



Important 3% Campaign Action

"I am very proud to have been charged by the teachers of Metro Nashville to deliver the 4,240 postcards, written to members of the Metropolitan Council, at the Metro Courthouse, 6:30 p.m. on **June 5** during the council meeting. Council members David Briley and Carolyn Baldwin Tucker are working closely with us and other council members to present these cards," said President Jamye Merritt. "Following the meeting, we will also deliver messages from Nashville's teachers to Mayor Bill Purcell.

It is absolutely essential that all teachers continue to do more to help make full funding of the Metro budget a reality. Two important events we need you to attend are the **June 5 and June 26 council meetings**.

"We need to pack Council Chambers and let representatives see for themselves that teachers and parents want the budget fully funded. They need to see for themselves that we want to reinstate all teaching positions, all PALS positions, and the 3% salary increase that teachers deserve," Merritt challenged.

"Quality schools do not happen by accident. Nashville's teachers are the cornerstone of good schools. New teachers deserve a mentoring program that works, PALS, and Metro has to have truly competitive salaries if we ever hope to give our children the kind of education they deserve," she added.

Carpool with friends and colleagues. Bring your families. Be present! The time to make difference is now!

What happens next?

June 5 (6:30 p.m. Metro Courthouse) is the public hearing on the 2007-2008 Metro budget at the Metro Council. Nashville's teachers will have an opportunity to speak on fully funding the 3% salary increase, saving the PALS mentoring program, and protecting our classrooms.



Between now and **June 26** at the final reading of the Metro budget, the council will make it clear whether they value the children of this city or not. It is at this meeting

of the Metropolitan Council that council members have the chance to cast their votes to fund a budget that will make a difference. What choices will they make?

As school ends and each of us has a little more personal time, **write another card to your council member. E-mail or call your council member.** Talk to him or her at church, at the grocery store, at the movies. Tell how important full funding of the school budget is to you and to your family. Let them know that, as taxpayers, the quality of your schools matters.

Then, meet your friends and neighbors at the council meetings, **June 5** and **June 26**. Take a stand for Metro schools. Take a stand for Nashville's children,

AND THE WINNERS ARE...

During our "3% Tour," members who filled out the blue commitment cards and the green postcards to the mayor and council were eligible for several drawings.



Betty Crowe, Randalls

Learning Center, won the \$100 Target gift card. Other winners had a choice of a DVD player, digital camera or an IPOD. **Desirée Jones**, Gra-Mar MS, was awarded a DVD player; **Vivian Childs**, Maplewood HS, chose a digital camera, and **Cornelius Hill**, Gateway/Madison ES will let us know his choice soon. Congratulations to our winners and another big thanks to everyone who filled out the cards during the budget campaign.

TEACHER DRESS CODE

The Board of Education has called MNEA back to the bargaining table to discuss "Professional dress for teachers" sometime in June. MNEA has prepared a survey for teacher responses. Go to

surveymonkey.com/s.asp?u=511473906357

to respond to the survey or look for the survey link at www.mnea.com.

Thanks a million

MNEA says thanks to the almost 6,000 teachers who shared their time, encouragement, challenges, and heart-felt questions with MNEA member volunteers, MNEA and TEA/NEA staff during the Association's recent "3% Tour." At the end of the two-week campaign, results were hard to believe. Here's what the meticulously kept records show. We made 5, 868 personal contacts and collected 4,240 signed postcards that we are delivering to the Metro Council on June 5. Almost 2,000 teachers committed to do more in our continuing effort for full funding of the Metro school budget. Your leaders and staff appreciate you and the important work you do. See you on the 5th so we can celebrate on the 26th!

A special thanks to the building principals, who welcomed our teams, made teachers aware of our visits, provided space and time for teachers to engage in meaningful discussions about the needs of Nashville's teachers and students.



Kenny Martin, McGavock HS, Stephen Henry, MNEA Vice President-Elect, Jamye Merritt, MNEA President, and NEA 3% Campaign Coordinator, Betsy Daise with stacks of signed postcards and commitment cards.

