the years 2020 and 2021 were recognized at the Good Teaching Conference. The training cadre will coordinate training and support via hybrid methods post-pandemic. The committee requested copies of *Classroom 180: A Framework for Creating, Sustaining, and Assessing the Trauma-Informed Classroom*. Heather Forbes wrote the book and was the keynote speaker at the Good Teaching Conference. Members were mailed copies and discussed insights gleaned during the spring meeting. The PPS Committee also co-sponsored a virtual event on February 28th with the Racial Affairs Committee titled, *Culturally Responsive and Courageous Conversations Through Interactive Read Alouds*.

Subcommittees worked on achieving the 2022-23 charges from President Keith Gambill. Communications committee continues to coordinate newsletters which align with the District Council meetings, so members can share information about events, scholarships, awards, and other news. No Professional Development Grant applications have been received during the 2022-23 year. Scholarship and Award subcommittee members were charged with selection of the Hoosier Educator of the Year and with evaluating 185 Career and 34 Educator Scholarship applications from high school seniors. They also reviewed Aspiring Educators scholarships and awards. The Human Civil Rights committee urges members to apply for NEA awards. Conference planning and support team reviewed evaluations from the recent Good Teaching Conference, debriefed suggestions for 2024 and will be evaluating the session proposals and keynote speaker recommendations prior the end of the school year in anticipation for the 2024 Good Teaching Conference. Plans are to host at the new ISTA Metro regional office on October 27th & 28th.

Respectfully submitted,

Bianka Teeters, Chairperson

ISTA Foundation Report

1. The ISTA Foundation for the Improvement of Education is funded by a \$1.00 contribution from all members of ISTA. In the 2021-22 membership year we collected \$34,600.
2. Over the last year the ISTA Foundation has awarded over 50 scholarships totaling \$36,600 to students entering the field of education and to dependents of members.
3. District Council scholarships for 2023 will be \$700 each.
4. The ISTA Foundation awards up to 20 scholarships for the National Board of Professional Teaching Standards certification on an annual basis. Members may apply for scholarships each year beginning September 1 until all 20 scholarships have been awarded. Members may receive one scholarship for initial certification and one for renewal of their certification during their career.

As of March 9, 2023, no National Board Certification scholarships have been requested for this school year.

Your local collective bargaining agreement (CBA) may contain a provision that awards extra pay for attaining National Board Certification. Your local president and/or Uniserv Director will be able to provide full details on any such provision.

5. Professional Learning Grants are awarded to eligible locals that participate in the American Fidelity and Security Benefits programs. This past year, six locals were awarded grants based on their applications last summer totaling \$48,530.

The grants are for a maximum of \$10,000 and must be jointly supported by the local ISTA affiliate and the school corporation. Grants are funded separately through revenues from the American Fidelity and Security Benefits programs and were created by ISTA Board action. The foundation board reviews each application for the scope and merit of the professional development.

6. Members of the ISTA Foundation Board are Jennifer Butler, Jennifer Clutter, Keith Gambill, Kara Hartz, Dan Holub, Troy Johnson, Dr. Mattie Jones, Jennifer Laughlin, Heather Schilling, Jennifer Smith-Margraf, and Doug Taylor.

Respectfully submitted April 22, 2023

Doug Taylor, President

ISTA Foundation for the Improvement of Education

ESP Dues Task Force Report

The ESP Dues Task Force was continued by ISTA President Keith Gambill as requested in the April 23, 2022 ESP Dues Task Force report.

“Based on our work, the ESP Dues Task Force has asked the ISTA President to allow the Task Force to continue with a new charge to examine the usage of daily hours versus annual hours when calculating EDP dues categories.”

Background on ESP dues: In the ISTA bylaws - Article XII Membership & Dues, Section D. Dues, 2 Active Education support Members: ESP dues are set based on a formula of 16.26 times the median ESP hourly salary of the previous year. There are four categories of membership: active full time, active three-quarter time, active part-time 25-50%, and active part time 25% or less. All categories are based on daily hours worked.

2022-23 ESP Dues Task Force charge: Examine the usage of daily hours versus the annual hours when calculating ESP dues categories.

The group discussed the charge and what data we might need to have enough accurate information to draw conclusions regarding the categories of ESP membership and hours worked. We decided to examine more closely the data that ISTA collects through the individual ESP contracts and membership rosters.

The task force ran into some difficulty because the in-house data that ISTA collects was not designed to collect the ESP dues and hours data we are seeking. Simply put, the classification data we have in our membership system (NEA 360) was not detailed enough. ISTA staff then began collecting estimated data from our Uniserv Directors who have ESP units.

The task force will meet again before the ISTA RA to review and analyze the data. Any recommendations made by the task force will be brought to the ISTA.

The members of the ESP Dues Task Force are Betty Batliner, Tammie Naville, Charles Ward, Jennifer Smith-Margraf, and Doug Taylor, Governance Liaison. Staff members helping include: Jennifer Clutter, Chris Campbell, and Dan Holub.

Respectfully submitted,

Doug Taylor, ISTA Vice-President

ISTA Representative Assembly Review Committee Report

Committee members: Teresa Meredith, Christina Allen, Linda Lucy, Gianna Mirowski, Wafa Safi-Hassan, Jennifer Smith-Margraf, Kathy Zoucha, Kalena Gries, Shaina Liv Lescano, Dan Holub, Keith Gambill

The ISTA RA Review committee was established by President Gambill and supported by the ISTA Board of Directors in response to New Business Item #1 from the 2022 ISTA RA.

The responsibility of the committee was to review New Business Item #1, review the total work of the RA and make recommendations to the 2023 RA.

New Business Item #1 asked for a review of the process for submitting items to the RA and investigate the possibility of moving this process to on-line.

Review of the total work of the RA included reviewing ways to streamline various parts of the assembly in order to be most efficient.

The committee made recommendations to the RA Rules Committee to change submission of items to be considered at the RA to an on-line process in advance of the RA. They also recommended creating a hard stop time for the RA. They recommended to the RA Elections committee to create an electronic election process for when a run off for a state wide election is needed.

Based on the recommendations from this committee, the RA Rules Committee and the RA Elections Committee have submitted changes to the RA Standing Rules.

I would like to thank the great work of this committee.

Respectfully submitted,

Keith Gambill, ISTA President

Indiana Political Action Committee for Education Report

What is I-PACE?

I-PACE is the political action committee organized through ISTA to influence elections and create a more favorable environment for public education in the legislative branch. ISTA funds are not spent on political expenditures whereas I-PACE funds are used for political action/campaigns. As ISTA and I-PACE are legally separate organizations, all contributions given to I-PACE are strictly voluntary. The voluntary contribution is \$24 per year, but members may give more. About 90% of members choose to contribute to I-PACE.

What does I-PACE use its funds for?

I-PACE's biennium budget cycle follows a calendar year starting in an odd year. The majority of the money is allocated towards state senate and house races, but in the recent past, I-PACE has also begun to focus more heavily on school board, referenda and even local races. We also created a civic engagement grant to reward every ISTA member who decides to run for office. The nominal donation is included with campaign training.

Each L-PAC (Local PAC) is allocated \$5,000 to be used specifically for local races such as referenda and school board races. Locals are actively participating in calling voters and knocking on doors to raise awareness in their community. These actions will help each individual school community. The L-PACs were reorganized to coordinate with the Uniserv areas.

What has I-PACE done in 2022-23?

I-PACE has spent the last two years working to engage members in local elections. However, this was challenging due to COVID-19 restrictions which limited in-person training and funding. Coupled with mandated reorganization and new governance units, L-PACs had to reconfigure and pass updated by-laws immediately following the 2022 ISTA RA.

