

The Slate



A publication of the Metropolitan Nashville Education Association

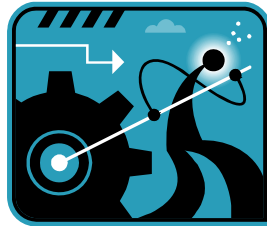
Volume 24, Issue 1

August 12, 2008

GET ON BOARD

MNEA is your association and there is a place for everyone. This year, MNEA needs you to play an active role in our effort not only by supporting our programs and events but also by bringing your creativity to the table through committee work. Planning is an integral part of the calendar of events coordinated by members and you are encouraged to join the team.

The Boomers – When the team goes into overtime, put a Boomer on the forward line. They never let up. (Do they have fun?) They are loyal to employers, enjoy working in teams, and will practice, practice, practice for far longer than really necessary.



The X'ers – Give 'em the ball! (And don't expect it back) Gen X'ers tend to be self-reliant, independent workers. But be careful what you say, Coach—they don't much like authority or formalities. Fabulous on special team operations, they also bring a lot of creative juice to projects.

The Millennials – These rookies are impatient to get into the game and, oh boy, do they love the applause – but they often deserve it! Fluent with technology and full of positive energy, these individuals can handle multiple plays at once. When the game is on the line, let them know it. They want to save the world.

Wherever you are on the generational calendar can be an asset to the overall team because of what you bring to the table. Be active! Be a member and get on board!

MNEA's committees are listed in the column to the right of this article. Please sign up today!

*The deadline for electing your
Faculty Advisory Committee is
September 15, 2008.*

SIGN UP FOR MNEA COMMITTEES

The committees of MNEA promote 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 on which you would like to serve and a **Committee Call** for the next scheduled meeting will be sent to you. Information on the activities of each committee can be found at www.mnea.com/committees.htm.

✂ -----

NAME _____

SCHOOL _____

PHONE # _____

EMAIL _____

(other than mnps.org)

___ By-laws

___ Communications

___ Human Relations

___ Instruction and Professional Development

___ Internal Relations

___ Membership

___ Minority Affairs

___ New Teacher

___ Scholarship

___ Special Education

*Return this form to MNEA,
Route 3 or email it to
mymnea@comcast.net.*

KNOW YOUR CONTRACT

Preparing Your Room for Start of School

Article VIII, P. Optional Instructional Preparation Pay



According to Article VIII, Section P, the Board has committed to paying \$100 for the extra work ten and eleven-month certificated employees, who are not on the administrative pay scale, do in preparing their classrooms or work areas **before students report**. The payment will be included in the employee's first full paycheck of the school year upon verification by the principal or supervisor that preparation has been done. Teachers are expected to complete the work during time for which they are not paid. In other words, before and after inservice should count but during the inservice day would not.

BEP SUPPLY FUNDS

All teachers in MNPS will receive \$200 in BEP supply money this fall. New teachers to Metro who are placed on steps 0 through 3 of the teacher salary schedule will receive an additional \$200 for classroom supplies. MNPS will reclaim any portion of the \$200 for which the teacher does not have receipts. Each teacher must provide original receipts or provide invoices for all purchases using BEP money to the school secretary/bookkeeper **by April 1, 2009**. In the past, sales tax on the receipts has been an issue for some bookkeepers. However, the administration has repeatedly assured MNEA that **TEACHERS SHOULD NOT BE PENALIZED FOR SALES TAX** since there is no way that you can legally purchase your supplies with cash without paying sales tax.

Remember to have **clean Receipts**— A “clean receipt” is one that lists only items that are eligible for reimbursement. Also, be cautious when **purchasing Food for Instruction**. Food items used in the instructional program will be acceptable as long as the teacher writes a brief explanation as to how the items will be used in the classroom. For example, a classroom teacher might buy food items to have students experience a typical meal or eating custom in a country being studied, or a life skills teacher might use food items to teach children how to prepare and eat a meal. However, food purchased for incentives will not be approved.

Receipts should be accumulated and totaled separately for each teacher and must not be dated prior to July 1, 2008. The school principal (or designee) must verify that these funds were used for the intended purpose. Any unauthorized money spent without appropriate receipts will be recovered from the teacher.

