

The Slate



A publication of the Metropolitan Nashville Education Association

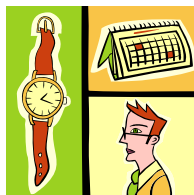
Volume 24, Issue 16

April 21, 2009

Flexing the October professional development days

MNEA continues to receive inquiries about the curriculum standards training (a.k.a., "Phase 1" and "Phase 2") and flexing of the October days. MNEA is gathering a list of issues to resolve. Here are some points we have to share: This summer, schools will not have the option to have school level flexed activities. MNEA will work to allow such activities in the future.

1. Every certificated employee is required by the state to be trained in the new Tennessee Curriculum Standards.
2. MNPS has designated "Phase 1" as the required training for all teachers.
3. "Phase 2" is specifically designed and required for those who teach English/language arts, mathematics, or science.
4. No one is required to flex October 19 and 20. Teachers may choose to go to district-sponsored workshops on those two days including "Phase 1" and "Phase 2." Principals and faculties will not be required to plan activities for those who did not flex the days.
5. Teachers teaching more than one of the three content areas with revised standards (English/language arts, mathematics, or science) need to choose one Phase 2 session. However, they will obviously need to familiarize themselves with the other content areas. MNEA suggests collaborating with teammates or using the podcasts available through the Tennessee Electronic Learning Center (www.tnlec.org) or by searching for "Tennessee Department of Education" on the iTunes Store.
6. Teachers who do not teach English/language arts, mathematics, or science are not required to take "Phase 2." The district is supposed to provide training aligned with MNPS district initiatives for the second day.
7. Teachers who do not teach English/language arts, mathematics, or science can take "Phase 1" and a district initiatives training during the summer in order to flex both days.
8. Teachers who complete "Phase 1" using a Code 10 this spring leave will need to take "Phase 2" in the summer and one district initiative training activity to flex both days.



9. Standards training and district initiative training from June 1 through the start of inservice will count. Training for which teachers are paid the voluntary stipend will not count toward flexed time.
10. MNPS will be providing "Phase 1" and "Phase 2" during inservice days at the start of next school year for new hires.

MNEA plans on taking several issues to the administration: (a) having training in May (SLC Institutes) after the conclusion of the school year count for flexed days, (b) discussing allowing all workshops on ERO to count as district initiatives, (c) allowing activities from outside the district for flexed time, (d) counting college coursework, (e) using personal professional growth activities as flexed days particularly those sited through the evaluation process or an improvement plan, and (f) having activities on Saturdays during the school year count for flexed days.

Please note: This article was written with the best information available at the time. Discussions with the administration are ongoing, so information may change. Also, many teachers are concerned the district might not have a good grasp of the enormity of the challenges it may be facing.

Holland elected MNEA secretary!



On Monday, April 13, 2009, the MNEA Nominations and Elections Committee met to count ballots in the MNEA secretary election. Dr. Nancy Holland, a literacy coach at Murrell and Johnson schools, was certified the winner by Tom Cash, MNEA elections chair, following the count.

Nancy Holland has served in several MNEA leadership roles including secretary (2005 to 2007), district director, and chair of several committees (Membership, Instruction and Professional Development, and Special Education). Nancy's term of office will run from July 15, 2009, to July 14, 2011, concurrent with Erick Huth (president), Stephen Henry (vice president), and Kenny Martin (treasurer).

Dr. Holland had been serving as District 2 Director (Hillwood Cluster) on the MNEA Executive Board. A special election to replace her will be conducted in May. Qualifying petitions are due by **5:00 PM on May 8**. Petitions are available at www.mnea.com/petition.pdf. To qualify for the election one must (1) be an MNEA member assigned to a school in the Hillwood Cluster and (2) submit a petition with the signatures of 50 MNEA members or be nominated from the floor of the May 14 Representative Assembly.

Know your contract

Article III, Section F.4 Administrative Transfers



When transfers are made necessary because of reduction in enrollment or program changes, the principal will consider the program needs of the school and determine where reductions can best be made. The school principal and Human Resources Office shall request volunteers. Seniority shall be the determining factor in involuntary transfer. However, exceptions to seniority may be made if necessitated by any of the following criteria: (2005)

- Certification
- Consideration of diversity within the school
- School's instructional program needs
- Other specialized training
- Extra-curricular assignment needs

When all other considerations are equal, the teacher with the least length of service *within a building* shall be transferred first. (2000)

Article III, Section, H Reduction In Professional Staff

When staff reductions among certificated personnel are necessitated by a decrease in enrollment, budgetary restrictions, or phasing out of programs, reductions shall be made first by reverse order of seniority within the area of teacher certification, and then consideration shall be given to academic program needs by subject area or grade level.

