

What Do I Get For My MNEA Dues?

We are often asked, "What do I get for my MNEA dues?", "Why should I become a member of MNEA?", and "How does MNEA help me?"

The Metropolitan Nashville Education Association, as the collective voice of its members, promotes, advances and protects: quality education, the rights and interests of members, learning for all children and the education profession.

MNEA conducts professional development workshops and seminars during the year for your portfolio development. MNEA will keep you abreast of legislative issues that affect education. MNEA reaches out to the community with an effort to partner with other organizations, such as Homework Hotline.

There are many reasons to join MNEA:

Member Rights: MNEA is always working to improve your salary, benefits and working conditions, as well as those things that impact your teaching career. We provide help when you have a grievance, when you need to write a rebuttal, or when you just have a question.

Liability Insurance: If you are sued by a parent or student, as an MNEA member your liability insurance will provide you with an attorney and \$1,000,000 in coverage for any judgment against you.

Legal Assistance: When questions arise concerning your employment rights or benefits, an MNEA UniServ Coordinator is available. TEA's attorneys are astute in employment-related law and school law...all free to MNEA members.

Professional Development: MNEA, TEA and NEA provide special training and workshops in many areas of instruction and other areas of concern to members.

Publications/Networking: Every Association member receives national, state, and local publications with the latest

information about education developments and school system updates.

Representation: When decisions are being made concerning public education, its teachers or its students, your Association is there representing you at school, the Board, the Council and etc.

Lobbying: When you cannot be there in the legislature, your Association will protect your interests. On every level the Association is recognized as the single most effective voice for public education. MNEA is your best source for accurate and timely updates on new legislation, education policies and regulations.

Public Relations: The Association keeps the public informed through public service advertising and public relations campaigns. These activities convey your views and serve to build confidence in public schools.

Scholarships: MNEA provides college scholarships each year to outstanding students of Metropolitan Nashville Public Schools who plan to become teachers. Some of our current teachers have been the beneficiaries of these investments.

As you can see, we do all we can to provide services to our members, as well as assist our members with problems and/or questions. If you need assistance or advice, please call and talk to your UniServ Coordinator, Forestine Cole, Gloria Towner or Ralph Smith at 726-1499. Your MNEA receptionist will know who is assigned to your school.

MNEA would like to offer you the opportunity to join YOUR Professional Organization. We are a strong organization with the majority of teachers having given us the right to represent you in professional negotiations. The *Educational Agreement* that protects your salary, hours, and working conditions is a legally binding document negotiated by MNEA. All members have a right to be heard in this organization. If you are not a member, please send in your application so you will receive these benefits. You'll be glad you did because our unified voice is even stronger when everyone is a part. Team up with your colleagues in Metro Nashville and become a member.

MNEA Works For You!



More details and up-to-date information at www.mnea.com



Volume 21, Issue 4

October 18, 2005



As MNEA Public Relations Committee prepares to celebrate American Education Week (AEW) November 13-19, NEA Public Relations is working hard to add an extra dose of energy and excitement to this year's celebration. NEA has created an online toolkit with a variety of unique activity ideas, resources, templates, and downloadable materials to help make AEW planning easier. The toolkit is available online at www.nea.org/aew.

The AEW Poster and all materials provided in the online AEW toolkit will center around this year's theme: "A Strong America Starts with Great Public Schools."

MNEA, TEA and NEA encourage all members to use this theme to highlight the importance of bringing together teachers, school staff, parents, students, and communities in a unified effort to build great public schools.

NEA MEMBERCARE

NEA Member Benefits Program is offering an opportunity to sit with members one-on-one and discuss long-term care insurance. Information will be available for care of parents and parents-in-laws; remaining independent while receiving quality care at home and financial preparation. Call 1-800-884-2675 to attend the educational seminar, scheduled for **Thursday, Oct. 20, at 2pm, 4pm and 6pm at MNEA**. Long-Term Care Insurance Program is another service provided through your United Education Profession dues.

Last Issue to Non-Members!!!

TEA Working 4 You!

Are you being paid correctly for your advance degree?

As a direct result of TEA's advocacy and working relationship with the State Board of Education and the Department of Education, TEA members who have advanced degrees for which they have not been compensated may now qualify. Go to www.teateachers.org for information about the new regulations that go into effect Oct. 31.

Do you feel overwhelmed, anxious and stressed?

TEA offers all members free and completely confidential counseling through its Member Assistance Program (MAP). Caring and objective MAP counselors are available for TEA members or their family members 24/7 by calling 800.707.8882 statewide or 615.386.0048 in the Nashville area. For more information about MAP, go to www.teateachers.org and click on the Members' Center icon.