UPCOMING EVENTS



August

- 21 Association Representative Training**
4:30 p.m. at MNEA Headquarters
- 21 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 25 Professional Council**
4:00 p.m. at MNEA Headquarters

September

- 4 Praxis II (PLT) Workshop**
4:30 p.m. at MNEA Headquarters
- 8 “Sundae Monday” New Teacher Party**
2:45 p.m. till 5:15 p.m. at MNEA Headquarters
- 11 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 15 Faculty Advisory Committee**
Election Deadline
- 18 MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 25 Professional Council**
4:00 p.m. at Central Office
- 22 Faculty Advisory Committee Training** (1st group)
4:30 p.m. at MNEA Headquarters
- 30 Faculty Advisory Committee Training** (2nd group)
4:30 p.m. at MNEA Headquarters

October

- 9 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 16 MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 20 Professional Council**
4:00 p.m. at MNEA Headquarters
- 21 Know Your Rights**
4:30 p.m. at MNEA Headquarters

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.

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Carol Elmore, Secretary

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



2008-2009 MNEA Membership Form

SOCIAL SECURITY NUMBER	MNPS EMPLOYEE NUMBER	(AREA CODE) CELL PHONE	(AREA CODE) HOME PHONE	LOCATION CODE FOR MNEA USE	ACCESS CARD ID FOR MNEA USE
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E-MAIL ADDRESS (not MNPS)	EMPLOYER ID 0000213618	SCHOOL OR WORKSITE
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<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/> Dr.			ASSOCIATION	MEMBERSHIP CODE	ANNUAL AMOUNT	
NAME	LAST	FIRST	MIDDLE	NEA DUES	AC-1-100 160.00	
MAILING ADDRESS				TEA DUES	AC-1-100 254.00	
				MNEA DUES	AC-1-100 155.00	
CITY				NEA FCPE**		
STATE	ZIP			MNEA-PACE		
					TOTAL	*569.00

SEE CODES BELOW

DATE OF BIRTH Month Day Year			ETHNICITY CODE [] []		GENDER Male Female	
POSITION CODE [] [] [] []			SUBJECT CODE [] [] [] []		CONTINUING MEMBERSHIP PROVISION: By signing below, I agree to remain a member of MNEA until I drop during the designated drop window.	

Are you a first year teacher? YES NO Were you a student member last year? YES NO
 Were you a member of NEA last year? YES NO If yes, what local? _____

*METHOD OF PAYMENT: Payroll deduction in 14 installments of \$40.64. (If fewer than 14 pay periods remain by the time this form is processed, the total will be divided by the remaining number of pay periods to determine the deduction amount.)

I hereby authorize the Metropolitan Nashville Board of Public Education to deduct from my paycheck annual dues for the United Education Profession and political action contributions as indicated. My membership authorization will continue until revoked in writing to the president of MNEA. In the event of separation prior to final payment, I direct the remaining balance to be deducted from my last paycheck. I agree to hold the Metropolitan Nashville Board of Public Education harmless for these deductions. *The Educational Agreement* (the local collective bargaining agreement) and MNEA bylaws will prevail over any conflicting provision of this form.

**The National Education Association Fund for Children and Public Education collects voluntary contributions from Association members and uses these contributions for political purposes, including but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. The local and state association political action committee performs similarly with local and state elections. Contributions to The NEA Fund for Children and Public Education and state and local PACE are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although The NEA Fund for Children and Public Education requests an annual contribution of \$15, this is only a suggestion. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates.

0.0382 of TEA dues and .025 of MNEA dues support Government Relations activities. The funds used for political support are not tax deductible and will be used for other purposes upon written request. Dues payments and contributions or gifts to The NEA Fund for Children and Public Education, or to T-PACE and MNEA-PACE are not deductible as charitable contributions for federal income tax purposes. However, dues payments (or a portion) may be deductible as a miscellaneous itemized deduction. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

Federal law prohibits The NEA Fund for Children and Public Education from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

MEMBER'S SIGNATURE _____ DATE _____ MNEA REPRESENTATIVE _____

The following information is represented in the form of codes. Please indicate in the appropriate area on the enrollment form the code which is applicable for you.

