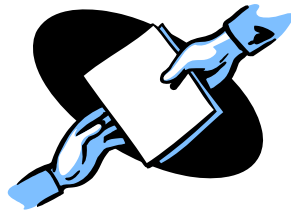




## ASSOCIATION REPRESENTATIVES NEEDED

According to the *MNEA Bylaws*, elections for Association Representatives for the following year should be conducted during the month of April.

Association Representatives play an important role in communicating with MNEA leaders and with members of their faculty. MNEA has many long-time, dedicated Association Representatives who do an excellent job of communicating teacher concerns to MNEA and bringing information back to their schools. All MNEA members need this vital link. If you are interested in becoming more involved, feel free to run as Association Representative for your school.



## MAYOR'S TEACHER TOWN HALL MEETING

MNEA has been in contact with Mayor Karl Dean and his staff about the possibility of his coming to MNEA to meet with teachers in a forum similar to the town hall meetings he has been holding across the district. The mayor has agreed and a date has been set. Mayor Karl Dean will be holding a Town Hall Meeting for teachers at the MNEA Headquarters starting at 6:00 p.m. on May 15 following the MNEA Representative Assembly. The town hall meeting will be open to all teachers. Directions to MNEA are available at [www.mnea.com/MNEADirections.htm](http://www.mnea.com/MNEADirections.htm).

**Mark your calendar now!**

### Mayor's Teacher Town Hall Meeting

*MNEA Headquarters*  
531 Fairground Court  
6:00 p.m. on Thursday, May 15, 2008

## PALS APPLICATION

The Peer Assistance, Leadership, and Support Program (PALS) is a joint project of Metropolitan Nashville Public Schools and the Metropolitan Nashville Education Association. Through PALS, a cadre of outstanding classroom teachers is released from their regular duties to work with other teachers on a full-time basis to improve instruction and mentor new teachers. The mentor teachers (Peer Assistance Leaders or "PALS") work in a confidential, non-evaluative setting with their protégés.

Due to vacancies in the program, the potential funding of additional PALS, and the annual review of the mentors' work, the PALS Program Panel will need to identify several additional teachers to serve as PALS mentors for the 2008-2009 school year. The PALS Panel met on Monday, March 31, 2008 to develop the PALS Application Process for 2008-2009. This year the application will be mailed directly to all teachers on the [mnps.org](http://mnps.org) email system.

**Applications are due in the MNPS Human Resources Department by 3:00 p.m. on May 2, 2008.**

Only complete application packets will be considered. Candidate interviews are tentatively scheduled for June 4, 2008. Applicants who are granted an interview will be informed by May 9, 2008.



Qualifications\* include but are not limited to:

1. A minimum of ten years of teaching experience,
2. Tenure in MNPS,
3. A valid Tennessee Teaching Certificate,
4. A valid Tennessee Driver's License,
5. Ability to work successfully and cooperatively with students, staff and other professionals in a multicultural, diverse environment, and
6. effective communication skills.

\*See application packet, when released, for exact details.

## KNOW YOUR CONTRACT

The contract provision cited below outlines the vehicular damage reimbursement program negotiated by MNEA. It is important to report the damage to your vehicle as soon as possible. Forms should be available in your school's office or by contacting the Employee Relations Division at the Central Office.



### Article III: Employment Conditions, Section P. VEHICULAR DAMAGE

Each year, the Board agrees to contribute one dollar and fifty cents (\$1.50) per certificated employee to reimburse a teacher on assigned duty whose vehicle, parked at the site of his/her assigned responsibility, is damaged without fault of the teacher as a result of malicious acts related to professional responsibilities, provided the following stipulations are applicable:

1. No reimbursement shall be made for loss or damage resulting from collision, and no loss reimbursed for theft or damage resulting from theft, except that theft of such parts of a vehicle as are essential to its functioning may be considered.
2. Any uninsured loss which qualifies under the plan for reimbursement shall be covered up to an amount of \$250.00. On a funds available basis, losses above \$250.00 will be reimbursed. (1995)

## NATIONAL TEACHER DAY BANQUET SET FOR MAY 6

MNEA is working on plans for this year's National Teacher Day Banquet to pay tribute to our retirees and other award winners. Please send the names and schools of those members who have retired or are planning to retire to MNEA, Route 3. You may also fax (726-2501), email (kristen\_case@comcast.net) or call MNEA (726-1499) with the information.