UPCOMING EVENTS

August 8	Teachers Report ; Inservice
August 9	Inservice
August 10	Inservice
August 13	Students report Half day or PK-6; Full day 9-12
August 14	Half day PK and K
September 3	Labor Day
September 17	1st Progress report issued

How healthy is your school?

Both MNPS and Nashville's teachers want the answer to this question. In our recently ratified educational agreement, a joint safety and security committee is scheduled to convene before October 1, 2007, to examine these issues and make recommendations for improvements.

MNEA leaders are anxious to collect meaningful data in order to represent you well. Over 800 teachers have responded so far to our recent building condition survey, and those responses are being tabulated. If you did not have an opportunity to fill out a survey, go to our website, www.mnea.com and click on the on-line survey link. MNEA would like to have at least a 60% response from each school site. We will release the survey's findings prior to convening the joint committee and keep you informed as we work to make schools healthier and safer for teachers and the children we teach.



If you have questions or additional concerns, contact MNEA leaders at 726-1499 between the hours of 8:00 a.m. – 5:00 p.m. or email us at mymnea@comcast.net.

JUNE 5

RALLY FOR 3% CAMPAIGN

COURTHOUSE

6:30 P.M.

**BE THERE WITH FRIENDS,
NEIGHBORS AND FAMILY**

WEAR RED SHIRTS

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The 411 on school restructuring



May 7, President Merritt met with the administration to answer questions about school restructuring slated for this fall. Here is what's known at this point.

What happens to a displaced teacher?

Teachers in schools being restructured are considered involuntarily transferred. Human Resources will visit each school and provide each displaced teacher with a form requesting school preferences and other information. Educators may list your current assignment as the first preference.

When will teachers be told their status? (displaced, administratively transferred, etc.)

According to the administration, the hope is to have all teachers placed prior to the end of the school year, but no promises were made.

What happens to non-tenured teachers in the process? What provisions will be made to ensure that teachers being evaluated have fair evaluations?

This is considered an involuntary transfer. The contract prohibits the voluntary transfer of non-tenured teachers. They will continue the tenure process in their new assignment. Teachers need to call MNEA so that we can notify Human Resources early in the process if they feel they are not being evaluated fairly. Do not wait until tenure is not granted. Teachers should contact MNEA as soon as you have reason to believe the evaluation process is not being followed and/or administered fairly.

What happens if you're on leave for the 2006-2007 school year and are scheduled to return to a restructured school?

According to the administration, teachers on leave will be sent the same form to complete and return as all other teachers.

What is the district's plan to ensure that displaced teachers from restructured schools are not perceived as inadequate or inferior teachers?

The administration does not consider teachers moving from restructured schools as inadequate or inferior and will do the best they can to communicate this message.

Are any or all of the schools on the restructured list going to become charter or design schools?

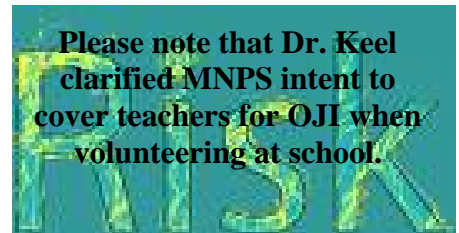
According to the administration, there are no such plans.

Please stay in contact with MNEA throughout this process. Let us know what information you receive and any treatment inconsistent with either the contract or what is happening with other teachers. We are here to help on this and all issues related to employee working conditions. We also know how difficult this transition period is for everyone involved. You are not alone. Your Association is right beside you.

MNEA RECOMMENDS: DO NOT VOLUNTEER ON ORIENTATION DAYS

Each year, MNPS students report to school two days before teachers officially begin the year. Unfortunately, a few administrators encourage teachers to volunteer on orientation days.

What you may not know, however, is that if you do report to school on these days, the system is not watching out for you.



Recently MNEA President Jamye Merritt talked to Dr. June Keel about this issue. No teacher supervising students on these days will be covered under the *On the Job Injury* (OJI) provisions of the contract. According to Keel, teachers who choose to help with these Orientation Days will not be covered because the contract year does not begin until August 8 when teachers report for duty. If a principal asks you to help supervise students on these days, be aware that MNPS will not cover any work-related injuries on Orientation days since they are not "...in the scope and course of one's employment." However, guidance counselors and others who are paid to work these days will be covered under the provision for OJI.