Despite 2022's challenges, ISTA was able to resume its in-person conferences and fundraising efforts. Members stepped up to the challenge of meeting I-PACE's participation goals in the 2022 elections. Locals participated in 6 referenda campaigns, winning 50% of them. A referendum is a public question placed on a ballot by a local unit. Past referenda have included construction projects and operating needs for schools.

Locals also responded by doubling their participation in the 2022 school board election cycle. To do this, they partnered with more unions and community groups who believe in strong public schools. I-PACE more than doubled the amount in its budget to support this. Locals participated in 65 school board elections in this past cycle. However, several locals became involved in races later than desired due to the increased number of candidates running on platforms that countered public school missions. All locals reported they needed to start earlier next time.

Election 2022 Disappointing Results

The 2022 election results were as expected. In Indiana, there are 7 Republican Congressional members and 2 Democratic; the Republicans maintained their supermajorities in both the Indiana General Assembly House and Senate.

The Indiana House of Representatives consists of 70 Republicans and 30 Democrats, with a net gain of one seat for the Democrats. The Indiana House Democrats were able to win two of the three newly created and competitive seats. Unfortunately, long-term public educator advocate Terri Austin lost her seat in HD 36.

The Indiana State Senate is comprised of 40 Republicans and 10 Democrats, with the Republicans picking up one seat. One long-term friend of public education, State Senator Tim Lanane, retired. His seat changed to be significantly more Republican during redistricting.

State Senate 1 was also reconfigured last year. Frank Mrvan, Sr. held this seat for over 40-years, making him the longest sitting State Senate member. He retired mid-session last year, being replaced by Michael Griffin. Sen. Griffin lost due to the significant gerrymandering of this district. However, Democrats were still able to pick up at newly created seat in Indianapolis.

Elections 2023

Municipal seats are up for election in 2023. This includes mayors, city councils, town councils, and the Indianapolis City-County council seats. This does not include township seats, and there are no state or federal level elections in 2023. LPAC deposits for referenda were available as of January 1st, 2023, and three L-PACs have already spent their local race funds on theirs.

Keeping Pace- what trends are Hoosiers seeing in elections?

One trend I-PACE is studying for the 2023 is the steady increase in the number of early in-person voters. The expansion of vote centers in many counties appeared to have helped this trend. I-PACE will be examining ways to reach voters earlier to improve the chances of recommended candidates. 2022 voter turnout was only 41% of Indiana's registered voters. This is a drop 20% as compared to the 2018 midterms. ISTA members vote at a higher rate than the public at approximately 80%+.

Upcoming Work

I-PACE will meet again in May to start planning for the 2024 election cycle. Priorities will be decided in the coming months as we assess the races. In the past cycle, a high priority was set on influencing school board races, which was moderately successful. I-PACE committee members will be reaching out to our constituent locals for feedback. Local PACs will also need to be organizing and participating in training.

Training

Due to increased interest in referenda and school board races, I-PACE will now provide two one-hour school board/referenda training at the 2023 Summer Conference to help locals become involved earlier in the process.

CONTACT:

Should you have any questions or concerns regarding I-PACE matters, please contact I-PACE Chairperson, Randy Studt at rstudt@ista-in.org or staff liaison Roni Embry rembry@ista-in.org.

ISTA Legal Report

Employment Related

ISTA has a general legal file called “Employment Related” where UD’s, managers, and other ISTA employees can request legal advice on issues and legislation affecting ISTA members. An average month sees about 125 entries addressing legal issues.

During the beginning of each year, a significant amount of time is spent reviewing legislative issues. Research on legislative issues has picked up from past years as more social issues are addressed. Additionally, there seems to be an increase in issues needing to be addressed for members dealing with medical issues and medical leaves often involving FMLA and sick days.

ULP’s

In the last year, we have filed or investigated filing ULPs in Whitko, Twin Lakes, Shelbyville Central, Porter County SETA, Michigan City, Rensselaer, Oregon-Davis, Perry Township, Warrick County and Benton Central. The ULPs generally cover bargaining and discussion violations as well as school corporations interfering in the administration of local associations.

The Indiana Education Employment Relations Board encourages parties to engage in mediation early in the ULP process. About half the ULPs filed get settled at mediation in the early stages of litigation. If mediation is not successful, the parties move on to discovery and ultimately have an evidentiary hearing.

In Twin Lakes, a hearing was held and the Hearing Examiner determined that the School Corporation committed an unfair labor practice when it hired a Coordinator of Digital Learning and paid the person a salary and benefits that were outside the CBA. For the first time in a ULP case, IEERB ordered the School Corporation to pay \$1,000 to the local Association as a civil penalty under a fairly new Indiana law.

GEO Schools ULP

On May 3, 2021, four teachers were featured on a flyer distributed to School Corporation employees at charter school Geo Next Generation High School – Indianapolis celebrating the filing of a Petition for Representation. Shortly thereafter, the teachers began receiving concerns about their teaching performance. On May 18, 2021, teachers were required to attend a two-hour mandatory afterschool meeting at which time the School Corporation leaders attempted to talk the teachers out of organizing and to instead join a national group for which GEO Schools would pay the membership dues.

When the teachers continued their organizing activities, they were intimidated and threatened when trying to organize within the school. On May 28, 2021, three of the four teachers were informed that they were being terminated for performance issues. The last teacher was terminated on July 26, 2021, allegedly for violating school policy.

We filed a multi-count Unfair Labor Practice alleging that GEO Schools interfered with the teachers’ rights to organize and establish exclusive representation.

Over the last year, the parties have been in the process of conducting discovery in which several thousand pages of documents have been produced. The parties will then move to depositions and ultimately to a hearing to determine whether multiple unfair practices were committed. Attorneys for Geo Schools have spared no expense in fighting to win this case to prevent future organizing at charter schools.

Child Abuse

In the last year, there have been about 70 cases in which we have provided representation for members accused of child abuse. The number of cases that have gone beyond the Department of Child Services and resulted in investigations by law enforcement have increased. Cases involving law enforcement generally require a higher amount of legal representation and cause members higher levels of anxiety and fear. Despite these higher levels of law enforcement involvement, members are still cleared in about 95% of the cases for which we provide legal representation.

Title IX

We are starting to see more members who are accused of sexual harassment or inappropriate touching being subjected to a Title IX investigation after law enforcement and DCS have completed their investigations. When schools perform Title IX investigations, the member is most often put on paid administrative leave until the investigation is complete. Because there are required timelines in Title IX cases, members will often be out for about a month while the Title IX investigation is completed. As is the case with child abuse investigations, almost all Title IX investigations for which we provide representation result in a member being exonerated of the charges, but it is a very scary process for members.

Recognition of 2022 ISTA Award Winners

Dave Hanna Golden Touch Award

This award recognizes outstanding contributions of retired members of ISTA-Retired who have demonstrated continued leadership in the Association and the community.

No award(s) presented for 2022.

Lifetime Achievement Award

This award recognizes members in the year of their retirement or the year immediately following retirement for a lifetime of achievement at the local level as well as the district, state or national level.

Sabra Gage, Washington Township EA

Community Service Award

This award recognizes outstanding examples of courage, commitment, innovation or dedication to the community.

Holly Miller, Edinburgh EA

J.D. Miller Young Activist Award

This award recognizes Association activism and engagement within the first five years as educators.

Rosiland Jackson, Indianapolis EA

N. Robert Montfort Communications Award

The purpose of this award is to recognize outstanding communication efforts of members and local affiliates.

Evansville Teachers Association

Phillip Carey for Human Relations Award

This award recognizes individuals – ISTA members or education advocates – and local associations who have made a significant contribution to advancing human and civil rights in education. Nominations must be made by an ISTA member or local association.

Rosa Vazquez, Indianapolis EA

School Bell Award

This award recognizes exceptional work by news media professionals who support the philosophy of ISTA and public education.