### MNEA National Teacher Day Banquet

*Millennium Maxwell House Hotel*  
2025 Metro Center Boulevard  
7:00 p.m. on Tuesday, May 6, 2008

MNEA Bylaws, ARTICLE IV: DUES, Section 2. Cancellation of continuing member dues must be submitted in writing between April 1 and May 31 for the following year.

## UPCOMING EVENTS



### April

- 15** **Praxis II Workshop**  
4:30 p.m. at MNEA Headquarters
- 17** **MNEA Representative Assembly**  
4:30 p.m. at MNEA Headquarters
- 17** **TEA Delegate Briefing**  
6:15 p.m. at MNEA Headquarters
- 21** **Workshop: Know Your Credit Score**  
4:30 p.m. at MNEA Headquarters

### May

- 6** **National Teacher Day Banquet**  
Celebrating Retirees and MNEA Awardees  
7:00 p.m. at the Millennium Maxwell House Hotel
- 8** **MNEA Executive Board**  
4:30 p.m. at MNEA Headquarters
- 9-10** **TEA Representative Assembly**  
Nashville Convention Center
- 15** **MNEA Representative Assembly**  
4:30 p.m. at MNEA Headquarters
- 15** **Teacher Town Hall Meeting with Mayor Dean**  
6:00 p.m. at MNEA Headquarters
- 20-22** **High School Exams**
- 22** **Last Day of School**
- 23** **Last Work Day for Teachers**

### June

- 2** **NEA Delegate Briefing**  
2:00 p.m. at MNEA Headquarters
- 12-13** **TEA Summer Leadership Academy**  
Embassy Suites Hotel, Cool Springs
- 16-19** **TEA Political Academy**  
Paris Landing State Park
- 26-29** **NCUEA Summer Conference**

### July

- 1-6** **NEA Representative Assembly**  
Washington, DC Convention Center

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MNEA Staff: Kristen Case, Teresa Hayes and Helen Conlee McMackin

## TERMS OF MNEA OFFICE

At the March Representative Assembly, the MNEA Bylaws Committee presented two amendments to Article V of the *MNEA Bylaws*. Amendment 1 would change the title "Finance Officer" to "Treasurer." This amendment is rather straightforward and is really nothing more than an editorial change adopting the title used by most NEA affiliates.

Bylaw Amendment 2 is likely to elicit more discussion since it changes the length of time a given individual can hold an MNEA office. The idea of allowing for two-consecutive terms was envisioned by an MNEA member who brought the issue to the MNEA Executive Board, which in turn referred it to the Bylaws Committee. The issue of how to conduct uncontested elections was referred to the Bylaws Committee by the MNEA Nominations and Elections Committee.

Amendment 2 is intended to lend greater stability to the leadership structure of the organization. Currently, *MNEA Bylaws* allow for one two-year term for president. All other officers may serve two consecutive one-year terms. Amendment 2 would make terms for president, vice president, secretary, and treasurer the same.

All MNEA officers would have to stand for reelection in order to hold a second two-year term. Amendment 2 also requires officers to run separately as delegates NEA Representative Assembly. MNEA officer terms would become the same length as those of TEA officers. Amendment 2 also contains some "housekeeping" language. In the April 2006 bylaw amendment creating the two-year presidency, two references to a one-year presidency were overlooked. The oversight is corrected by Amendment 2. The exact language is available for review at [www.mnea.com/amendments1-2.htm](http://www.mnea.com/amendments1-2.htm).

## 2008 TEA Distinguished Educator Awards Program

**Christian Sawyer**, a social studies teacher and Association Representative at Hillsboro High School, has been chosen as a 2008 Tennessee Education Association Distinguished Classroom Teacher. Christian will receive his award in a luncheon prior to the TEA Representative Assembly in May. Congratulations, Christian!

