

The Slate



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Negotiations off to a late start



On May 6, 2009, MNEA and the Board began contract negotiations for next year. The process was greatly delayed due to the administration's delay in identifying its bargaining team. The day's discussions started with a six-hour drawn-out deliberation on the Board's plan to provide

a 5% salary incentive for schools in the Pearl Cohn Cluster plus two other schools (Shwab and Napier).

The Board's team vociferously advanced the benefits of the bonus plan even though few details were included in the Zoning Task Force's original proposal. MNEA noted survey data indicated the membership would not ratify a plan solely based on geographic boundaries. The administration struggled with the need to "keep the promises" of the zoning plan while MNEA struggled with the idea of agreeing to a proposal designed to meet the political whims of a Board-selected Zoning Task Force.

Ultimately, a conceptual agreement was reached to "fresh start" John Early, McKissack, Napier, Schwab, and Wharton in order to give all teachers in MNPS the opportunity to apply for a position in the school. Teachers at the "fresh-started" schools will be provided with a 5% incentive for agreeing to work at a "hard-to-staff" school. Teachers at the remaining schools in the Pearl-Cohn Cluster will be provided the opportunity to participate in ten additional professional development days at their regular daily rate of pay. Compensation for the ten days of pay will roughly equal a 5% increase. The pay components of these two incentive packages are dependent on two factors: (1) agreement on remaining items at the bargaining table and (2) ratification by the MNEA membership and the Board of Education.

Other contract issues yet to be resolved include refining the language on planning and assessment days, supplemented positions, sick leave, grading policy, injuries on the job, voluntary transfers, professional development, planning time, work beyond the regular day, and school improvement planning. The teams are scheduled to meet again at 10:00 AM on Friday, May 15, 2009, at MNEA Headquarters.

MNEA celebrates awards, retirees

On Tuesday, May 5, 2009, MNEA celebrated the second annual MNEA National Teacher Day Banquet. The event combined the former Retiring Teacher Banquet with MNEA's Awards Presentations, which until last year were presented at the May MNEA Representative Assembly. MNEA leadership sincerely appreciated the opportunity to hold the banquet at the Martin Professional Development Center.

The following MNEA members were honored at the banquet: **Wanda Anglin** (NSA), **Joyce Cole** (Apollo), **Kathleen Fasig** (Shwab), **Jo Finney** (McGavock Elementary), **Mary Foxworth** (Pearl Cohn), **Barbara Harris** (Dodson), **Mary Harris** (Kirkpatrick), **Margaret Hogshead** (Fall-Hamilton), **Lynne Holloway** (Inglewood), **Etoile Jordan** (Binkley), **Janet Little** (School Social Work), **Myra Ludeman** (Moss), **Priscilla Adams Marable** (Maplewood), **Beverly McCord** (Lakeview), **Eva B. Moorman** (Hillwood), **Ann Mullins** (Edison), **Julia Shipp** (Edison), **Jill Speering** (Cora Howe), **Stanley Stewart** (Gra-Mar), **Clarence White, Jr.** (Cohn Alternative), and **Elizabeth Williams** (Cumberland).



Joanne Taylor (Moss) received the MNEA President's Award for her dedication to MNEA and the MNEA members in her building. MNEA presented the Friend of Education award to **Chris Henson** (Individual) and **Nashville Children's Theatre** (Organization) for their support of a strong, high quality system of public education. The Kathy Woodall Award For Outstanding Association Service went to **Jane Walling** (Federal Programs) for outstanding service through committee work, political involvement and service on the local, state and national level.

Perhaps the most exciting part of the evening was the presentation of scholarships. **Hannah Daniel**, a senior at Martin Luther King Magnet School received the MNEF Freshman Scholarship and **Brittany Hummer**, a 2008 graduate of Antioch High School, was granted a renewal of the Johnella H. Martin Scholarship. MNEA invited the following PALS to be honored: **Sue Botts** (2006-2009), **Mark Mason** (2007-2008), **Betty Crowe** (2005-2009), **Denise Pridemore** (2007-2008), **Alina Handley** (2008-2009), **Elissa Link** (2008-2009), **Vickie Harlan** (2005-2009), **Lori Beech** (2008-2009), and **Lisa Harris-Overstreet** (2008-2009).