No award(s) presented for 2022.

Friend of Education Award

This award recognizes an individual and/or organization whose leadership and support have contributed to statewide improvement of Indiana’s public schools. Nominees should reflect philosophies and principles compatible with ISTA’s mission and vision. Any ISTA member or local association may nominate an individual or organization.

J.D. Ford, Eddie Melton, Fady Qaddoura, Shelli Yoder

Senate Education Democrats

ESP of the Year Award

This award recognizes extraordinary efforts by education support professionals (ESP) on behalf of kids. This ESP should be student-oriented and have gone beyond the usual expectations of their job description; and demonstrate leadership among Education Support Professionals. The Hoosier ESP honoree is sent to the NEA as Indiana’s nominee for the NEA ESP of the Year Award.

Susan Parsons, LaPorte ESP Association

Minority Educator of the Year Award

This award recognizes outstanding, active minority classroom educators. Nominees must be active ISTA members, participate in the Association and receive recommendations from the local association president and a colleague.

Anthony Dean, Washington Township EA

Hoosier Educator of the Year Award

The **ISTA Hoosier Educator of the Year Award** recognizes an ISTA member who exemplifies professional practice, advocacy for the profession, attention to diversity, community engagement and leadership in professional development.

Nominations must be made by an ISTA member based on the following criteria:

1. Professional Practice
2. Advocacy for the Profession
3. Attention to Diversity
4. Community Engagement
5. Leadership in Professional Development

Horace Mann Educators Corporation generously recognizes the Hoosier Educator of the Year with a monetary award.

The Hoosier honoree is sent to the NEA Foundation as Indiana’s nominee for the NEA Foundation Award for Teaching Excellence.

Emily Whaley, Shenandoah EA

Nathan G Schnellenberger Pacesetter Award

The Nathan G. Schnellenberger Pacesetter Award is designed to recognize current outstanding examples of courage, commitment, innovation or dedication in advancing the status of education in Indiana. The Nathan G. Schnellenberger Pacesetter is awarded to outstanding active members, local associations and District Councils or other committees established by and limited to active members of the Association.

A committee appointed by the ISTA president will evaluate the nominations and make recommendations to the board of directors. The honoree will receive an exclusive pin, exclusively designed award, and recognition in the Association's publications.

The Pacesetter Award was renamed in June 2019 to honor and recognize the outstanding lifetime work of Nathan G. Schnellenberger. He worked tirelessly to lead ISTA through a very challenging time, financially and ethically.

No award(s) presented for 2022.



2022 Aspiring Educators Awards and Scholarship Recipients

\$500 Scholarships

Allison Andrews, Hanover College

Gabrielle Hardoin, University of Evansville

Grace Silcox, University of Indianapolis

Ana Wahll, Manchester University

Jesamie Moore Memorial Scholarship

Melanie Hawkins, University of Evansville

Outstanding Aspiring Educators Advisor

Leslie Marlatt, Manchester University

Nathan G. Schnellenberger Pacesetter Award Winners

Individuals

Jack Kenyon 1972 - 1973
 Ella Mary Huffman 1972 - 1973
 Marjorie Slabach 1973 - 1974
 John W. Tipton 1973 - 1974
 Cordell Affeldt 1974 - 1975
 Joanna Hock 1974 - 1975
 Victor Megenity 1975 - 1976
 Michael Gery 1976 - 1977
 Alice Vandersteen 1976 - 1977
Raymond A. Gran (Posthumously) 1977 - 1978
 Damon D. Moore 1977 - 1978
 Edwin Piri 1977 - 1978
 Pat Browne 1978 - 1979
 Burnettia Denny 1978 - 1979
 Genevieve (Gigi) McKnight 1979 - 1980
 Joseph Weaver 1979 - 1980
 Kathleen (Kathy) Orrison 1980-1981
 Joyce Bengel 1981 - 1982
 Anne Moody 1981 - 1982
 Michael H. Roberts 1982 - 1983
 June Murray 1982 - 1983
 James A. Hirschinger 1982 - 1983
 Paul Adair 1983 - 1984
 Charles Meyer 1983 - 1984
 Rep. Barbara L. Engle 1983 - 1984
 Ronald E. Klene 1984 - 1985
 Roger Sharp 1985 - 1986
 Linda L. Swalls Hogan 1987
 Thomas J. Feeney 1988
 Rodney W. Ellcessor 1989
 Phyllis Pajakowski-Largey 1990

C. Eugene Price 1991
 J. David Young 1992
 John Turner 1992
 Sarah Borgman 1993
 Philip Metcalf 1995
 Harriet Klene 1996
 Judith Briganti 1997
 David Wayne Knies 1998
 John W. Marsteller 1999
 Joyce A. Macke 2001
 Steven C. Brace 2003
 Kathy A. Parks 2004
 Sandra N. Brown 2006
 Sheliah J. Dorton 2006
 Michael O. Zulich 2006
 Rick Wright 2008
 Stephen Grannan 2009
 Callie Marksberry 2010
 Teresa Meredith 2011
 Ginger Calhoun 2012
 Glenda Ritz 2013
 Nate Schnellenberger 2013
 Nancy Wright 2015
 Mark Kessans 2016
 John Comer 2018
 Cheryl Fenton 2018
 Hilda Kendrick-Appiah 2021

Local Affiliates

Evansville Teachers Association 1972-1972
 Lakeland Community Educators Association 1973 - 1974
 Fort Wayne Education Association 1973 - 1974
 Indiana Education Association 1974 - 1975
 Fremont Classroom Teachers Association 1974 - 1975
 Fort Wayne Education Association 1975 - 1976
 Marion Teachers Association 1975 - 1976
 NEA-South Bend 1975 - 1976
 Clarksville Education Association 1976 - 1977
 Indiana Education Association 1976 - 1977
 Penn - Harris - Madison Teachers Association 1977-1978
 Marion Teachers Association 1978 - 1979
 Indianapolis Education Association 1979 - 1980
 Fort Wayne Education Association 1982 - 1983
 NEA-South Bend 1984 - 1985
 NEA-South Bend 1992
 North Judson-San Pierre CTA 1995
 Lafayette Education Association 1998
 South Western Indiana Council 2007
 Evansville Teachers Association 2001

For more information on the award and/or to nominate someone:





Items of New Business

There are no Items of New Business for the 2023 ISTA RA submitted prior to the printing deadline. Items submitted after that date will be provided at the Representative Assembly.

Check ista-in.org/ista-ra for New Business items submitted prior to April 22. You must be logged into the website to view.



Proposed Amendments to Standing Rules

Text in ~~strikethrough~~ to be deleted, text in **bold** to be added. Current language is shown first, with proposed language thereafter.

Find the ISTA Standing Rules at ista-in.org/governing-documents. You must be logged into the ISTA website to view.



Proposed Standing Rule #1

Submitted by: ISTA RA Rules Committee

Recommended by: ISTA Board of Directors

(New) BB. The Assembly shall adjourn no later than 4:00 p.m. local time.

Rationale: Sets a defined time for adjournment.



Proposed Standing Rule #2

Submitted by: ISTA RA Rules Committee

Recommended by: ISTA Board of Directors

Current Language:

L. A proposed amendment to the Legislative Program must be submitted on the official form to the Rules Committee prior to 11:00 a.m. on the date of the meeting.