All certificated personnel terminated for the reasons stated above shall be re-employed in order of system seniority within their area(s) of certification as vacancies occur and consistent with Title 49 of Tennessee Code Annotated. (1999)

Association representatives needed!

If your school has not yet elected an Association Representative for next year, your faculty should hold an election soon. 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.

UPCOMING EVENTS



MAY

- 1-2** TEA Representative Assembly
Nashville Convention Center
- 5** MNEA National Teacher Day Banquet
6:00 PM at Martin Center
- 7** MNEA Executive Board Meeting
4:30 PM at MNEA Headquarters
- 8** Petitions due for special election in Hillwood Cluster
5:00 PM at MNEA Headquarters
- 14** MNEA Representative Assembly
(Nominations for District 2 Director—Hillwood Cluster)
4:30 PM at MNEA Headquarters
- 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** NCUEA Summer Conference
San Diego, CA

July

- 1-6** NEA Representative Assembly
San Diego, CA
- 9** MNEA Executive Board Meeting
4:30 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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Erick Huth, President
Stephen Henry, Vice President
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

SEE CODES BELOW

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...

Every month MNEA gets calls from members who have attended some meeting to discuss their performance or who have reported on an investigatory interview they attended. Once an MNPS certificated employee has asked for MNEA representation, any attempt by an administrator to continue asking questions before MNEA is present is a violation of his/her rights and may be illegal. If supervisors pressure you by telling you that "you're only making things worse for yourself" by asking for representation, they are violating your "Weingarten Rights."



Teachers need to remember they have a legal right to representation in such meetings. These rights are delineated in our collective bargaining agreement, *The Educational Agreement*, and have been confirmed for unionized employees by the US Supreme Court (*NLRB vs. Weingarten, Inc*). Under our contract, you do not have to remain in any meeting you perceive as a reprimand without MNEA Representation.

If you are called into a meeting with an administrator that could result in discipline:

- Call MNEA to see how to proceed.
- Do not discuss the matter with anyone and do not attempt to defend yourself alone.
- Do not respond to any charges presented to you without MNEA advice.
- Request that the meeting be adjourned until you can have MNEA representation.
- Get advice early. Don't wait to "see what happens next."
- Do not agree to any proposals without MNEA advice.
- Make no public statements about your situation.
- Have MNEA review your written statements.
- **Never resign without consulting with MNEA** in advance.

An investigatory interview occurs when a supervisor questions an employee to obtain information that **could be used as a basis for discipline** or asks an employee to **defend his/her conduct**. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation.

Administrators are not required to inform the employees of their Weingarten rights. It is the employee's responsibility to know those rights and request representation. When the employee makes the request for an MNEA representative to be present, the meeting should end until an MNEA representative can be present. **Don't stay in a meeting without representation! Call**



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

Retirees to be honored May 5 at Martin

MNEA will honor award winners and MNEA members retiring from MNPS at our National Teacher Day Banquet on Tuesday, May 5, 2009, at the Martin Professional Development Center, 2400 Fairfax Avenue, Nashville, TN 37212. The event begins at 6:00 p.m.

Each retiring MNEA member will be the guest of MNEA. DEADLINE for reservations is Friday, May 1, 2009. Additional attendees are welcome to attend for \$25.00 each. Payment should be sent to the MNEA Headquarters, Route 3. Please note that groups of more than eight cannot be seated at one table because of space limitations. If you have any additional questions or concerns, please contact Forestine Cole at 726-1499 or fcole@tea.mnea.org. Principals and Association Representatives should receive a reservation form in school mail on Monday or Tuesday.

Banquet tickets have been reduced from last year's cost due to the change in venue. MNEA appreciates the use of the new facility and expects the event will be a great success. Parking will be available at Martin, Eakin Elementary, Harris-Hillman School, and on the streets surrounding these MNPS facilities. MNEA encourages carpooling but believes parking will not be a problem since we will only be able to accommodate 250 at the event.

Clip and Return to MNEA, Route 3 with your payment.

Reservation for Attendance at the MNEA National Teacher Day Banquet

Martin Professional Development Center
 Tuesday, May 5, 2009, 6:00 p.m.
 2400 Fairfax Avenue
 Nashville, TN 37212

**Space is limited!
 Sign up early!**

School _____
 Submitted by _____
 Retiree(s) _____

List below the names of up to eight people attending the 2009 MNEA National Teacher Day Banquet. **Use two sheets for more than eight names since the tables will not accommodate more than eight people.** Return this form with payment to: MNEA, Route 3. (Make check or money order payable to MNEA.) **Please print.**

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

Payment is due with reservation.

\$25 X _____ = _____

(Do not count retirees.)

Absolute Deadline: Friday, May 1, 2009