Know your contract

Workshop Pay

Article VIII, Section K. Voluntary Workshops and Training Activities



All voluntary workshops and training activities beyond the regular school day will be compensated at \$85.00 for a 7.5-hour day, effective May 24, 2003. An individual who serves as a presenter will be compensated at \$200 per full day. Half days will be paid at half the established rate of pay. (2003)

Preparing Your Room for Start of School

Article VIII, Section P. Optional Instructional Preparation Pay

The Board agrees to provide \$100 in recognition of extra work and preparation for those ten and eleven-month certificated personnel who are not on the administrative pay scale and elect to prepare classrooms or work areas prior to the start of the school year. Recognition pay 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 completed. However, if verification is not received in the Payroll Department prior to the closing date for the first full payroll, the Board agrees to honor and pay any recognition verification it receives through the first 30 calendar days after school begins. (1999)

Note: The above provision does not require a specific number of hours or days be completed. Teachers and other certificated employees are merely required to perform the task of preparing their "classrooms or work areas prior to the start of the school year."

Pay for REQUIRED Summer Work

Article III, R. Extended Work Year

The Board agrees, beginning July 1, 1997, to pay the daily rate for teachers who work beyond their contract year as directed by the administration and approved by the Board (i. e., guidance counselors, community education coordinators and psychologists). This provision does not apply to teachers who perform work beyond their normal contract year and outside their normal job assignment. This provision will not impact summer school pay as defined in Article III, Section A, Subsection 6 of this contract and other assignments such as, but not limited to, principals doing interviewing "off contract." (1997)

UPCOMING EVENTS



MAY

- 19-21** Exams (grades 9-12)
- 21** Last Day for Students (half-day)
- 22** Last Day for Teachers
- 31** Last Day to Drop MNEA Membership for 2009-2010

June

- 1** NEA Delegate Briefing
2:00 PM at MNEA Headquarters
- 8-11** TEA Political Academy
Paris Landing State Park
- 18-20** TEA Summer Leadership Academy
Embassy Suites Hotel, Cool Springs
- 26-29** NCEA Summer Conference
San Diego, CA

July

- 1-6** NEA Representative Assembly
San Diego, CA
- 9** MNEA Executive Board Meeting
3:00 PM at MNEA Headquarters
- 20** 11-Month Employees Report
- 21** Association Representative and Alternate Training
9:00 AM to 2:00 PM at MNEA Headquarters

August

- 1** Association Representative and Alternate Training
9:00 AM to 2:00 PM at MNEA Headquarters
- 10** Teachers Report
- 10-13** Inservice
- 14** Students Report (half day)
- 17** First Full Day for Students
- 20** Association Representative and Alternate Training
4:30 PM to 7:30 PM 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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Kenneth Martin, Treasurer
Carol Elmore, Secretary

UniServ Coordinators: Forestine Cole, Ralph Smith, Gloria Towner
MNEA Staff: Kristen Case, Teresa Hayes and Helen Conlee McMackin



2009-2010 MNEA Early Enrollment Membership Form (Do not use this form after August 31, 2009.)

Early Enrollment: Prior NEA active membership disqualifies an individual from joining under the provisions of the "Early Enrollment Program." This prohibition does not apply to former student members joining as active members for the first time. Qualifying individuals joining by early enrollment will become members as of the date they sign. Former NEA members will become members effective the first day of work in the next school year.

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		
<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/> Dr.						
NAME	LAST	FIRST	MIDDLE	ASSOCIATION	MEMBERSHIP CODE	ANNUAL AMOUNT
MAILING ADDRESS				NEA DUES	AC-1-100	162.00
				TEA DUES	AC-1-100	254.00
CITY				MNEA DUES	AC-1-100	155.00
				NEA FCPE**		
STATE				MNEA-PACE		
				TOTAL		*571.00

SEE CODES BELOW

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DATE OF BIRTH			ETHNICITY CODE		GENDER	
Month	Day	Year			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 approximately \$40.79 beginning with the second check paycheck in September.