Proposed Language:

L. The agenda will include a time for input on the Legislative Program.

Rationale: Brings the Standing Rules into alignment with the Legislative Program process

Proposed Standing Rule #3

Submitted by: ISTA RA Elections Committee

Recommended by: ISTA Board of Directors

Current Language:

5. Ethnic Minority Elections
 - a. In the event it is necessary to elect ethnic minority at large board member(s), the Rules Governing Elections printed in Section III, A., 1., and 2, will apply.
 - b. The Elections Committee will supervise this election according to the provisions in Article II, Section 1, of the Bylaws.
 - c. Nominations will be taken from the floor. Nominators will have 1 minute for the purpose of nominating.
 - d. Once nominations are closed candidates will meet the elections chair for the lottery to determine order of speaking. This order will also be used for the placement on the ballot.
 - e. Candidates will be called to the platform and given 4 minutes for their statement.
6. Early Career Election
 - a. In the event it is necessary to elect an early career educator board member, the Rules Governing Elections printed in Section III, A., 1., and 2, will apply.
 - b. The Elections Committee will supervise this election according to the provisions in Article II, Section 1, of the Bylaws.
 - c. Nominations will be taken from the floor. Nominators will have 1 minute for the purpose of nominating.
 - d. Once nominations are closed candidates will meet the elections chair for the lottery to determine order of speaking. This order will also be used for the placement on the ballot.
 - e. Candidates will be called to the platform and given 4 minutes for their statement.
7. Proportional Representation Elections
 - a. In the event it is necessary to elect proportional representation at-large board member(s), the Rules Governing Elections printed in Section III, A., 1., and 2, will apply.
 - b. The Elections Committee will supervise this election according to the provisions in Article II, Section 1, of the Bylaws.
 - c. Nominations will be taken from the floor. Nominators will have 1 minute for the purpose of nominating.
 - d. Once nominations are closed candidates will meet the elections chair for the lottery to determine order of speaking. This order will also be used for the placement on the ballot.
 - e. Candidates will be called to the platform and given 4 minutes for their statement.

Proposed Language:

5. At-Large Elections: Ethnic Minority, Early Career, Proportional Representation

- a. In the event it is necessary to elect ethnic minority, early career educator or proportional representation at-large board member(s), the Rules Governing Elections printed in Section III, A., 1., and 2. will apply.
- b. The Elections Committee will supervise this election according to the provisions in Article !!, Section 1, of the Bylaws.
- c. Nominations will be taken from the floor. Nominators will have one (1) minute for the purpose of nominating.
- d. Once nominations are closed candidates will meet the elections chair for the lottery to determine order of speaking. This order will also be used for the placement on the ballot.
- e. Candidates will be called to the platform and given four (4) minutes for their statement.
- f. Runoff elections will be conducted electronically within two weeks following the RA. Only delegates in attendance will be allowed to vote in the runoff. Runoff candidates will be provided the opportunity to submit a 4-minute video or a 200-word written statement due by the Friday after the assembly that will be shared with the voting delegates.***

Rationale: Combines like items for clarity and adds process for runoff elections.

Proposed Standing Rule #4 (to be acted upon in the afternoon session)

Submitted by: ISTA RA Rules Committee

Recommended by: ISTA Board of Directors

II. Representative Assembly Rules

Current language:

K. All items of new business and Bylaw amendments shall be presented in writing on the official form the Rules Committee by 11:00 a.m. to be eligible for discussion and action. The titles of all items submitted under this section shall be read to the Assembly prior to the recess for lunch and district meetings.

Current language:

M. A proposed amendment to the Budget must be submitted on the official form to the Rules Committee prior to 11:00 a.m. on the date of the meeting.

(Propose deleting this item. It is addressed in new K)

Current language:

S. A proposed resolution, not a part of the Issues and Concerns Committee printed report, must be submitted on the proper form to the Rules Committee prior to 11:00 a.m. on the date of. It shall then be considered by the Issues and Concerns Committee prior to 3:00 p.m. and a report of their action will be provided to the maker when such is requested in writing, at the conclusion of the Issues and Concerns representative assembly meeting. The maker of any proposed resolution which has been rejected or on which no action was taken by the Committee, may present that resolution as an amendment if related to a Committee resolution. If not so related, it may be presented as a new resolution immediately after completion of the Issues and Concerns Committee's report.

(Propose deleting this item. It is addressed in new K)

Current Language:

N. All main motions and lengthy amendments shall be written, signed by the maker, and presented to the chair before being put to a vote. The business of the Assembly can be facilitated if such motions are presented to the chair prior to being proposed.

Proposed language:

K. All items of new business, Bylaw amendments, proposed amendments to the Budget, and proposed amendments to ISTA Resolutions shall be submitted 30 days prior to the ISTA Representative Assembly to be eligible for discussion and action. Submitted items will be sent to the appropriate committee. The committee, after reviewing the submission, will contact the maker regarding the committee's position. Regardless of a committee's position, submitted items will be placed on the agenda and can only be removed by the maker of the motion. Submitted items will be available on the RA page of the ISTA website no later than 25 days prior to the RA and made available with all RA materials on-site.

Proposed language:

N. Lengthy amendments shall be written, signed by the maker, and presented to the chair before being put to a vote. Amendments must be germane to the original motion.

Rationale: Streamlines the business of the Representative Assembly and provides delegates the opportunity to see all business items on the agenda.





Proposed Amendments to the Bylaws

Text in ~~strikethrough~~ to be deleted, text in **bold** to be added. Current language is shown first, with proposed language thereafter.

Find the ISTA Bylaws at ista-in.org/governing-documents. You must be logged into the ISTA website to view.

Proposed Bylaw Amendment #1

Submitted by: Rod Ellcessor, Chair of the Retired State Council for the Retired Executive Committee

Recommended by: ISTA Board of Directors

Current Language:

ARTICLE II—Board of Directors

Section 1. Membership

Members of ISTA-Retired shall be entitled to a minimum of one (1) director for each 4,800 ISTA-Retired members or major fraction thereof. However, ISTA-Retired members shall be entitled to no less than one (1) director. Elections shall be held at the time and place of the Assembly.

The election for ISTA-Retired director(s) shall be conducted at the ISTA Representative Assembly by the Retired Assembly delegates. Any member of the Retired membership category may announce their candidacy prior to or at the Assembly Retired delegate meeting. Notification of the election at the Representative Assembly of expiring and unexpired terms will be included throughout the membership year in the Retired Newsletter, "The Chalkboard." The term of this position shall be for three (3) years beginning as stated in these Bylaws.

ARTICLE V—Officers

Section 2. Term of Office—The terms of the president, vice president, and treasurer of the Association, except as otherwise provided for in these Bylaws, shall be July 15-July 14.

Board of Directors members elected by the Association Districts, except as otherwise provided for in these Bylaws, shall begin their terms of office on July 15-July 14 on the years indicated as follows:

- A. Governance District 1 through Governance District 4 on years immediately following years divisible by three.
- B. Governance District 5 through Governance District 8, Retired, and institutional teachers on the years preceding a year divisible by three.
- C. Governance District 9 through Governance District 12 and Education Support Professionals on the years divisible by three.

Districts 1-4: election is a full three-year term.

Districts 5-8: initial election is a one-year term with eligibility as provided by Article II, Section 2 to run for 2 full terms of office after that.

Districts 9-12: initial election is a two-year term with eligibility as provided by Article II, Section 2 to run for 2 full terms of office following the initial two-year term.

This paragraph will be removed following the 2024 ISTA Representative Assembly. No local Association shall hold more than one District-elected Board seat.



Proposed Language:

Amend Article II, Section 1, paragraphs nine and ten by insertion and deletion in the following:

ARTICLE II—Board of Directors

Section 1. Membership

Members of ISTA-Retired shall be entitled to a minimum of one (1) director for each ~~4,800~~ **2500** ISTA-Retired members or major fraction thereof. However, ISTA-Retired members shall be entitled to no less than one (1) director. Elections shall be held at the time and place of the Assembly.