Position	Code	Subject	Code	Subject	Code
Administrator	ADMN	Adult Basic Ed	ADED	Reading	READ
Audio/Visual Technician	ALTC	Agric & Natrl Resources	AGNR	Religion/Philosophy	REPH
Principal/Asst Principal	PRIN	Art	ARTS	Social Studies	SSSS
Director of Schools	SINT	Basic Ed Curriculum	BEDC	Spedal/Develop Ed	SDED
Supervisor	SPRV	Business Ed	BSED	Speech & Drama	SPDR
Classroom Teacher	CLTR	Coaching	COCH	Vocational & Technical Ed	VTED
Adult Educator	ADED	Communications	COMM	No Subject Taught	NONE
Coach	COCH	Computer & Info Sci	CICS	General Subjects	GSUB
Counselor	CNSL	Distributive Ed/Co-op	DECP		
Food Services Prep	COOK	Driver's Educ	DRED		
Registered Nurse	RGNU	Eng/Lang Arts	ELAR	Ethnicity Codes	
Librarian/Media Specialist	LD3R	Foreign Lang & Lit	FLU	1 American Indian/Alaska Native	
Literacy Coach	LITC	Health & Phys Ed	HEPE	3 Black	
Teacher Aide/Secretary	SEST	Family Science	HOME	4 Hispanic	
Social Worker	SCWK	Industrial Arts	INAR	5 Caucasian (not of Spanish origin)	
Speech/Hearing Therapist	SHTH	Mathematics	MATH	6 Asian	
Trade/Craft/Machine Operator	TCOT	Music	MUSI	7 Native Hawaiian/Pacific Islander	
Transportation	BTVD	Sciences	PHSC	8 Multi-Ethnic	
No Position Held	NONE			9 Other	
				UK unknown	

FROM THE PRESIDENT....

Welcome to a new school year. It's interesting to make comparisons between the start of last year and this year. What a difference a year makes!



Let's look back to August of 2007. Dr. Garcia, as the director of schools, had just made a big splash in the local press about moving teachers around and unfairly labeled some individuals as "bad teachers." The Tennessee Department of Education was just beginning to talk to the school board about its status under No Child Left Behind, and the district began to implement Personalized Learning Plans (PLPs) as the latest, greatest way to fix all the achievement problems in Metro Schools and get teachers to do more meaningless paperwork.

In August of 2008, Garcia is long gone as are his PLPs and their chief proponent—Ben Wright. The Tennessee Department of Education has reorganized the MNPS Department of Teaching and Learning and re-assigned numerous administrators and only one school board member is complaining about the process. MNPS has moved further down in NCLB status but a change is in the air. The consultants working for the Department of Education have stressed to me over and over how they want to help teachers work smarter not harder and MNPS is poised to recognize the value of teachers.

I saved \$387.00 a year by using A+ Home and Auto Insurance Company. Membership doesn't cost, it pays!" – *Rhiannon Wilson* (Caldwell Elementary)

UNIVERSITY OF MNEA OFFERINGS FALL 2008



The Metropolitan Nashville Education Association is pleased to offer the following professional development opportunities to Nashville's Teachers. The University of MNEA is made possible by the hard-working, dedicated members of MNEA/TEA/NEA. All training sessions are to be held at the MNEA Headquarters

at 4:30 p.m. unless otherwise noted. To register please go online to: www.mnea.com/uofmnea. (Member rates apply to MNEA members and others affiliated with NEA/TEA.)



Praxis II: Principles of Learning and Teaching

Presenter: Terrance Gibson, TEA Staff

Wednesday, **September 3**

4:30 p.m. to 8:30 p.m.

(Cost: \$0 for members, \$35 for others)

Principles of Learning and Teaching will help teacher education candidates and others seeking initial certification by providing an overview of the PRAXIS II series. Registration and study tips, test-taking strategies, and test-anxiety pointers are offered to help examinees develop confidence for these professional assessments. Since all beginning teachers in Tennessee must pass the appropriate grade-level version of the Principles of Learning and Teaching (PLT), in-depth review of the PLT topics is presented.

Faculty Advisory Committee Training

Presenters: MNEA Staff

Session 1: Tuesday, **September 23**

Session 2: Tuesday, **September 30**

4:30 p.m. to 7:30 p.m.

(Cost: \$0)

FAC Training is a must for every member of the Faculty Advisory Committee. Participants will have honest discussions and receive real-time answers to their questions. This training is designed to empower FAC members to improve collaboration and cooperation skills. Choose Session 1 or Session 2; both sessions cover the same material. However, learning is best when FAC members from a school attend the same session.

Know Your Rights

Presenters: MNEA and TEA Staff

Tuesday, **October 21**

4:30 p.m. to 8:00 p.m.

(Cost: \$0 for members, \$35 for others)

Know Your Rights will help participants to understand the rights they are guaranteed under Tennessee Law and the master contract, *The Educational Agreement*. Individuals will have an opportunity to ask questions and engage in interactive activities.

Framework for Evaluation

Presenter: Susan Dalton, TEA Staff

Thursday, **November 6**

4:30 p.m. to 8:30 p.m.

(Cost: \$0 for members, \$35 for others)

Framework for Evaluation and Professional Growth examines the Tennessee Framework for Teacher Evaluation and helps individuals with the fine points of the requirements of the Comprehensive Assessment. Participants will examine the indicators and performance standards, develop instructional strategies that match the indicators, and increase awareness of their professional rights and responsibilities.

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