

The Slate



A publication of the Metropolitan Nashville Education Association

Volume 25, Issue 3

September 16, 2009

What is MNEA all about?

MNEA has a long history of working for teachers and the community in Nashville and Davidson County. MNEA was chartered on April 15, 1964, as the sole representative of teachers in Nashville and Davidson County. However, our history as an organization goes back to the 1950s when visionary teacher leaders formed the Education Council of Nashville to unite the four teacher organizations in the city and the county.

The Education Council was among the first efforts in the South to form a unified teacher organization crossing racial lines and was deeply embedded in the movement to form a metropolitan form of government in Nashville. MNEA, as the successor organization of the Education Council, continued the history of involvement in social issues including bringing educational television to our city in the 1960s.



MNEA facts:

- We are the official recognized bargaining agent for all MNPS certificated employees.
- We provide an award-winning newsletter to members 17 times during the school year.
- We have a proud history of representing Nashville's teachers in employment related disputes, grievances, complaints, etc. since before the founding of Metropolitan Nashville Public Schools in 1964.
- We are a democratic organization run by members.
- We have a local office in Nashville one half mile from the central office complex.
- We are affiliated with a strong national organization that lobbies congress and the executive branch on behalf of school employees all across the nation.
- We have three full-time field service representatives working for Nashville's teachers.
- We work to provide meaningful professional development for members.
- We help members address school climate concerns.
- We provide TEA legal assistance to members.
- We maintain an affiliated non-profit under 501(c)(3) of the Internal Revenue Code providing annual scholarships to MNPS graduates actively pursuing a career in teaching.



Using BEP supply funds

All teachers should receive their \$200 in local and state BEP funds is a separate check on September 25. MNPS will reclaim any money that has not been documented with receipts. Each teacher must provide **original receipts or invoices** for all purchases using BEP money to the school secretary/bookkeeper **no later than April 1** of each year. **Artificial deadlines earlier than April 1 have not been supported by the central administration in the past.** Sales tax should be counted toward the \$200 allotment. The reason for allowing the tax to count is simple: There is no way that you can legally purchase your supplies with cash without paying sales tax. Two other issues to remember when buying items with BEP/CTE funds are:

Provide clean receipts for BEP purchases. A "clean receipt" is one that lists only items that are eligible for reimbursement. Don't buy personal and BEP items on the same receipt.

Use caution when purchasing food for instruction. Purchasing food with BEP money is generally discouraged. However, 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 for instruction. Go to www.mnea.com/bep.htm for more information on BEP Funds.

Please give to MNEF!

In the fall of each year MNPS conducts its annual charity drive. The Metropolitan Nashville Education Foundation is one of the five "federations" participating in the MNPS Employee Giving Campaign. Contributions to MNEF support our scholarships for graduates of MNPS with the desire to become public school teachers.



Each year we award two scholarships. Donations are tax deductible since MNEF is a qualified charitable organization under 501(c)(3) of the Internal Revenue Service Code.

Know *your* contract!

Article IV, Teaching Conditions, G. Instructional Materials and Supplies



The Board will make available to the individual school, an appropriation in the 2316 account based on the enrollment in the individual school. All local funds allocated for instructional materials and supplies (2316) and that portion of special state funds not designated to the individual teacher will be distributed as determined jointly by the administration and the FAC. Consideration shall be given to the needs of each department, grade level, program, office, etc. Correspondence concerning instructional material and supply funds (2316) and state funds will be distributed to the building principals, FAC Chair and the Association. The plan for ordering and distributing supplies and materials from the 2316 fund shall be included in the written policies of the local school. (2009)

The Board agrees to provide an amount equal to the special state funds to each itinerant teacher, librarian and guidance counselor. Expenditures from the division's fund will be determined jointly by the administration and the FAC. Funds will be distributed as described in the above paragraph. (2009)

Attention FAC members!

Presenters: MNEA President Erick Huth and TEA staff members Forestine Cole, Ralph Smith, and Gloria Towner.