The election for ISTA-Retired director(s) shall be conducted at the ISTA Representative Assembly by the Retired Assembly delegates. Any member of the Retired membership category may announce their candidacy prior to or at the Assembly Retired delegate meeting. Notification of the election at the Representative Assembly of expiring and unexpired terms will be included throughout the membership year in the Retired Newsletter, "The Chalkboard." The terms of ~~this~~ **these** positions shall be for three (3) years beginning as stated in these Bylaws.

Amend Article V, Section 2, by insertion in the following:

ARTICLE V—Officers

Section 2. Term of Office—The terms of the president, vice president, and treasurer of the Association, except as otherwise provided for in these Bylaws, shall be July 15-July 14.

Board of Directors members elected by the Association Districts, except as otherwise provided for in these Bylaws, shall begin their terms of office on July 15-July 14 on the years indicated as follows:

- A. Governance District 1 through Governance District 4, **and Second Retired** on years immediately following years divisible by three.
- B. Governance District 5 through Governance District 8, **First** Retired, and institutional teachers on the years preceding a year divisible by three.
- C. Governance District 9 through Governance District 12 and Education Support Professionals on the years divisible by three.

Districts 1-4: election is a full three-year term.

Districts 5-8: initial election is a one-year term with eligibility as provided by Article II, Section 2 to run for 2 full terms of office after that.

Districts 9-12: initial election is a two-year term with eligibility as provided by Article II, Section 2 to run for 2 full terms of office following the initial two-year term.

This paragraph will be removed following the 2024 ISTA Representative Assembly. No local Association shall hold more than one District-elected Board seat.

Second Retired Board of Directors member is for a two-year term with eligibility as provided by Article II, Section 2 for two full terms of office after that.



This sentence will be removed following the 2025 ISTA Representative Assembly.

Rationale:

The ISTA Bylaws are based on the one-person-one-vote principle which follows the 5th and 14th amendments or Equal Protection Under the Law.





Proposed Bylaw Amendment #2

Submitted by: ISTA Foundation

Recommended by: ISTA Board of Directors

Current Language:

ARTICLE XII—Membership & Dues

Section 13. Beginning with the 2008-2009 membership year all members who pay dues shall pay an additional \$1.00 annually. These additional dues shall be allocated to the ISTA Foundation for the Improvement of Education (IFIE).



Proposed Language:

ARTICLE XII—Membership & Dues

Section 13. Beginning with the ~~2008-2009~~ **2023-2024** membership year all members who pay dues shall pay an additional ~~\$1.00~~ **\$2.00** annually. These additional dues shall be allocated to the ISTA Foundation for the Improvement of Education (IFIE).

Rationale:

The bylaw change will allow the Foundation to return to a balanced budget, and to increase the amount of Foundation scholarships instead of cutting them.





Proposed Amendments to ISTA Resolutions

Amendments made and approved by the Issues & Concerns Committee on Sept. 17 as additions are highlighted in yellow.

Amendments made and approved by the Issues & Concerns Committee on Sept. 17 as deletions are in ~~strikethrough~~ and highlighted in yellow.

Find the ISTA Resolutions at ista-in.org/governing-documents. You must be logged into the ISTA website to view.

Proposed Amendments to ISTA Resolutions 2023

A-7 ACCESSIBILITY AND COMPOSITION OF SCHOOL BOARDS (05)

The Indiana State Teachers Association urges school boards to hold their meetings at times and places that allow for optimum involvement by education employees and the community. While the Association believes educators must ultimately be responsible for educational decision-making within a school system, the Association recognizes the need for full community participation in school board meetings. **The Association encourages civil discussion by all parties without revealing confidential information.**

The Association also believes that school boards should be representative of the population within the school district. Parents of students who may be attending school out of their residential district because of court-ordered cross-district busing should be allowed voting and representation rights for school board elections in the school district that these students attend. (94)

The Association further believes that school board elections should be nonpartisan.

A-17 MEDIA (05)

The Indiana State Teachers Association recognizes the fact that the media have an effect on the education of the public. Therefore, the Association believes that the media have an obligation to provide a means by which all persons can receive an accurate presentation. (95, 96, 00)

The Association encourages the cultivation of media contacts in newspaper, TV, radio, online, and all other news outlets at the state and local levels. It is crucial to maintain these contacts to provide information and transparency where possible.

B-5 HIGH ABILITY STUDENTS (05)

~~The Indiana State Teachers Association believes that there must be increased development of fully funded educational programs for gifted, talented and creative students.~~

~~The Association recognizes its responsibility to indicate to educators reliable methods of identifying and teaching these children.~~

~~The Association urges local and state affiliates to encourage such programs and methods to ensure that these special needs areas are met.~~

The Indiana State Teachers Association believes that there must be educational programs and services for high ability students and supports federal and state funding for the education of these students. The Association also believes that there must be well-developed criteria and guidelines for identifying and teaching these students. Such identification must be culturally sensitive and must not discriminate on any basis other than the exceptionality being identified.

The Association further believes that all students and families should be informed of their rights to access and testing for high ability education, alternative education options, and specialized programs. The Association acknowledges how historically marginalized groups are underrepresented in high ability and specialized education programs, and urges public school districts to have an inclusive approach to high ability education.

The Association believes that culturally responsive professional development programs in high ability education must be provided for all appropriate education employees. The Association urges its affiliates to promote the development and implementation of services and support for high ability children and their educators.

NEW B-11. RURAL EDUCATION

The Indiana State Teachers Association supports a strong rural educational system and the preservation of the community infrastructure in rural Indiana.

The Association believes that rural areas contain a range of conditions that make them unique and supports the development of programs that recognize and deal with rural needs. The Association recognizes that equal per pupil funding may not provide equal education. The Association also believes in equal educational programs and the equitable funding of such programs, and that neither should be dependent on geographical location, density of population, or consolidation of rural schools.

RENUMBER ALL LATER B'S.

B-11 EDUCATION FOR CHILDREN WITH DISABILITIES (04)

The Indiana State Teachers Association supports a free appropriate public education for all students with disabilities. However, the Association recognizes that to implement IDEA and Article 7 effectively the following must occur:

- a. A favorable learning experience must be created for all children in the least restrictive environment (LRE) as defined in Article 7 as a continuum of services. A continuum of services is defined as, "A continuum of services, as described in subsection (b)(4) and (b)(5), that is available to meet the individual needs of students with disabilities and makes provision for supplementary services (such as resource room or itinerant instruction) to be provided in conjunction with general education placement.

In selecting the least restrictive environment, consideration is given to any potential harmful effect on the: student; or quality of services needed.” Least restrictive environment is not synonymous with inclusion and should not be treated as thus.

- b. General and special education teachers, administrators, and parents must participate in planning and implementation of programs for children with disabilities.
- c. Curriculum design and scheduling modifications must be made to accommodate the specific educational needs of each child.
- d. Fully-funded programs must be provided for all students with disabilities from preschool through transitional adult services. Such programs must include properly licensed teachers, trained support staff, related services, instructional materials, equipment, and technology. Dedicated funding must be used exclusively for these programs. The Certificate of Completion guidelines for Applied Courses must be clearly defined. Applied Courses must be offered across all subject areas, including all electives.
- e. Implementation guidelines must also be clearly defined, including the roles and responsibilities of general and special education teachers. Caseloads for special education teachers and related service providers must be the appropriate size for the disability area. Workload, which is defined as specially designed direct and indirect instruction, inclusionary practices, and IEP management (including IEP meetings, parent contacts, functional behavior assessments, and observations), should be the determining factor for the number of students a teacher services. All teachers of record must be notified of their caseload within ten (10) days of assignment.
- f. Class size for special education must be appropriate for the disability area(s). General education classes must not have a disproportionate number of students with disabilities. Appropriate support must also be provided.
- g. Providers of all special education programming, including related services, must be members of a local bargaining unit. Appropriate provisions and protections for all staff providing services to children with disabilities must be negotiated through the local collective bargaining agreement. Staff reduction will not result from implementation of the special education program.
- h. Release time must be made available to staff to assure planning, documentation and implementation of Individualized Education Plans (IEPs), Medicaid Billing/Reporting, Educational Assessment Reporting, programs, and training and implementation of mandated assessments.
- i. All teachers must be made aware of their right to submit a written opinion of the IEP.
- j. Students are better served if the people working with them are prepared to address their needs. Therefore, all educators, including substitutes, must be properly licensed and adequately prepared for their roles, including addressing the identified needs of students, through appropriate and ongoing professional development. (07)
- k. Substitute employees should be made aware that the assignment offered is a special needs program. (07)

The Association believes the state should fully fund local corporations' special education mentoring programs. A mentor program should be provided specifically for special education teachers who are new to special education and/or the corporation which covers additional information such as Indiana Individualized Education Plan (IIEP) program, goal development and tracking, functional behavior assessments, behavior plans, appropriate accommodations, development of transition plans, and understanding various disabilities.

