

## NEW Leaders Sought

MNEA seeks teachers with 8 years or less of teaching experience, interested in participating in TEA Emerging Leaders Academy. This is an opportunity for interested individuals to grow both personally and professionally. The Academy offers training in communication skills, leadership skills, assertiveness, and organizational structure—just to name a few.

Eligibility to participate is based on the following criteria:

- A member of TEA for no more than 8 years
- Highest position held is association representative
- Has attended no more than 1 TEA RA or 1 Leadership Academy
- Committed to attending additional Association activities
- Exhibits an interest in acquiring additional knowledge and skills



This one day training will be offered from 9:00 a.m. to 3:30 p.m. on Saturday, June 10, 2006. If interested, contact MNEA President, Jamye Merritt, 726-1499.

## MNEA, TEA Team Up for RAA Celebration



MNEA and TEA will be celebrating Read Across America (RAA) Kick Off at the Country Music Hall of Fame March 2, 2006 from 10:00-11:00 a.m.

We will have approximately 130 students from selected schools participating in this

activity. Invited guest include elected officials, TEA Governance and Management Staff, MNPS officials and others, including a surprise Country Music Artist.

MNEA Public Relations Committee is forging it's usual RAA Breakfast and joining in this activity. All schools are still encouraged to conduct your own local school Reading Activities. Let MNEA know of your plans. For assistance visit [mnea.com](http://mnea.com) and click on the link: NEA's Read Across America.

## ANNOUNCEMENT!

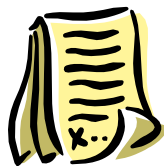
The National Middle School Association Annual Conference & Exhibit is going to be bigger than ever in 2006! There are over 500 sessions to choose from with special guest speakers and much, much more. Visit the Exhibit Hall featuring the newest education materials and return to the classroom with updated information and useful resources. For more information search [www.nmsa.org](http://www.nmsa.org) and click on National Middle School Association then click Professional Development at the drop down window for Annual Conference. Make plans now to attend.

November 2-4, 2006  
Opryland Hotel & Convention Center  
Nashville, Tennessee

### NOTE:

The Nashville Area Chamber of Commerce recently issued it's 13th Annual Progress Report on MNPS. That report recommended that MNPS "free up large numbers of Central Office and building administrators, as well as teachers" to attend this conference.

## Know Your Contract



Every year the MNEA office is flooded with phone calls about Teacher Transfers. This year it is very important for you to review the Contract's Transfer Language;

**Article III: Employment Conditions, Items:**  
**D. Teacher Transfer-General Provisions**  
**E. Teacher Initiated Transfers**  
**F. Administrative Transfers**

New language was negotiated in 2005 in each of these categories. See pages 12, 13, and 14 of your *2005-06 Educational Agreement*.

### WHEN DO I KNOW ABOUT VACANCIES?

See page 13, E-1:

#### E. TEACHER INITIATED TRANSFERS

1. *Not later than April 1, the Assistant Superintendent of Human Resources shall have posted in the office of each school a list of the known vacancies by location and certification for the ensuing school year. Such a list shall include all vacancies in positions of administration, counselors, teachers of exceptional children, other special teaching areas, as well as regular teaching assignments. A copy of the current transfer form will be attached to each list of vacancies. The building principal shall call special attention to vacancies in the local school so that consideration may be given to teachers in that local school for filling such vacancies. The MNEA recognizes that some vacancies will be in doubt, because programs and budgets will be subject to change.*

### Quote of the week

**"MNEA has not been an obstacle, but has been a partner with us."**

*Dr. Pedro Garcia*

*Statement made at, 2005 Citizens Panel for a Community Report Card, Press Conference.*



*Happy  
Valentines Day!*

## PALS Host "Survive & Thrive" Open House at MNEA



Many educators enjoyed refreshments and viewed multiple displays of ideas and activities for a student-centered classroom.

*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 Towner  
 MNEA Staff: Cathey Bartlett, Anna Ruth Day,  
 Jan Hardy, Teresa Hayes

# TEA & NEA DELEGATE NOMINATION FORMS

MNEA will elect delegates to both the TEA and NEA Representative Assemblies during the February 27 - March 9 election period. DELEGATE NOMINATIONS must be submitted to the MNEA office by 5:00 p.m. on February 16, 2006. All members of MNEA are encouraged to submit a nomination form.

It is through the Representative Assemblies that policies for both TEA and NEA are established. The TEA Representative Assembly will be held May 5-6, 2006, at the Nashville Convention Center. MNEA is eligible for approximately 134 delegates.

The NEA Representative Assembly will be held June 30 - July 5, 2006, in Orlando, FL. MNEA will have approximately 22 delegates, 4 of which are already filled by the President, Vice-President, Secretary, and Finance Officer. Those 4 people were elected as delegates in the MNEA general election. Eighteen (18) MNEA member delegates need to be elected - 17 classroom and 1 supervisor/administrator.

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TEA DELEGATE NOMINATION FORM

Nashville Convention Center  
 Representative Assembly - May 5-6, 2006

Name of Nominee \_\_\_\_\_ School \_\_\_\_\_

Home Address \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ School Phone \_\_\_\_\_

Position: Teacher \_\_\_\_\_ Admin/Supervisory \_\_\_\_\_ Race: Black \_\_\_ White \_\_\_ Other \_\_\_

**If elected, I agree to attend the meetings of the TEA Representative Assembly.**

Signature of Nominee: \_\_\_\_\_

RETURN TO MNEA-ROUTE 3 BY 5:00 PM, FEBRUARY 16, 2006

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NEA DELEGATE NOMINATION FORM

Orlando, FL  
 Representative Assembly - June 30 - July 5, 2006

Name of Nominee \_\_\_\_\_ School \_\_\_\_\_

Home Address \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ School Phone \_\_\_\_\_

Position: Teacher \_\_\_\_\_ Admin/Supervisory \_\_\_\_\_ Race: Black \_\_\_ White \_\_\_ Other \_\_\_

**If elected, I agree to attend the meetings of the NEA Representative Assembly.**

Signature of Nominee: \_\_\_\_\_ Social Security # \_\_\_\_\_

RETURN TO MNEA-ROUTE 3 BY 5:00 PM, FEBRUARY 16, 2006

# MNEA Pre-Retirement Workshop

**February 28, 2006**

**4:30 - 7:00 PM**

MNEA, 531 Fairground Ct.

**Registration:** Call 726-1499; send via school mail, MNEA, Rt. 3 or e-mail [mymnea@comcast.net](mailto:mymnea@comcast.net). Light refreshments will be served.

## — Pre-registration required —

This is a joint workshop between Central Office and MNEA.

## Learn More About Your Retirement Options

- **Issues Applicable to All Plans**
- Retirement Eligibility
- Estimates of Retirement Income
- Social Security Benefits
- Insurance
- Income Taxes
- Flexible Reimbursement Account (FRA)
- Lump Sum Sick Leave
- Procedures for Requesting
  
- **Retirement Considerations**
- Over-view of TCRS Benefits
- Creditable Service
- Understanding Options
- Cost-of-Living Adjustments
- Pre-Retirement check list



## Did You Know...

Cingular discounts are available to NEA and State Affiliates through the AFL-CIO discount.

Members: 5% discount on monthly service. Members can go to any retail store or call 1-866-246-4852 for new or existing Cingular customers or 1-866-293-4634 if you have devices from the former AT&T Wireless. Refer to Foundation Account Number (FAN) 113662 for the Member discount.

## From the President

### Chamber Report Card

MNEA will continue our dialogue with the Nashville Area Chamber of Commerce, 2005 Citizens Panel, MNPS Report Card. It is commendable and encouraging when members of the community engage in supporting our schools. I had the opportunity to attend the recent press conference when the Report Card was shared. The Citizens Panel graded our schools in the following areas:

- C+ for Student Achievement
- B for Infrastructure and Strategic Planning

In addition to issuing the two annual grades for system-wide performance, the Citizens Panel again elected to study several other specific issues of high interest to parents and our community. The Panel issued detailed reports, including commendations and recommendations that focused on Communication, Funding High Schools, Middle Schools and Social and Emotional Learning.

In the report section on "Implementation of Board Ends and the District's Strategic Plan" the Panel reports in its Commentary and Recommendation the following about MNEA...

*"Unfortunately, Metro Nashville Education Association (MNEA) continues to be a non-entity in the school reform movement promulgated by our board and administration and embraced by our community. The MNEA has not demonstrated to the district or our community the willingness or desire to be a true partner in reform and improvement. Without question, one of the responsibilities of any teacher organization is to protect the workplace rights of its membership, something we support, respect and encourage. However, given the urgency of today's outcry for improvement and change, MNEA has an obligation, as a professional association, to engage in proactive and cooperative actions that will lead to sustained improvement."*

As your President, I wonder who they spoke with since no MNEA leadership or teacher leaders were interviewed. As the Citizens' Panel says, "It is our hope that the conversation begins, not ends, with our report." To Panel members, I say "You bet!"

MNEA will share our reactions and response! We have been longtime leaders in Education Reform.

*Jamye*