The 2007-2008 Orientation Days will be August 6 and 7, 2007.

MNEA POSITION ON INVOLUNTARY TRANSFERS

The MNPS central administration recently announced a new initiative allowing principals to select two tenured members of their faculty for administrative transfer. At the April MNEA Representative Assembly, Melinda Knott moved that MNEA take a position against Dr. Garcia's new involuntary transfer plan and work with teachers, who do not believe they were transferred for just cause, to process grievances. As a result of the Assembly's action, MNEA has taken the following position on the plan:



MNEA believes that the administrative transfer plan recently announced to principals is by no means a good idea. MNEA is wholeheartedly against any plan that arbitrarily assigns a number of individuals to be identified for administrative transfer. MNEA continues to believe that the only administrative transfers that should take place are those that are truly justifiable. If any member believes that he or she has been unfairly identified for an administrative transfer, that individual should contact MNEA immediately. MNEA is determined to fight any and all unjust treatment of our members using the grievance process in the contract and all other available means.

SPEAKING FOR YOU AT THE 150TH NEA ANNUAL MEETING

Nashville's teachers will examine, debate, and help frame solutions to many of today's education problems and challenges in Philadelphia, June 30 – July 5. You elected these teachers to speak for you at the national level of the Association. Congratulations to these new delegates. Let them know what national issues are important to you. They want to represent you well, so share your thoughts and ideas before they leave for the National Education Association Representative Assembly (NEA-RA). You can follow the business of the RA each day at www.nea.org/annualmeeting.

Nashville's teacher delegates include: **Rochelle Babb, Ida Barnes, Tish Bassel, Dorcel Benson, Johnnie Brown, Mary Buckner, Chaerea Denning, Iris Dismukes, Sharon Doucet, Barbara Gilliam, Chris Glenn, Amissa Green, Sandra Hargrove, Nancy Holland, Trevor Holt, Erick Huth, Yvonne Jackson, Daphyne Jones, Victoria Jones, Jeanette Lambert, Sherry Littley, Jamye Merritt, Johnetta Mooreland, Joyce Pittman, Chris Prosser, Lee Ester Tydus, Jane Walling, Edna Wiley, Gaston Williams, and Yolanda West.**

Nashville's **Stephen Henry, Gladys Lake, and Sidney Hill** were elected as state delegates.



SPENDING SUPPLY FUNDS DURING THE SUMMER

Teachers may purchase instructional items **after June 30, 2007** to be reimbursed in the fall from the Basic Education Program/Commitment to Excellence (BEP/CTE) funds. The MNPS accounting department requests that all receipts be "clean receipts" in order to be reimbursed by the district. **A "clean receipt" is one that lists only items that are eligible for reimbursement.** As you plan for instruction next year make sure that your receipts are "clean" and are dated **after June 30**.

During the 2006-07 school year, teachers received the \$200 in BEP/CTE in their payroll check in the fall with the understanding that receipts totaling \$200 for instructional items must be submitted. We expect the same procedure to be used in 2007-08. MNPS reclaims any money that is not documented with receipts. Each teacher must provide original receipts or invoices for all purchases using this money to the school secretary/bookkeeper by April 1 of each year. Receipts are accumulated and totaled separately for each teacher. Principals (or a designee) must verify that these funds were used for the intended purpose, and any unauthorized and undocumented expenditures are recovered from the teacher. Teachers can request a one-time payroll deduction to reimburse the school/district BEP/New Teacher Funds, if necessary, and the request for payroll deduction must be submitted to the Payroll department by April 15.

WHAT'S GOING ON THIS SUMMER

Check the MNEA website frequently this summer for the latest information on restructuring, teacher dress code and other issues as they evolve. Our website at www.mnea.com will be updated frequently so that members will know what we know when we know it.

Questions or concerns? Contact MNEA at mymnea@comcast.net, call us at 726-1499 or fax MNEA at 726-2501. We're working for you all day, every day during the summer.



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