B-18 ELIMINATION OF BIAS IN THE CURRICULUM

The Indiana State Teachers Association believes that gender, racial, and religious bias that includes but is not limited to gender, racial, and religious stereotyping should be eliminated from the curricula. The Association further believes in developmentally appropriate and diversity-based curricula which create fair and respectful treatment of all students and a learning environment that addresses cultural competence, utilizes restorative practices, and is free from the effects of implicit or explicit bias.

The Association urges educators to use instructional materials that include cultural diversity and the contributions of women and minority groups and portray various careers and personal roles as acceptable and attainable for all individuals.

READING AND WRITING IN THE SCHOOL CURRICULA

The Indiana State Teachers Association believes that all curricula should include an emphasis on reading and writing as fundamental to all content areas. In addition, the teaching of cursive writing at the elementary level is an important component in assisting students to become effective learners who function successfully in a literate society. (11)

B-21 MULTICULTURAL/GLOBAL EDUCATION (05)

The Indiana State Teachers Association believes ~~that~~ multicultural/global education is a way to help students develop an awareness and an appreciation of the cultural diversity, which exists in the world.

The Association believes all materials throughout the curriculum should be evaluated and adopted to reflect the diversity of the community and country.

The Association believes ~~that~~ foreign language instruction is an important part of the total education process and a component of multicultural/global studies.

The Association supports the maintenance of current programs and encourages the expansion of foreign language instruction and multicultural education at all levels.

B-24 DEMOCRACY AND CITIZENSHIP EDUCATION

The Indiana State Teachers Association believes that education about democracy and the rights and responsibilities of citizens is essential for the survival of American democracy. The cornerstone of such education should be the United States Constitution and the Bill of Rights.

The Association also believes that democratic ideals should be practiced as part of the total educational process. The following concepts should be an integral part of the curriculum within public schools and other educational institutions:

- a. The dignity and worth of the individual
- b. Due process of law
- c. Rule of the majority tempered by respect for minority rights
- d. Individual responsibility
- e. Equal justice under the law
- f. Civil liberties as guarantors of individual rights
- g. One person – one-vote principle
- h. Voting rights protections
- i. Active citizen participation in all aspects of public affairs
- j. Freedom of religion, speech, press, petition, and assembly

The Association encourages educators, lawyers, court personnel and community stakeholders to work together to develop appropriate materials and activities, including information about the justice system and constitutional issues, in order to teach students to be responsible citizens.

B-27 ACADEMIC ACHIEVEMENT GAPS (05)

The Indiana State Teachers Association believes that parents, educators and community members must collaborate to identify and implement effective environmental and educational practices and programs that enable all students to achieve Indiana’s academic standards.

The Association further believes that practices and programs designed to bridge Indiana’s academic achievement gaps must be research-based and updated regularly. Effective practices and programs should:

- a. Address early childhood development and the learning environment of the home and school
- b. Include, but not be limited to, consideration of socio-economic status, learning styles and language barriers
- c. Include fully-funded opportunities for educators to participate in meaningful professional development that offers concrete strategies for working with students to ensure that each and every child will be able to reach his/her full potential.

B-28 STUDENT TESTING/ASSESSMENTS

The Indiana State Teachers Association recognizes that testing/assessing of students may be appropriate for such purposes as diagnosing learning needs, prescribing instructional activities, and measuring student progress in the curriculum content when such testing/assessments are prepared or selected by the classroom teacher. All assessments should be valid, reliable, up-to-date and measure developmentally appropriate cognitive and/or functional skills. Such assessments should be administered with appropriate modifications and/or accommodations.

The Association opposes the use of national or state standardized tests/assessments which:

- a. Deny students full access to equal educational opportunities
- b. Damage student self-concept
- c. Create bias against student who are economically disadvantaged or culturally and linguistically diverse
- d. Track students
- e. Are used for purposes of promotion, retention or graduation.

Tests and assessments should not be used:

- a. As a basis for allocation of local, state, or federal funds
- b. By publishers and testing companies to promote their financial interests rather than the improvement of instruction
- c. By media or others as a basis for invidious public comparisons of student achievement
- d. To evaluate teacher effectiveness.

B-30 TECHNOLOGY IN THE EDUCATIONAL PROCESS (05)

The Indiana State Teachers Association recognizes the advancement and application of instructional technology and high-technology devices and materials that provide new opportunities for developing skills, furthering research, and expanding knowledge in our society. Technology increases the opportunity to reduce educational inequities within and among schools and school districts. Instructional technology should be available to all schools. The Association believes that local associations should support efforts to use technology to improve the quality of instruction in local schools, to enhance the working conditions of their members, and to protect members' rights. The Association further believes that technology should be used to enhance the roles and instructional opportunities of education employees.

The Association encourages federal funding of school technology programs, with increased funding from state and local government sources and public/private partnership funding, to stimulate and support the proper use of emerging technologies. Maintenance, technical support, training, evaluation, and staffing, as well as equipment purchases, must also be fully funded.

The Association believes that:

- a. Education employees should have access to necessary technology for managing and advancing instruction. Further, they should be provided encouragement, time, and resources to experiment with and to research applications of technology in order to integrate technology into the curriculum. Teacher preparation in instructional technology must be incorporated in college and university teacher preparation programs and extend through continuing opportunities for professional development.
- b. Education employees, including representatives of the local association, must be involved in all aspects of technology utilization, including planning, materials selection, implementation and evaluation. Individuals who teach classes over interactive telecommunication networks should be given sufficient time to prepare for their classes.

Additional preparation time should be granted to teachers using technology to enrich their regular programs. Further, classroom teachers and library/media specialists must have collaborative planning time to develop programs.

- c. Training should be provided for education employees in the use of technologies and applications, the development of effective materials, and appropriate instructional strategies.
- d. Students must become aware of the social and economic impact of technology and must be provided with access to and instruction in the use of such technology. Further, technological education programs must provide equity in training, funding and participation for all students.
- e. All students and education employees should have an understanding of copyright law and the responsible use of technological materials.
- f. Effective use of instructional technology requires a licensed teacher in every classroom. In addition, every school must have a teacher with a license in computer education. Instructional technology should be used to support instruction, but no reduction of positions, hours or compensation should occur as a direct or indirect result of any technological programs. (04)
- g. The evaluation of education employees in any technological program should be conducted openly and meet the requirements of the local collective bargaining agreement or evaluation policy. (95, 96, 99)

B-34 DISTANCE LEARNING (EDUCATION) (05)

The Indiana State Teachers Association believes that quality distance education can create or extend learning opportunities not otherwise available to all students if the distance education has the following characteristics:

- a. Is as rigorous as similar courses taught through more traditional means
- b. Meets or exceeds state standards
- c. Meets the objectives and requirements in an official course description
- d. Has a student/faculty ratio that ensures active student involvement and high academic achievement
- e. Has appropriate procedures in place for evaluation and verification of students' work
- f. Has instructors whose qualifications are the same as those of instructors teaching in traditional classes. (00)

Distance learning courses should not replace the regular curriculum offered by the corporation except under exceptional circumstances. Students should have access to distance learning to gain access to non-standard curriculum and for credit recovery of courses that were unsuccessfully completed.

