



## SPECIAL MESSAGE FROM OUR TEA PRESIDENT

I want to take this opportunity to thank you for your membership in MNEA, TEA, and NEA. MNEA and TEA, with the assistance of NEA, have worked to provide salary increases, job protection, fair dismissal, sick leave and instructional supply money as well as class size limits. No other organization is advocating for you. One of TEA's top legislative priorities for this year's legislature is our multi-year "Our Children, Our Teachers, Our Future" campaign. This campaign is designed to address the increasingly serious shortage of well-qualified teachers.

Contact your legislator asking them to support our 60%, 80%, and 90% goals:

- ✦ increasing the TCRS retirement benefit from 48% to 60%,
- ✦ increasing the state-funded portion of insurance from 45% to 80%, and
- ✦ increasing the BEP salary funding level to at least 90% of the national teacher salary.

MNEA, TEA and NEA are working with the community to secure full funding of the MNPS 2007-2008 budget. It's time to urge the Metro Council to fully fund all the educational priorities in the budget. We believe that the city budget can accommodate these important priorities. As educators on the front line every day, we must compel the Metro Council to make students and teachers their number one priority.

MNEA is your bargaining agent for all salary and benefits. Your association works for you every day to make sure your rights and working conditions are protected. One voice is eloquent; many voices are powerful. Collective bargaining provides the best proven avenue for school employees to impact teaching and learning conditions in Nashville. Now, more than ever, we need to stand together to get the funding we need. Encourage every educator in your building to join with us in this endeavor.

If you have not already done so, let me also encourage you to go to the TEA website: [www.teateachers.org](http://www.teateachers.org) to activate your TEA Membership – ACCESS card for member benefits as well as discounts from local merchants. I would also encourage you to visit NEA Member Benefits: [www.neamb.com](http://www.neamb.com).

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## HUTH AND HENRY ELECTED



Erick Huth



Stephen Henry

The MNEA Nominations and Elections Committee met April 10 at 4:30 p.m. to count the ballots for the officer election and the 2007-2008 contract ratification. **Erick Huth**, Middle College, was elected to a two-year term as MNEA president and **Stephen Henry**, Creswell Arts Magnet MS, was elected to a one-year term as vice-president. In unopposed races, **Diane Jarrell**, Litton Middle School, was elected secretary and **Jamye Merritt**, Hunter's Lane HS, was elected Finance Officer.



Diane Jarrell



Dr. Jamye Merritt

The 2007-2008 contract was overwhelmingly accepted by the membership. Since the Board of Education has already ratified the agreement, the next step is to work to get a school budget approved by the council that will fund a 2%-3% raise for teachers.

The certified vote counts are as follows:

|                  |                      |               |               |
|------------------|----------------------|---------------|---------------|
| President:       | <b>Erick Huth</b>    | <b>564</b>    | <b>51.18%</b> |
|                  | Jane Walling         | 538           | 48.82%        |
| Vice-President:  | Ida Barnes           | 241           | 22.38%        |
|                  | <b>Stephen Henry</b> | <b>542</b>    | <b>50.30%</b> |
|                  | Nancy Holland        | 294           | 27.30%        |
| Secretary:       | <b>Diane Jarrell</b> | no opposition |               |
| Finance Officer: | <b>Jamye Merritt</b> | no opposition |               |

### 2007-2008 Contract Ratification

|                              |            |
|------------------------------|------------|
| <b>In favor of agreement</b> | <b>94%</b> |
| Against agreement            | 6%         |

As I close, never, ever forget your importance, or belittle your contributions to the children we serve, never say I am just a teacher. It is your work that will make a difference in your school, your community and ultimately the lives of children. Together and united our voices must prevail to educate students, engage parents, and empower schools.

Earl Wiman, Ed.D., President  
Tennessee Education Association

## UPCOMING EVENTS

|                       |   |
|-----------------------|---|
| <b>April 16</b>       | Teacher of the Year Celebration   |
| <b>April 17</b>       | MNEA PACE, 4:30 p.m., MNEA  |
| <b>April 18</b>       | MNEA Action Team, 4:30 p.m., MNEA   |
| <b>April 19</b>       | MNEA Representative Assembly, 4:30 p.m.<br>TEA Delegate Briefing, 6:00 p.m.                     |
| <b>April 30</b>       | Deadline for Ted Martin Human Relations<br>Award Applications<br>Faculty Planning/Inservice Day |
| <b>April 22-May 4</b> | MNEA TOO Campaign   |
| <b>May 4</b>          | MNEA Scholarship applications due   |
| <b>May 10</b>         | MNEA Executive Board, 4:30 p.m., MNEA   |
| <b>May 15</b>         | Retiring Teacher Banquet, 7:00 p.m.   |
| <b>May 17</b>         | Representative Assembly, 4:30 p.m., MNEA<br>Ted Martin Human Relations Award                    |

## SALES TAX HOLIDAY: SCHOOL SUPPLIES—\$100 OR LESS

For 2007 only, there is special one-time sales tax holiday, from April 27 through 29, 2007. During the holiday, school supplies **with a purchase price of \$100 or less per item** are exempt from sales tax. Under these special holiday laws, there is no requirement that purchases be made only for students. If an item is tax exempt, **anyone may make the purchase tax-free.** However, items purchased for use by a trade or business are **not** tax exempt.