Win a \$25 Gas Card

Fill out and return to MNEA, Rt. 3 to place your name in the drawing.

Members' Name _____

School _____

Association Rep. _____

District Director _____



So What's MNEA/TEA/NEA ever done for Educators?

How about:

- Faculty Advisory Committee
 - Due Process Rights
 - Salary Supplements
 - Grading Procedures
 - Air Conditioning
 - Tenure Rights
 - Vehicular Damage Payments
 - Sick Days
 - Work Space for Itinerant Personnel
 - Sick Leave Bank
 - PALS Program
 - Job Related Injury Guidelines
 - Terminal Pay at Retirement
 - Legal Protection
 - Workshop Pay
 - Mileage Reimbursement
 - Employee Assistance Program
 - Medical, Vision, Dental Coverage
 - National Board Certification
 - Class Size Limits
 - Supply Monies
 - Transfer Rights
 - Planning Time
 - Salary Increases
 - Duty-free Lunch
 - Professional Leave
 - Bereavement Leave
 - FMLA Guidelines
 - Retirement Incentives
 - Liability Insurance
 - Layoff Rights
 - Professional Development
 - Room Preparation Pay
 - Grievance Procedure
 - Discount Programs
 - Student Discipline Issues
- And Much More!

Just think how much more we can accomplish with everyone a member!

Most of the issues that affect your professional life have been worked out by your Association at the local, state, or national levels. The more members we represent, the greater our success!

JOIN THE TEAM!

Who are You Going to Call?

As a professional educator, who would you call...

- if a parent demands you be reprimanded?
- if your license renewal is in jeopardy?
- if your paycheck is late or incorrect?
- if your Constitutional rights are violated?
- if you disagree with your evaluation?
- if you were told your position was eliminated?
- if you were summoned to a meeting with your principal or Human Resources "right now?"

Association members know!

They can make one LOCAL phone call and reach a professional Association staff member, their UniServ Coordinator.

Association members have on-site representatives, a local, state and national professional organization with real offices and real people and real resources to help them immediately.

The incidents cited above—NONE of which are "liability insurance" matters—have already happened to MNPS educators, and they'll happen again...and again...and again.

It can happen to you. Who are you going to call?

Only the Association has the resources and capabilities to provide you with the assistance you need, when you need it and where you need it.

The Slate is published during the school year by the Metropolitan Nashville Education Association, an affiliate of the Tennessee Education Association and the National Education Association.

531 Fairground Court
Nashville, TN 37211
Phone: (615) 726-1499
FAX: (615) 726-2501

Jamye Merritt, President
Erick Huth, Vice President
Ida Barnes, Finance Officer
Nancy Holland, Secretary

UniServ Coordinators: Forestine Cole, Ralph Smith, Gloria Townner
MNEA Staff: Cathey Bartlett, Anna Ruth Day,
Jan Hardy, Teresa Hayes

FAC Qs and As

MNEA recently completed the Faculty Advisory Committee Training with newly elected committee members.

Below are some of the many concerns addressed during the training:

Are classified employees a part of the FAC?

The language used to design the FAC is a part of the negotiated agreement for certificated employees. Therefore, it does not apply to the classified employees in your building and does not govern their working conditions.

Teachers want me to serve on the FAC since I am the Association Representative, should I?

The Association Representative is an elected position representing the faculty just as the FAC is an elected body. In order to be a part of the FAC, an AR would have the option of being elected as well. It is your choice. You are not appointed simply because of your role as AR.

What concerns are not within the scope of the FAC and their mission?

There is one main concern which is not governed by the FAC and it involves those concerns deemed to be personnel issues. If there are questions about whether a concern is an FAC issue it is recommended that you contact your TEA UniServ Staff assigned to your building for clarification.

What if we do not have the required number of FAC members as indicated in the Educational Agreement according to the size of our faculty?

The EA language identifies the recommended number for effective representation on the FAC. If a faculty or group has no recommendation it is their choice. However, understand that this decision means no representation for that division or grade level at the FAC meetings.

Can anyone attend a meeting of the FAC?

The language in the EA states that: *"Officers or staff of the Association and administrative or supervisory personnel may be invited to attend meetings at the principal's or committee's request. Each party shall inform the other in advance when outside personnel have been invited."* The decision about persons attending or observing at a committee meeting is determined by the FAC.

My faculty wants to know about transactions surrounding 2316 money?

A monthly summary and printout of the school's instructional materials and supplies shall be posted for teachers' information. The monthly printout of transactions shall be available to teachers upon request.

The FAC is a body of concerned teachers who respond to concerns and offers suggestions to local administration as a way of resolving these concerns.

MNEA Works For You in school and out of school!