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 _____

CODES:

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	Science	PHSC
Audio/Visual Technician	ALTC	Agriculture and Natural Resources	AGNR	Reading	READ
Principal/Assist Principal	PRIN	Art	ARTS	Religion/Philosophy	REPH
Director of Schools	SINT	Business Education	BSED	Social Studies	SSSS
Supervisor	SPRV	Career Technical Education	VTED	Special/Developmental Education	SDED
Classroom Teacher	CLTR	Coaching	COCH	Speech and Drama	SPDR
Adult Educator	ADED	Communications	COMM	Vocational and Technical Education	VTED
Coach	COCH	Computer and Information Technology	CICS	No Subject Taught	NONE
Counselor	CNSL	Distributive Education/Co-op	DECP		
Food Services Prep	COOK	Driver's Education	DRED	Ethnicity Codes	
Registered Nurse	RGNU	Elementary School General Subjects	GSUB	1 American Indian/Alaska Native	
Librarian/Media Specialist	LD3R	English/Language Arts	ELAR	3 Black	
Literacy Coach	LITC	Foreign Language and Literature	FLU	4 Hispanic	
Teacher Aide/Secretary	SEST	Health and Physical Education	HEPE	5 Caucasian (not of Spanish origin)	
Social Worker	SCWK	Family and Consumer Sciences	HOME	6 Asian	
Speech/Hearing Therapist	SHTH	Industrial Arts	INAR	7 Native Hawaiian/Pacific Islander	
Trade/Craft/Machine Operator	TCOT	Mathematics	MATH	8 Multi-Ethnic	
Transportation	BTVD	Middle School General Subjects	GSUB	9 Other	
No Position Held	NONE	Music	MUSI	UK unknown	

Let's hear from Erick...

Charter Schools are often touted as the magic bullet to solve the problems faced by public schools by creating the opportunity for innovation. Generally, their advocates are the same sort of individuals who proclaim the benefits of competition, performance pay, and the free markets. All of these ideas have their place and can be successful, but some would argue lack of regulation and oversight have caused the collapse of the U.S. financial system. Most charter schools get additional philanthropic money from private donors because wealthy proponents of the cause have a vested interest in making charters a success. Often, such an interest is lacking in most of our public schools.



In Ohio and Minnesota, lax charter school laws have created disastrous consequences and placed ever increasing financial burdens on school districts. The same is true right here in Nashville. Every charter school opened in MNPS creates a drain on our remaining schools. Central office administrators may not tell you this because of the political forces pushing for the creation of more charters in our city, but every time a new charter school opens we lose at least a million dollars to operate the remaining facilities. The reason is simple: if the same tax revenue has to run more buildings, costs go up. Payroll costs to the district may go down as we cut the number of employees and positions are basically transferred to charters.

Charter school advocates have been known to demand results of regular public schools and insist upon research-based strategies and assessments of our schools. Yet, they have no problem overlooking research when it says charters produce no measurable benefit over real public schools. Many charter schools use no innovation, lack focus and flounder for years. Nashville's teachers can innovate education without giving our tax dollars away!

TEA annual meeting a success!

On May 1 and 2, 2009, delegates from MNEA and across the state met at the Nashville Convention Center to conduct the business of the Tennessee Education Association at the 76th annual TEA Representative Assembly. In conjunction with the Assembly, Pamela Sexton (MNEA-PACE Chair and science teacher at Cane Ridge) was named the 2009 TEA Distinguished Classroom Teacher for Middle Tennessee. Janet DeSha received the TEA E. Harper Johnson Award for her work with Anti-Bias Week at East Literature Magnet.

MNEA Vice President, Stephen Henry was elected to the National Education Association Board of Directors, and MNEA President Erick Huth was reelected as the Middle Tennessee Teacher on the Tennessee Consolidated Retirement System Board of Trustees.



Reallocating your MNEA-PACE dues

A portion (\$3,875 in 2008-2009) 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 2008-2009, complete the form below and return it to MNEA before May 31, 2009.

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

MNEA online community growing

Our online CollectiveX community continues to grow and evolve. We are now over 250 members with plenty of active participation in the discussion forums. Members should keep in mind that there are other features which are open to all participants such as the calendar, file cabinet, photo galleries, and links sharing.



You may still join by following the instructions in the invitation, which was emailed in January. However, all outstanding invitations will be purged on or around May 23, 2009. If you have declined the original invitation or did not receive one you may go to <https://mnea.collectivex.com> and submit a request to join.

Please note that participation in the site requires the creation of an account through CollectiveX. In addition to our local groupsite, there is an official NEA Public site which can be accessed at <https://discussions.collectivex.com>.

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