Teachers of distance learning should not be expected to teach beyond contract hours. Teachers of distance learning should not be expected to teach or supervise distance students and in-person students simultaneously. Teachers of distance learning should be compensated in a contractually agreed upon manner and amount.

B-38 HOME SCHOOLING

The Indiana State Teachers Association believes all children have a right to develop their full potential for becoming productive and contributing citizens. Further, the Association believes that a child’s educational and social development is best taught in a public school setting, although it recognizes the fact that in some cases children are being taught at home. To assure that these children have an equitable and quality education, guidelines for home education programs must be established. We urge the adoption of the following standards:

- a. Teachers of home school programs shall meet the state requirements for teacher licensing
- b. Authorized state or local permission should be required annually for home study where the decision is based on an individual education program or on recommendation of professional personnel, where standards for student achievement are accepted, and where there is compliance with curriculum and health requirements
- c. Home study should be monitored by local school administrative personnel knowledgeable about excellence in the teaching-learning environment
- d. Students shall receive regular and thorough instruction in a program of study at least comparable to that taught to students of the same age in a public school
- e. Home study programs should comply with compulsory attendance laws on length of school day and school year, and age requirements
- f. Students shall participate in state or locally mandated testing/assessment programs in suitable settings and their scores: (03, 08)
 - 1. Shall be disaggregated
 - 2. Shall be published in the aggregate as “home school scores” in the same manner as scores are required to be published by public schools
 - 3. Shall not be used to determine school or school corporation category placement under the state’s standards and accountability laws. (08)

Compulsory record keeping should include a register of work, time at instructional activities, daily attendance, and progress.

When home study is a matter of parental preference, all expenses should be borne by the parents or guardian. (08)

The Association further believes that upon entry or re-entry of home-schooled students to the public school setting, local schools should determine grade level placement and/or credits awarded for any home schoolwork. (94, 96)

C-11 EXTREMIST GROUPS

The Indiana State Teachers Association is concerned about the emergence and resurgence of extremist groups that strive to restrict the civil and human rights of any person. (05)

The Association strongly believes that our nation’s children must be educated to understand and respect cultural, ethnic, religious and other individual differences, the rights of others, and the importance of these to a healthy pluralistic democracy.

The Association condemns the philosophy and practices of extremist groups and their efforts to recruit young people in our schools and it urges all its affiliates and members to oppose actively all such movements whose objectives are **inimical-harmful or obstructive** to the ideals of our democratic republic.

C-12 TELEPHONE, THE INTERNET, AND SOCIAL MEDIA (06)

The Indiana State Teachers Association believes that children should be protected from exploitation via telephone, the internet and social media. (06)

E-6 SECTARIAN PRACTICES IN THE PUBLIC SCHOOLS

The Indiana State Teachers Association believes that matters, which are essentially religious in nature and may impinge on the freedoms guaranteed by the First Amendment to the Constitution, should not be mandated by any governmental body as a part of the school program. **While private prayer by any employee is allowed under Supreme Court rule, the individual should exercise that right without imposing on others or unduly influencing student compliance.**

F-2 NONDISCRIMINATORY PERSONNEL POLICIES (04)

The Indiana State Teachers Association believes that personnel policies and practices must guarantee that no person be employed, retained, dismissed, promoted, transferred, suspended or compensated because of gender, race, color, national origin, religious beliefs, residence, **physical disability**, political activities, professional association activity, age, marital status, family relationship, **childbearing status**, sexual orientation, or gender identity and expression. (03)

Affirmative action plans should be established and implemented to guarantee equal opportunity for all persons in employment and personnel policies and practices and to encourage active recruitment and employment of women, minorities and men in underrepresented education categories. (95)

F-3 MULTICULTURAL STAFF (05)

The Indiana State Teachers Association believes that multicultural staffs are essential to the mission and operation of public schools. The Association deplores the current trend of diminishing numbers of minority educators. The Association encourages colleges and universities to actively recruit students from underrepresented groups for the purpose of increasing the number of diverse graduates in teacher education.

The Association urges local affiliates to strive to increase the number of minority teachers and administrators to a percentage at least equal to but not limited to the percentage of the minority population of the state.

The Association urges local school corporations to take positive steps to recruit **and retain** minority teachers and administrators effectively. (93, 94, 96, 97)

F-5 COLLECTIVE BARGAINING LEGISLATION

The Indiana State Teachers Association favors legislation to mandate collective bargaining on all terms and conditions of employment for all educational employees.

The law should mandate bargaining rights to provide open scope, fair share fees, due process, and an impartial binding impasse procedure and/or the right to strike beyond mediation. The Association further believes in the restoration of all collective bargaining rights of teachers (formerly under Public Law 217 of 1973).

The Association believes educational support professionals must be afforded the same collective bargaining rights of teachers. (90, 91, 01)

F-8 BASIC BENEFITS

The Indiana State Teachers Association believes that education employees should have adequate provisions for basic benefits at both the state and local levels and these benefits should include at least the following:

- a. An adequate retirement fund including provision for early retirement.
- b. The right to rescind a letter of retirement.
- c. A jointly selected and employer-financed program providing health, life, vision, dental, and income protection insurance for employees, their dependents, and their surviving spouse.
- d. This program should include funding for and access to insurance for all retirees and their dependents until eligibility for Medicare. To avoid unfunded liabilities, funding should be through an Internal Revenue Code (IRC) Section 501 (c)(9) VEBA plan and should occur throughout the career of the employee through ongoing employer contributions based upon a percent of salary. (05)
- e. Jointly selected voluntary tax-deferred annuities, including access to variable annuity plan(s). (05)
- f. A defined contribution and/or employer-match retirement plan to serve as a supplement to Indiana State Teachers Retirement Fund or Public Employee Retirement Fund retirement benefits.
- g. Such a plan, through IRC Section 401(a) or 403(b), should provide continuing contributions until retirement and as a fixed percent of salary. (05)
- h. Financial remuneration for accumulated unused sick leave days and unused personal leave days at the time of retirement or at the time of death as a survivor's benefit.
- i. Compensation for professional development activities.
- j. Sabbatical leave for the improvement of professional skills through advanced study, work experience, or approved educational travel with full or partial compensation during such time.
- k. Such leave shall require a contractual relationship and constitute credit toward tenure. Said teacher shall return to the school system for a reasonable length of service.
- l. Unpaid leaves of absence for maternity, paternity and adoption.
- m. Development of a sick leave bank against which educational employees with insufficient sick leave days may draw for bonafide illness.
- n. No loss of salary or accumulated sick leave for absences caused by an injury arising out of or in the course of, employment.
- o. No loss of salary or accumulated sick leave for absences due to childhood communicable diseases.
- p. No loss of salary or accumulated sick leave due to an epidemic or pandemic.
- q. No loss of salary or accumulated sick leave due to quarantine.