School supplies are defined as items used by a student in a course of study. Specifically excluded are items such as art supplies and instructional material, including reference books and school computer supplies.

More information from the Department of Revenue about exempt items is available from the following source: [www.tntaxholiday.com](http://www.tntaxholiday.com)

## 2007 RETIRING TEACHER BANQUET "Changing Times-Traveling Light"

**Tuesday, May 15, 2007  
Millennium Maxwell House Hotel  
7:00—9:00 p.m.**

If you are a retiring MNEA member be sure to notify MNEA (726-1499) so that you can be our special guest at the banquet. You, your Association Representative and principal will receive an information packet so that members of your family and friends can join you as we celebrate your retirement.

## Dressing to the standard!

The Board of Education voted to implement a Standard Dress policy at its regularly scheduled April 10, 2007, meeting. The description of Standard Attire includes khaki, navy blue or black slacks, skirts or shorts. Shirts in pre-determined styles and solid colors, shirts tucked in and all clothing sized appropriately.

MNEA conducted a survey of members on "standard dress" and found that respondents initially supported a uniform dress code for students. However, some magnet and other teachers question whether uniforms were appropriate for all student populations and negative teacher responses tended to increase after Dr. Garcia's revised dress code went into effect after Spring Break. MNPS also conducted a survey of parents and employees. Unfortunately, the MNPS survey did not separate teacher and parent responses. At the conclusion of the survey, MNEA data showed that roughly 49.1% favored the standard school attire proposal and the remainder were split between negative and neutral responses.

## NATIONAL BOARD CERTIFICATION

Are you interested in becoming a board certified teacher? The National Board for Professional Teaching Standards (NBPTS) is sponsoring a one-day training course to foster greater consistency in how candidate support is being delivered. Seating for the **June 19** training is limited to 50 registrants. TEA members who complete the training will be awarded \$50. For additional information or to register, visit the TEA website at [teateachers.org](http://teateachers.org) or contact Brandy Pistole—242-8392.

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

UniServ Coordinators: Forestine Cole, Ralph Smith, Gloria Towner  
MNEA Staff: Anna Ruth Day, Teresa Hayes, Helen McMackin

## Payroll Miscalculates Again!

A newly discovered wrinkle in the Metro Government payroll debacle is that Metro failed to take out the appropriate employee contributions to the Tennessee Consolidated Retirement System (TCRS). State law requires that certificated employees of the Board pay 5% of their salary and other earnings to TCRS. However, for most workshops since the conversion to the Metro EBS Payroll System, MNPS has failed to deduct employee contributions. Thus, approximately 1,168 teachers and other certificated employees owe TCRS between \$25 and \$980! The good news is that most amounts owed are below \$200 and 40 individuals will actually get refunds. Deductions for overpayment will be taken from the last three remaining paychecks. The moral of this story is *that "Teacher payroll processing is not always as simple as one might believe at first glance!"*

## TED MARTIN Human Relations Award

In 1964 the teachers Education Council became formally known as the Metropolitan Nashville Education Association. The first and only African-American male educator to serve as President was Theodore R. Martin. Ted served as President from 1970-1971 and died of Alzheimer's Disease in 1985.

He was recognized by the Association with a Human Relations Award named in his honor. The criteria for all candidates include being an employee of Metropolitan Nashville Public Schools, promoting harmony among students, staff and community, and displaying professionalism and encouraging professionalism in others.

The Human Relations Committee is accepting nominees for the 22nd Annual Ted Martin Human Relations Award. Applications will be sent to ARs and principals and will be available at [www.mnea.com](http://www.mnea.com). The deadline for receipt of application materials is Monday, April 30, 2007. For more information, call 726-1499.

## MNPS: Can you divide by 21?

On Monday, March 26, Dr. June Keel, Assistant Superintendent Human Resources, and Kim McDoniel, Metro Payroll Director, called MNEA leaders to a meeting to discuss payroll issues. The proposal presented to MNEA leadership was that MNEA agree to modify the contract to allow teachers to be paid like hourly employees. Under the MNPS payroll proposal teacher paychecks would have been short at fall break and at spring break due to unpaid holidays in the MNPS School Calendar. [In years where Good Friday falls outside the Spring Break window, checks also would be reduced.] The proposal was **not a proposal to return to the former method of pay** even though it was initially represented as a return to the old method. *The proposal would have produced a check after Fall Break that was for only 7 days of pay, only 6 days on the check after Spring Break, and for 9 days in most payroll periods that include Good Friday.*

MNEA Vice President Erick Huth suggested that Metropolitan Government return to the software vendor to seek a modification of the payroll system in order to meet the obligation that MNPS has made to teachers through our contract. MNEA is firm that teachers prefer 21 equal pay periods. Survey data to date supports our position: 96% of respondents preferred 21 equal pays over the MNPS proposal.

