

The Slate



A publication of the Metropolitan Nashville Education Association

Volume 25, Issue 10

January 14, 2010

MNEA elections announced

At the January MNEA Representative Assembly, the MNEA Nominations and Elections Committee will officially announce the timetable for elections and the vacancies for MNEA offices, for representatives to the TEA Representative Assembly, and for delegates to the NEA Representative Assembly. See Page three for the TEA/NEA Delegate Nomination Form. The election calendar for the vacancies listed below is posted at: www.mnea.com/electiontimetable.htm.

OFFICES UP FOR ELECTION SPRING 2010

MNEA Executive Board Members (Three-Year Terms)

District 3 Director (*Maplewood Cluster*)

District 6 Director (*Pearl-Cohn Cluster*)

District 9 Director (*McGavock Cluster*)

District 12 Director (*Crane Ridge Cluster*)

Nominations and Elections Committee (Two-Year Terms)

District 1 Committee Member (*Hunters Lane Cluster*)

District 3 Committee Member (*Maplewood Cluster*)

District 5 Committee Member (*Overton Cluster*)

District 7 Committee Member (*Hillsboro Cluster*)

District 9 Committee Member (*McGavock Cluster*)

District 11 Committee Member (*Whites Creek Cluster*)

Administrative Retirement Committee (Two-Year Term)

Trustee (*Participant in the Metro Teacher Pension Plan or TCRS*)

Metropolitan Professional Employee Insurance Trust

Trustee (Three-Year Term)

Space week is coming!



Tennessee Space Week is held each January, the last school week preceding, or the school week including, January 28 in honor of NEA member Christa McAuliffe, who died aboard the Challenger on January 28, 1986. Tennessee Space Week is a statewide project designed to increase student interest and performance in science and mathematics through a focus on aerospace programs and accomplishments. Activities are co-sponsored by the Tennessee Education Association, the Tennessee Space Grant Consortium, and NASA. The TSW is designed to advance special learning opportunities for students and teachers. This year's celebration runs from **January 24 through January 30**.

MLK recognized in January

Martin Luther King was an important civil rights activist who led the movement to end racial segregation in the United States and advocated non-violent protest. He delivered his most famous address, *I Have A Dream*, in 1963 to the largest crowd ever assembled in Washington, DC, as part of the March on Washington. The following year, King became the youngest man to receive the Nobel Peace Prize. On July 11, 1977, President Jimmy Carter posthumously award King the Presidential Medal of Freedom.

In 1968, shortly after Martin Luther King, Jr. was assassinated, a grassroots campaign was started to honor King by making his birthday a national holiday. After the first bill was introduced, trade unions led the campaign for the federal holiday, and the bill became law in 1983. Martin Luther King Day was first observed in 1986, although it was not observed in all states until the year 2000.

While his actual birthday is January 15, Martin Luther King, Jr. holiday is observed the 3rd Monday in January of each year. Many schools mark the holiday by teaching their students about the work of Martin Luther King and the struggle against racial segregation and racism. The following website is a great resource for classroom projects www.educationworld.com/holidays/archives/mlking.shtml.



Martin Luther King, Jr. delivered his *I Have a Dream* speech from the steps of the Lincoln Memorial on August 28, 1963, as part of the March on Washington. (Photo source: www.thelittleseed.com.)

Know *your* contract!

Article VI, Section H., First Paragraph

Teacher Facilities. The Board shall strive to make available in each school as funds and space permit: a work area for teachers containing equipment and supplies to aid in the preparation of instructional materials; adequate lunchroom space; restroom and lavatory facilities exclusively for teacher use; space and facilities for teachers to conduct their business and store necessary equipment and supplies, a secure space for personal belongings (in the individual's classroom or work area); and a faculty lounge. (2006)



Single Teachers' Monthly Night Out!

If one of the issues or events below impacts you, this support group is for you:

- ✓ Divorce
- ✓ Soon to be divorced
- ✓ Loss of a spouse
- ✓ Single
- ✓ Need friends with the same interests

My name is Pam Parrish. I teach Kindergarten at Chadwell School in Madison. I will be hosting a single teacher's night on a Saturday of every month. These events are for male and female professionals of all ages. For more information, you may call me at 615-668-5276 or email me at pparrish3333@yahoo.com. I will have our meeting place and time posted in *The Slate* each month, and I can email one to you.

Our next date is Saturday, January 23, 2010 at 5:00 p.m.. We will meet at the following location for dinner and discuss what we want to do from there.