Session 1: Tuesday, **September 22**

Session 2: Tuesday, **September 29**

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.

Register at:

www.mnea.com/uofmnea

UPCOMING EVENTS

September



- 15** **Evaluation Workshop**
4:30 p.m. at MNEA Headquarters
- 17** **MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 21** **Professional Council**
4:00 p.m. at Central Office
- 25** **BEP Supply Funds Check Issued**
(Tentative)
- 22** **Faculty Advisory Committee Training** (1st group)
4:30 p.m. at MNEA Headquarters
- 29** **Faculty Advisory Committee Training** (2nd group)
4:30 p.m. at MNEA Headquarters

October

- 1** **Faculty Advisory Committee**
Organizational Meeting Deadline
- 1** **MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 3** **Educator Housing Seminar**
1:00 p.m. at MNEA Headquarters
- 6** **MNEA Retirement Workshop**
4:30 p.m. at MNEA Headquarters
- 8** **MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 23** **New Teacher Supply Funds Check Issued**
(Tentative)
- 26** **Professional Council**
4:00 p.m. at MNEA Headquarters
- 31** **Sick Leave Bank Enrollment Deadline**

November

- 5** **MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 19** **MNEA Representative Assembly**
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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Nancy Holland, Secretary

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



2009-2010 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 |
|------------------------|----------------------|------------------------|------------------------|-------------------------------|--------------------------------|

| | | |
|---------------------------|---------------------------|--------------------|
| E-MAIL ADDRESS (not MNPS) | EMPLOYER ID 0000213618 | SCHOOL OR WORKSITE |
|---------------------------|---------------------------|--------------------|

Mr.
 Mrs.
 Ms
 Miss
 Dr.

| | | | |
|-----------------|------|-------|--------|
| NAME | LAST | FIRST | MIDDLE |
| MAILING ADDRESS | | | |
| CITY | | | |
| STATE | ZIP | | |

| ASSOCIATION | MEMBERSHIP CODE | ANNUAL AMOUNT |
|--------------|-----------------|----------------|
| NEA DUES | AC-1-100 | 162.00 |
| TEA DUES | AC-1-100 | 254.00 |
| MNEA DUES | AC-1-100 | 155.00 |
| NEA FCPE** | | **4.00 |
| MNEA-PACE | | |
| TOTAL | | *575.00 |

SEE CODES BELOW

SEE CODES BELOW

| | | | | | | |
|---|--|--|--|--|---|--|
| DATE OF BIRTH Month Day Year | | | ETHNICITY CODE <input type="text"/> <input type="text"/> | | GENDER <input type="checkbox"/> Male <input type="checkbox"/> Female | |
| POSITION CODE <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | | | SUBJECT CODE <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | | 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 \$41.07 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 |
| Adult Educator | ADED | Agriculture and Natural Resources | AGNR | Reading | READ |
| Audio/Visual Technician | ALTC | Art | ARTS | Religion/Philosophy | REPH |
| Classroom Teacher | CLTR | Business Education | BSED | Social Studies | SSSS |
| Coach | COCH | Career Technical Education | VTED | Special/Developmental Education | SDED |
| Counselor | CNSL | Coaching | COCH | Speech and Drama | SPDR |
| Director of Schools | SINT | Communications | COMM | Vocational and Technical Education | VTED |
| Educational Assistant | SEST | Computer and Information Technology | CICS | No Subject Taught | NONE |
| Food Services Prep | COOK | Distributive Education/Co-op | DECP | | |
| Librarian/Media Specialist | LD3R | Driver's Education | DRED | | |
| Literacy Coach | LITC | Elementary School General Subjects | GSUB | | |
| No Position Held | NONE | English/Language Arts | ELAR | | |
| Principal/Assist Principal | PRIN | Foreign Language and Literature | FLU | | |
| Psychologist | PSCH | Health and Physical Education | HEPE | | |
| Registered Nurse | RGNU | Family and Consumer Sciences | HOME | | |
| Social Worker | SCWK | Industrial Arts | INAR | | |
| Speech/Hearing Therapist | SHTH | Mathematics | MATH | | |
| School Secretary | SEST | Middle School General Subjects | GSUB | | |
| Supervisor | SPRV | Music | MUSI | | |
| Trade/Craft/Machine Operator | TCOT | | | | |
| Transportation | BTVD | | | | |