## MNEA-PACE DUES

A portion (\$3.78 in 2007-2008) of MNEA dues funds the Metropolitan Nashville Education Association Political Action Committee for Education (MNEA-PACE). Members are welcome to make additional contributions in any amount up to \$5,000. MNEA-PACE funds are used for contributions and/or other assistance to recommended candidates in local elections, increasing membership involvement in political activities, MNEA-PACE Council meetings, interviews and recommendation meetings, training of members for lobbying/other political activities, administrative costs, and other miscellaneous expenses.

Members, who object to such uses of their money may opt-out by having their money directed to the MNEF Scholarship Fund. In order to do so for 2007-2008, complete the form below and return it to MNEA before May 31, 2008.

### Redirection of MNEA-PACE Dues

Name: \_\_\_\_\_

School/Work Site: \_\_\_\_\_

TEA Membership Number: \_\_\_\_\_

Date: \_\_\_\_\_

By signing this form I am requesting that my 2008-2009 MNEA-PACE Dues be redirected to the MNEF Scholarship Fund.

\_\_\_\_\_  
Signature

As a way of saying thanks for all you do, we've arranged a special discount on tickets to Nashville Shores for you and your family. Just go to [www.nashvilleshores.com](http://www.nashvilleshores.com) then:



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## FROM THE PRESIDENT....

After enduring the factory model of the American high school for over a century, the issue of high school redesign has gained favor in the United States. The traditional structure of the high school was developed over a period of years following the civil war. During that time, it was largely accepted that the purpose of public education was to develop two different classes of citizens: 1. the elite (those whose family owned businesses and ran the country) and 2. the masses (a vast underclass expected to work long hours under less than ideal circumstances for little wages). Affluence largely determined whether one needed to be educated beyond the 6<sup>th</sup> or 8<sup>th</sup> grade.



Over time, political will created state statutes requiring students to stay in school until age 16, initially, and, later, until age 18. Unfortunately, it's difficult to legislate the desire to learn. Even attempts like Tennessee's linkage of maintaining a driver's license to school attendance have been failures at motivating student to become serious. Such laws have basically added paperwork to school personnel and exacerbated discipline issues.

MNPS with the help of significant federal funding has embarked on an experiment to create Small Learning Communities (SLCs) in our high schools. SLCs have proven successful in Florida and across the country. On March 27, Jim Briggs, MNPS Director of High School Redesign, came to the MNEA Representative Assembly to answer questions on SLCs and A/B block scheduling in high schools.

Below are a few of the many points Mr. Briggs shared:

1. SLCs are not a program but a framework for facilitating learning by building relationships with students.
2. MNPS is not mandating SLCs or A/B block scheduling system-wide.
3. Only the seven schools in the federal grant will move to an eight-period schedule next year but other high schools may elect to do so or may change the following year.

4. Teachers on A/B block schedules will receive a planning period every day: One period for Day A and one on for Day B.
5. There were several missteps at certain schools this year as overambitious plans moved advisory/advisee programs beyond the ninth grade academies.
6. Collapsing classes (honors, AP, and standard all taught in the same room at the same time) are not planned at this time.
7. All high school students will not be required to participate in career academies—fewer than 80% of students do so in most school districts.

Change is difficult for most people because it takes them out of their comfort zone. While Small Learning Communities have the potential of fundamentally changing the high school as we know it, the challenge facing MNPS is not to create too much discontent by failing to implement the idea effectively. Training will obviously be an extremely important component of our high school redesign, but communication will also be important. Only time will tell how effective the district is at SLC implementation. However, I have long been an advocate for retiring the American factory model of secondary education. Perhaps, the end is in sight!

## RIDE FOR READING

MNEA member Mathew Portell (Amqui Elementary) has founded the non-profit organization Ride for Reading to promote literacy. Mathew, a competitive mountain bike rider, decided to connect his two passions and create a worthy organization. Ride for Reading's purpose is to distribute books to children who are not fortunate enough to own their own.



In low-income neighborhoods, the ratio of books per child is one age-appropriate book for every 300 children. Reading is an intricate part of education, and without books it is hard to build a strong academic base. Our children need materials to read at home and it is our goal to provide the means. For more information visit Ride for Reading at [www.rideforreading.org](http://www.rideforreading.org).



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