MNEA also questioned **why** leave accruals were still not on paychecks, **why** some mailed paychecks have been returned, and **why** so many other negative issues exist in the Metro Government's administration of the teacher payroll. MNEA has been asking Metro Government to place leave accruals on teacher checks since August; after seven months, they have finally figured out how to do it. Now, it's time for Metro to figure out how to pay teachers 21 equal pays without as much confusion!

Please note: The MNEA payroll survey link is still active at [www.mnea.com](http://www.mnea.com).

## JOHNELLA MARTIN/TEA STATEWIDE MINORITY AFFAIRS CONFERENCE

The conference was held at the Embassy Hotel Cool Springs - Franklin, Tennessee. This statewide conference provided opportunities for all participants to focus on our theme of "Reclaiming, Reconnecting and Reaching Out" to our youth.

Because this is a celebration year we also recognized those educators who laid the foundation for this association by **"Honoring Our Legacy of Inclusion: The NEA - ATA Merger"**. In 1857, 43 educators gathered in Philadelphia, to unite as one voice in the cause of public education, and they founded the National Teachers' Association (NTA), later renamed the National Education Association. The National Association of Colored Teachers, which later became the ATA, held its first meeting in 1904 in Nashville, Tennessee.

- 1926 – joint NEA-ATA committee formed
- 1943 – NEA Representative Assembly voted to refuse to meet in any city denying equal accommodations to all, regardless of race
- 1945 – discussions continued to unify NEA and ATA
- 1965 – NEA/ATA joint committee sent staff and leaders to help teachers in Selma, Alabama; launches "Fit to Teach, Fit to Vote" campaign
- 1966 – affiliate mergers begin
- 1977 – completed mergers with the uniting of the Louisiana Teachers Association and the Louisiana Education Association

The teachers in Nashville have been involved from the very beginning and played a vital role in the unification.

*Keep the legacy alive. Join now.  
Make the cause to promote and support public education  
your living commitment.*



### EDUCATORS' NIGHT WITH THE NASHVILLE KATS!

The Nashville Kats invites you to Educators' Night on **Saturday, April 21** as they take on the Kansas City Brigade at the Nashville Arena. The Kats are offering special ticket prices for this night. Call the Kats Ticket office at 615-565-4700 to take advantage of this great opportunity while celebrating Educators' Night with the Kats at the Nashville Arena. More information is available at [www.katsonline.com](http://www.katsonline.com) and [www.mnea.com](http://www.mnea.com).



## ROCKING AT ROCKETOWN!

Members and friends had a great time at the 2007 Teacher Night Out held at ROCKETOWN this year. The evening began with great sounds from Richard Griffin (Nashville School of the Arts teacher and member) and his Band. Included in this night of *"Great Teachers Celebrating Great Public Schools"* were the following booth participants from the business community: TEA Membership and Benefits, NEA A+ Home and Auto Insurance, Metro Teachers Credit Union and Retired Teacher Association, The Tennessee Credit Union, Crouchet Products by Lily, National Black Child Development Institute, Alkebu-Lan Images, Wesby Photography, Cornerstone Financial Credit Union, Horace Mann Insurance and Pasttime Creations. Many of our participants were in shopping heaven as they visited each booth receiving not only door prizes but special gifts.

Our food was catered by Ambrosia Catering and included delicious smoked beef hotdogs, chips, tea, lemonade and homemade chocolate, raisin and macadamia nut cookies. In between the music, fun, conversation and food you also had a chance to win a great door prize.

Some of our winners from our 3 scheduled drawings were: Tickets from Kroger to the Southern Women's Show (**Mary Burton-Hickman** - ), Director's chair (**Rose Carroll**– Charlotte Park), 2 nights at the Millennium Maxwell House Hotel (**Dana Forehand** – Glenview), Paper Shredder (**Sidney Hill** – McGavock High), Black roll-cart cooler with extension handle (**Renee Wheeler** - Brick Church), TEA Vacation of a Lifetime (**Heather Gardner** – Una), Sounds game tickets (**Deborah Wilson** - Upper Murrel), Country Music Hall of Fame tickets (**Joann Taylor** – Moss) and many more prizes to numerous to name. The evening ended with the awarding of our grand prize of a DVD Player/ Recorder from Cornerstone (**Dontay Mathis** – Caldwell).

## MNEA SCHOLARSHIP

Applications for the MNEA Scholarship have been sent to high school Association Representatives, guidance counselors and principals. The application is also available on the website [www.mnea.com](http://www.mnea.com). Please encourage Seniors, who intend to be educators, to apply for the scholarship. MNEA must receive the application by **Friday, May 4, 2007**.

More details and up-to-date information at [www.mnea.com](http://www.mnea.com)