- Ethnicity Codes**
- 1 American Indian/Alaska Native
 - 3 Black
 - 4 Hispanic
 - 5 Caucasian (not of Spanish origin)
 - 6 Asian
 - 7 Native Hawaiian/Pacific Islander
 - 8 Multi-Ethnic
 - 9 Other
 - UK unknown

Let's hear from Erick!

Academic coaching has been largely decentralized this year, but the questions persist about the job responsibilities of coaches. Last spring, MNEA and the Board reached agreement on the non-evaluative nature of academic coaches. The new language (Article X, Section G) was largely patterned after the former PALS language contained in last year's contract.



The language not only clarifies the non-evaluative nature of academic coaching but lists some specific job responsibilities. Basically, teachers should expect their relationship and interaction with consulting teachers, numeracy coaches, literacy coaches, technology coaches, change coaches, and the like to be a confidential relationship designed to help improve instruction and performance. Both teachers and academic coaches should take time to review the language which can be found on pages 55 and 56 on the 2009-2010 Educational Agreement (<http://mnea.com/Agreements/contract.pdf>).

Nonetheless, teachers are still expected to perform at satisfactory levels and administrators retain the right to observe, discuss and document strengths and shortcomings with employees. The employee has a right to have MNEA representation at any meeting he or she perceives as a discussion about performance, but the teacher must ask for representation. While administrators are under no obligation to advise employees of their rights, they should not give false information about representation.

Any time a meeting with a supervisor is called to discuss areas to strengthen, tell the administrator you wish to call MNEA for representation. At that point the meeting must be postponed until representation arrives. Supervisors do not have the right to compel employees to stay in a meeting about performance when representation is not present.

If a supervisor wants to meet to discuss a "Plan of Assistance," you need representation. Tell the administrator you want the meeting to be scheduled when your MNEA representative can be present. Such plans are actually "progressive discipline plans" designed to document inadequacies of marginal employees on a potential course for termination when progress is not made. Do not ignore them! These "Plans for Termination" are serious business!



Are you considering retirement?

University of MNEA Retirement Workshop



4:30PM
October 6, 2009
MNEA Headquarters

Register at: www.mnea.com/uofmnea

The University of MNEA Retirement Workshop is designed to help you make sure all is in order before and after your retirement date. Participants at various levels of their careers are welcome to attend. Benefits specialists will be on hand to answer your questions, so plan on attending.

A meal will be provided, but you must register for the workshop. Directions are available by clicking the "Directions to MNEA" link in the sidebar at www.mnea.com.

MNEA special election coming

Since MNEA Executive Board districts are aligned to MNPS clusters, the rezoning plan has moved two district directors out of their respective districts. Therefore, the MNEA Nominations and Elections Committee will need to meet to develop a plan for electing new district directors for the Hunters Lane Cluster (District 1) and the Hillwood Cluster (District 2).

Schools in District 1 are Amqui, Bellshire, Gateway, Goodlettsville Elementary, Goodlettsville Middle, Hunters Lane, Neelys Bend Elementary, Neelys Bend Middle, Old Center, and Stratton.

Schools in District 2 are Bellevue, Charlotte Park, diploma Plus, Gower, Harpeth Valley, H. G. Hill, Hillwood, Middle College, Big Picture, Westmeade and Wharton.

While the schedule for the election has yet to be determined, those interested in serving may access a petition now at www.mnea.com/petition.pdf. The petition deadline will be communicated to Association Representative shortly after it has been set and to all MNEA members via *The Slate*. Duties of the Executive Director include attending the monthly MNEA Executive Board Meetings and the Representative Assembly, contacting representatives and members, and serving as a conduit for information to and from MNEA.

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