Bailey's Sports Grille

786 Two Mile Parkway

Goodlettsville, TN 37072

615-851-9509

We need all single teachers to come out and join our group to have fun with other professionals that have something in common.

UPCOMING EVENTS



January 2010

- 14 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 15 Deadline to notify HR of retirement in order**
to receive \$75 and \$100 sick leave payments
- 21 MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 23 I Can Do It! (Classroom Management Workshop)**
8:30 a.m. at MNEA Headquarters
- 23 Single Teachers' Monthly Night Out**
5:00 p.m. at Bailey's Sports Grille, Rivergate
- 25 Professional Council**
4:00 p.m. at Central Office

February 2010

- 9 403(b) Retirement Analysis**
4:30 p.m. at MNEA Headquarters
- 11 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 16 MNEA Retirement Workshop**
4:30 p.m. at MNEA Headquarters
- 18 MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 22 Professional Council**
4:00 p.m. at MNEA Headquarters

March 2010

- 2 Read Across America (national celebration)**
- 4 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 9 MNEA New Teacher Mail**
3:00 p.m. at MNEA Headquarters
- 11 MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 15 Deadline for \$500 Early Retirement**
Notification Incentive

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.

531 Fairground Court
Nashville, TN 37211

Phone: (615) 726-1499 ♦ FAX: (615) 726-2501
Email: mymnea@comcast.net ♦ Homepage: www.mnea.com
Online Community: mnea.groupsites.com

Erick Huth, President/Editor-In-Chief
Stephen Henry, Vice President
Kenneth Martin, Treasurer
Nancy Holland, Secretary

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

TEA/NEA DELEGATE NOMINATION FORM

MNEA will elect delegates to both the TEA and NEA Representative Assemblies during the February 22 to March 5 election period. Delegate nominations must be submitted to the MNEA office by 5:00 p.m. on February 18, 2010. The TEA Representative Assembly will be held May 7 and 8, 2010, at the Nashville Convention Center. The NEA Representative Assembly will be held July 1 through July 6, 2010, in New Orleans, LA.

PLEASE PRINT

To type on this form, access the printer friendly version at www.mnea.com/delegateform.pdf.

Name of Nominee _____

Home Address _____ City _____ Zip _____

Social Security Number or TEA Access Card Number _____
(If the space above is blank, your form will not be accepted.)

Home Phone _____ Cell Phone _____

Home Email Address (not MNPS) _____

Primary Work Location _____ Phone _____ Ext. _____

I wish to submit my name for election to: (Mark all that apply.)

- The TEA Representative Assembly, May 7 and 8, 2010, at the Nashville Convention Center
- The NEA Representative Assembly, July 1 through July 6, 2010, in New Orleans, LA

My race is: (Mark all that apply.)

- American Indian/Alaska Native
- African American
- Hispanic
- Caucasian
- Asian
- Native Hawaiian/Pacific Islander
- Other Racial or Ethnic Minority (Please specify: _____)

By signing below I certify that I am a member of MNEA who works as an educational support professional, teacher, guidance counselor, librarian, or other individual paid on the teacher salary schedule or support salary schedule. If elected, I agree to attend all meetings of the Representative Assembly and abide by MNEA rules related to affiliate annual meetings.

Signature of Nominee: _____

RETURN TO MNEA-ROUTE 3 BY 5:00 PM on THURSDAY FEBRUARY 18, 2010

Access the printer friendly version at www.mnea.com/delegateform.pdf.

Let's hear from Erick!

Teachers in MNPS fear *retribution* every day. Is there a single teacher in our district who has not heard a colleague say something like "I'm not going to fight it because my principal will get me back." I often try to dispel that fear, but now I'm beginning to wonder if I should.



Almost a year ago today, the United States Supreme Court ruled unanimously against the district in *Crawford v. Metropolitan Government of Nashville and Davidson County*. At issue was the question of whether an employee was protected under Title VII, Section 704(a) of the U.S. Code against retaliation when making statements about sexual harassment during the course of an investigation.

The case involved long-time MNPS payroll supervisor, Vicky Crawford, who maintained she was terminated for cooperating in a sexual harassment case involving former Director of Employee Relations Gene Hughes and another employee. Metro's argument, which had been sustained on appeal, was that Crawford is not entitled to protection against retaliation under Title VII, because she was not the complainant. Richard L. Colbert, Esq., entered an *amicus curiae* (friend of the court) brief in the United States Supreme Court on behalf of the Metropolitan Nashville Education Association and the Tennessee Education Association. At the encouragement of Mr. Colbert, the United States Solicitor General also entered a brief in support of Crawford's position. