



## Paycheck—*They are a-changin'*

Over the past several years, Metropolitan Nashville teacher paychecks have undergone a number of changes in anticipation of a complete conversion of the district's computer payroll system. The old system was clearly obsolete and labor intensive, but everyone either understood the process or got used to it.

During the 2004-2005 school year, Metro teachers began to see an "annual salary" replace the "daily rate" method of producing payroll. The reason was two-fold: First, annualizing of the payroll amounts and dividing by the number of pay periods (20 or 26) was simpler than deducting pay for unpaid holidays at the end of the year. With the first change, nearly every teacher received the same amount in every paycheck. The second reason for changing payroll was that Metro Schools and Metro Government planned to consolidate payroll functions in one office using the existing Metro Government computer software product (EBS).

Metro Government employees also saw changes in preparation for the consolidation of payroll services. Government employees used to be paid on a semi-monthly basis but were converted to bi-weekly payroll starting January 1, 2005. The reason for that modification was to accommodate MNPS checks in the payroll office on Fridays that government employees were not receiving checks. Starting July 1, 2006, MNPS payroll checks are processed and printed in the Metro Government Payroll Department downtown. MNPS payroll clerks have been transferred to that location to facilitate consolidation. Your check this school year will look nothing like it has in the past.

Your Statement of Payroll Earnings and Deductions (your pay stub--sometimes called "a payroll advise" by Metro government) will be a different size than in the past. Also, the information will be different. Specifically, your salary will show the amount that you have "accrued" for the current CALENDAR year. Be careful! If you are a 10-month employee, the "accrued" amount is not accurate because you will be paid over 21 or 26 pay periods, which is a longer period than the actual accrual. In other words, your pay is being spread over the unpaid breaks so that you do not have any disruption in pay during the school year. (Eventually, your accrued leaves will show on the pay advise as they have in the past, but right now technicians are still trying to work out the kinks in getting the data to print accurately on each check.)

Unfortunately, EBS (the Metro payroll system) was designed to pay hourly employees and can pay 12-month salaried employees by calculating an hourly salary. However, the EBS software does not have a good means by which to pay 10-month salaried employees like Metro teachers. Thus, the Payroll Department has developed some "work-arounds" to make it accommodate teachers in EBS. Work arounds include (1) changing your salary from days to hours and (2) calculating all leaves in hours as well. The hourly amounts are used **ONLY FOR CALCULATING LEAVES**. The pay you receive is not determined by that hourly rate, but by dividing your annual salary by 21 pay periods. If you are a guidance counselor or other employees working more than 210 days, your pay is divided by 26 pays. Teachers on "salary distribution" will see the appropriate deductions for their summer pay checks.

To see a mock up of a pay stub go to [www.mnea.com/paystub.pdf](http://www.mnea.com/paystub.pdf). (Actual stub subject to change)

For problems with your check, first ask the secretary in your school who enters payroll. She or he is the one who entered the data into EBS and has access to what was filed. Also, the EBS Help Desk (259-8427) will be staffed to answer questions on payday and the Monday following each payday.

# TEACHERS

**M**etropolitan **N**ashville **E**ducation **A**ssociation  
and Retired Teachers are Sponsoring a:

"Swap\* till You Drop"



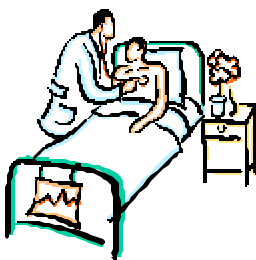
Bring "good" personally owned Swap\* stuff: School Materials, Games, Books, Posters, Ideas, Tall Tales, Stories, Myths, Legends, and more. **Meet Local-State-National Association Leaders.**

Teachers: Please Post Outside Your Door.

MNEA is a TEA/NEA Affiliate  
Visit us at [www.mnea.org](http://www.mnea.org)

## Sick Leave Bank

State law permits coverage "to members of the program who have suffered an unplanned personal illness, injury, disability or quarantine and whose personal leave is exhausted." MNEA and Metro Board of Education established a Sick Leave Bank in order to respond to the needs of employees.



Enrollment forms and Request For Days forms should be available in the Principal's office or contact MNEA at 726-1499. All participants agree to abide by certain stipulations as set forth in the Sick Leave Bank Rules and Regulations.

**Sick Leave Bank Deadline—October 31**

## MNEA Committee Sign-up

The committees of MNEA promote the work of the association, submit recommendations, and perfect the details of almost every program we do. The payoff is curiosity satisfied, insights gained, and professional contacts with teachers across the county.

So, don't miss this opportunity to become an active part of an MNEA committee.

Please check each committee you would like to serve on and return the form to MNEA - Route #3. Thank you.

NAME \_\_\_\_\_

SCHOOL \_\_\_\_\_

PHONE # \_\_\_\_\_

email \_\_\_\_\_

- \_\_\_\_\_ Budget & Finance
- \_\_\_\_\_ Building Trust
- \_\_\_\_\_ ByLaws
- \_\_\_\_\_ Human Relations
- \_\_\_\_\_ Instruction & Professional Development
- \_\_\_\_\_ Internal Relations
- \_\_\_\_\_ Membership
- \_\_\_\_\_ Minority Affairs
- \_\_\_\_\_ Public Relations
- \_\_\_\_\_ Special Education

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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: Anna Ruth Day, Jan Hardy, Teresa Hayes



## Ratification Pending

All MNEA members should be receiving a ratification ballot soon. The action of the Joint Conference of the MNEA Executive Board and the Board of Education on August 9, 2006, has resulted in a need for members to vote "yes" or "no" on the *Educational Agreement* between MNPS and MNEA. While the contract will govern the salaries, benefits and working conditions of all MNPS teachers, Tennessee law specifies that only MNEA members have a right to vote. Voting is an important right of MNEA membership and our reason that belonging to MNEA is important to all. Since the agreement was reached in a face-to-face, seven-and-one-half-hour marathon meeting of the School Board and the MNEA Executive Board, School Board approval has been achieved. For the contract to become a legal working document, however, an affirmative vote of a majority of the membership is needed. Please return your vote to MNEA by August 25 at 5:00 p.m.

## 2006-2007 contract settled in marathon "Joint Conference"

The task took seven and one half hours, but the MNEA Executive Board and the Board of Education settled all issues remaining in the 2006-2007 contract dispute on August 9, 2006. Exact language of all agreements can be read at <http://www.mnea.com/FY2007Agreements/Settlements.mht>. Or by clicking the "Negotiations Settled" link at [www.mnea.com](http://www.mnea.com). Highlights of the contract are:

1. A 2% across-the-board salary increase for all certificated personnel.
2. Adjustments to the existing teacher salary schedule to reflect higher rates of pay for teachers in the first two years of teaching.
3. A structure to govern the design, implementation and evaluation of a diversified pay pilot at two elementary schools and a structure to govern other proposed pay plans.
4. The length of non-Instructional Workdays (including duty-free lunch).
5. Notification to MNEA of all grievance hearings held at levels 1, 2, and 3.
6. A procedure for addressing complaints about the length and frequency of faculty meetings.
7. An agreement to have the Board inform teachers with an IEP caseload of their right to take one Code 10 day per semester to work on IEPs.
8. An agreement to settle the issue of how to pay teachers should the Board convert to a balanced or other non-traditional calendar.
9. Clarification of MNEA's rights as the exclusive bargaining agent for MNPS professional employees.
10. Inclusion in the contract of the previously agreed to administrative slotting procedure.
11. Locked storage for teachers' personal belongings.
12. The deletion of an archaic reference to closed negotiations sessions.
13. Administrative measures to safeguard social security numbers.
14. Memorandum of Agreements on forming two committees to deal with salary supplements (one for athletic and one for academic supplements).
15. Agreement on the structure of teacher planning days.
16. Agreement on the structure of teacher planning days and the placement of planning days should the Board convert to a balanced calendar.
17. A change in the Calendar Committee language to allow the Director of Schools to invite up to three non-voting members to give input.

## MNEA Dues Deductions

### Deductions for 2006-2007

MNEA, TEA, NEA dues will begin with the first payroll period in September. There will be a total of fourteen (14) payroll deductions. The dates are:

September 8, 2006  
 September 22, 2006  
 October 6, 2006  
 October 20, 2006  
 November 3, 2006  
 November 17, 2006  
 December 1, 2006  
 December 15, 2006  
 January 12, 2007  
 January 26, 2007  
 February 9, 2007  
 February 23, 2007  
 March 9, 2007  
 March 23, 2007



## Distribution of BEP/CTE Funds

BEP/CTE Money (\$200) will be given to teachers in your first payroll check in September. In the past this was given to school to distribute on site. (Actual payroll dates for 2006-2007 can be found on [www.mnea.com](http://www.mnea.com))

Even though the money is on your paycheck it will not be taxed.

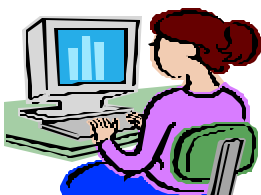
Teachers are still required to turn in all receipts before April 1, 2007 or the unspent funds will be deducted from your end of the year paycheck. The \$200 pool money will still be sent to the local schools in October as it has been done in past years.

## Contacting MNEA

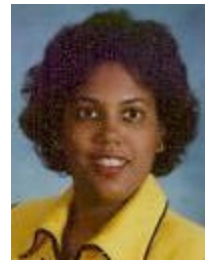
MNEA leaders often receive communication via [mnps.org](http://mnps.org). Please note that e-mails sent via that mail server are public domain and can be requested by any citizen of the state of Tennessee under the Tennessee Open Records Act. If you want to contact MNEA leaders or staff with sensitive or personal information, do one of the following:

1. Go to [www.mnea.com](http://www.mnea.com) to find the individual's personal e-mail account.
2. Send the e-mail to [mymnea@comcast.net](mailto:mymnea@comcast.net) with a note to forward the message to the individual with whom you wish to communicate.
3. Send the individual a message via [mnps.org](http://mnps.org) asking for a personal e-mail address.

If you communicate something via [mnps.org](http://mnps.org), there is a possibility that an agent of the school board will read the message. According to current case law, employers have a right to review every message sent or received via their e-mail servers. Do not send anything via [mnps.org](http://mnps.org) that you would not like to see printed in the newspaper. Also, do not draft any e-mails in anger as such messages may live forever and you may never know to whom the recipient has forwarded your message.



## From the President



Dr. Jamye Merritt

Welcome back to a new and exciting school year. MNEA is especially proud of each of you who serve the students and parents in MNPS. You are part of an active and thriving team. We congratulate those of you who are newly hired, especially, those who have already become members! If you have not yet joined your Professional Organization you still have time.

MNEA stands ready to serve and represent you so that your professional life is void of distraction as you aspire to excellence.

In a recent presentation to the School Board I made a commitment to work with them to build a positive relationship. I expressed MNEA's concern regarding the many assessments that students take and teachers administer. Prior to the end of the school year our office received many calls about the inordinate amount of time testing took away from the instructional day.

As we reviewed the MNPS Assessment and Testing Dates for 2006-2007, we counted approximately 183 district tests. For example: kindergarteners take seven (7) tests; fourth graders eighteen (18); fifth graders eleven (11); ninth graders seventeen (17); and eleventh graders twenty-two (22). Since we already have state mandated tests that measure our gain, we questioned if this much additional testing was relevant.

The MNPS theme for the year is "Rigor with Relevance through Relationships." According to Dr. Garcia's March On presentation to all school administrators on July 24th, teachers and administrators will develop the Master Plan for MNPS based on what is good instruction and what the district's expectations are for relationships, relevance and rigor. My plea to the Board is to partner with us to be sure relevance did not feel like torture to our students and teachers.

Whatever MNEA does we are only complete when we are all members—

**Remember: MNEA Is You —Metro's Teachers**