- r. Provides for telework or distance teaching for employees unable to return to in-person employment due to health concerns, medical vulnerability, or quarantine.
- s. No loss of salary resulting from required appearance of a nonparty pursuant to a subpoena at a court or administrative agency hearing.
- t. Provision for adequate protection of educational employees and pre-service teachers against liability in damage suits arising from professional service. (05)
- u. Paid bereavement leave of at least five school days.
- v. Paid sick leave with no limitations on the total number of sick leave days that may be accumulated.
- w. Provides for immediate transfer of all accumulated sick leave days when an educational employee enters a new corporation.
- x. Provision for the accumulation of personal leave.
- y. Paid personal family and illness leave.
- z. Paid professional leave with reimbursement expenses.
- aa. Provision for replacement of personal property loss due to damage, theft, or other acts while an educational employee is engaged in the educational process or engaged in activities in support of official school functions.
- bb. Provision for school based, school funded child day-care centers for the children of all educational employees and these programs shall be staffed by appropriate certified professional educators.
- cc. Provision for worker's compensation should include adequacy of benefits and upon appeal the right to select one's own physician. Payment for one's own physician shall be paid by the employer or the Worker's Compensation Board. (92, 94, 05)

F-16 INSTRUCTIONAL ASSISTANTS, PARA PROFESSIONAL AND OTHER EDUCATIONAL SUPPORT PROFESSIONALS

The Indiana State Teachers Association believes that local school systems should provide classroom teachers with a supportive staff who will free the teachers from certain non-teaching and routine duties so that they can perform more successfully the primary task of instructing each student.

Such supportive staff can include instructional assistants and para-professionals who are employed by a school corporation and work directly with a licensed classroom teacher, and other educational support professionals who are employed by a school corporation but do not work directly with a licensed classroom teacher.

The Indiana State Teachers Association believes that education support professionals (ESPs) are integral to the foundation of school communities and must be treated with the respect, recognition, and value due all professionals. The Association also believes that ESPs deserve fair compensation and appropriate professional development. Across the comprehensive range of their contributions, quality ESPs:

- a. Develop collaborative relationships and partner with educators, students, families, and communities
- b. Provide leadership and advocacy for students, quality education, and their professions
- c. Participate in ongoing professional development as individuals and within the professional learning community
- d. Process and maintain student records and other vital, confidential information
- e. Establish environments conducive to working and learning by maintaining accessible, clean, operational, and safe schools and facilities
- f. Ensure optimal indoor air quality that aligns with or exceeds state regulations and federal standards
- g. Prepare nutritious and safe meals and ensure that school districts are in compliance with state regulations and federal standards, including free and reduced meal programs
- h. Improve and protect student health and welfare by providing first aid, monitoring immunizations, conducting health screenings, and assisting sick, injured, or impaired students
- i. Educate and empower students to independently maintain good health
- j. Provide direct services and support to students and their families to promote student learning and well-being
- k. Participate in the design and implementation of school safety and security policies and crisis prevention, preparedness, and response plans
- l. Repair, maintain, and operate machinery and equipment essential to the safe, efficient operation of schools and facilities
- m. Maintain high standards for technology, communications, and networks in schools and facilities
- n. Transport students safely to and from schools and school-related events.

Pre-service and in-service training and evaluation should be conducted to provide for a constant dialogue between and among instructional assistants, para-professionals, other educational support professionals-ESPs and the professional certified teachers.

The criteria for recruiting, selecting, employing, training, and supervising instructional assistants, para-professionals and other educational support professionals ESPs shall be mutually determined by the exclusive representative and the school corporations. The procedure for implementing such criteria shall be determined through the collective bargaining process.

Instructional assistants, para-professionals and other educational support professionals ESPs should supplement and improve the educational program and should neither serve as substitute teachers nor as an excuse to increase class size. (94, 01)

F-21 STRESS ON EDUCATIONAL EMPLOYEES (05)

The Indiana State Teachers Association believes that the dynamics of our society and increased public demands on education have the potential to produce adverse and stressful teaching and learning conditions.

The Association urges its local affiliates, in cooperation with local school authorities, to develop stress management programs that will facilitate the recognition, prevention, and treatment of stress-related problems. Such programs should include trauma-informed education and wrap-around services such as counseling, mental and physical health screens, legal, and financial services for school employees.

The Association further urges that the harmful effects of stress on all educational employees be recognized, and it demands procedures that will ensure confidentiality and treatment without personal jeopardy. (94, 96)

NEW I-6 OBSERVANCES Under RIGHTS OF SPECIFIC GROUPS

The Indiana State Teachers Association believes in the importance of celebrating individuals and groups who have contributed significantly to our nation.

The Association believes that Women’s History Month should be recognized and acknowledged in every Indiana school to honor women as heroines for both their broad and specific contributions to society. The Association also believes that these celebrations must recognize the intersectionality, challenges, and triumphs of women who identify as Indigenous People, Asian, Black, Latin(o/a/x), Middle Eastern and North African, Multiracial, and Pacific Islander people. The Association further believes that these celebrations must also recognize the intersectionality, challenges, and triumphs of women who are transgender and non-binary.

The Association believes that Martin Luther King, Jr. Day should be recognized and acknowledged in every Indiana school. The Association recognizes the significance of the observance to emphasize our need for racial healing, justice, and equality through nonviolence.

The Association believes that Juneteenth should be recognized and acknowledged in every Indiana school. The Association encourages the promotion and celebration of this day to commemorate the fulfillment of the Emancipation Proclamation and the freedom of enslaved men, women, and children in the United States on June 19, 1865.

The Association believes that César Chávez Day should be recognized and acknowledged in every Indiana school to focus on the importance of labor organizing and promoting equitable human relations. The Association encourages the observance of this day to promote reflection and action for social justice.

The Association believes that the history of colonization needs to be recognized and acknowledged in every Indiana school. To do so, the Association believes that the name of the current holiday known as “Columbus Day” should be renamed and recognized as “Indigenous Peoples’ Day” in recognition of early indigenous peoples before colonization by European settlers.

The Association believes that Veterans Day should be recognized and acknowledged in every Indiana school to honor and memorialize the sacrifices and heroic acts of all who have served in the Armed Forces. Students should be taught the importance and magnitude of the sacrifices made by veterans in the protection of the United States during war and peace. The Association encourages planning observances in schools to promote the celebration of veterans’ courage, patriotism, and sacrifice for every member of society.

RENUMBER LATER I’s.

NEW I-10 ELIMINATION OF DISCRIMINATION

Under OPPOSITION TO ALL FORMS OF DISCRIMINATION

The Indiana State Teachers Association is committed to the elimination of discrimination based on gender, race, color, national origin, religious beliefs, residence, disability, political activities, professional association activity, age, marital status, family relationship, childbearing status, sexual orientation, or gender identity and expression. The Association believes that sanctions are both justified and necessary against governments, organizations, businesses, and/or groups that utilize or support discriminatory practices. The Association believes that any code, policy, or system of discrimination and exploitation in the workplace and in schools must be eliminated.

The Association also believes that nondiscriminatory cultural expression is a human right. It is important to eliminate discrimination against individuals wearing natural hairstyles such as braids, twists, corn rows and locks.

The Association believes that in order to gain a more complete understanding of discriminatory oppression, intersectionality must be recognized and addressed within leadership, schools, and communities in order to advance the Association's social justice work. Intersectionality is the understanding of how a person's identities combine and compound to create unique discriminatory experiences.

RENUMBER LATER I's



Proposed Resolution Amendment #1

Submitted by: Laura Stauffer, Elkhart TA, Shania Liv Lescano, West Noble CTA

Current Language:

F-8 Basic Benefits

I. Unpaid leaves of absence for maternity, paternity and adoption.



Proposed Language:

I. Unpaid leaves of absence for maternity, paternity, adoption, and gestational surrogacy.

Rationale:

ISTA needs to recognize the growth of families by using a gestational surrogate and the surrogate mother's contribution to the life-giving process.





2023 ISTA Legislative Program





2023 Proposed Amendments to the NEA Constitution, Bylaws and Standing Rules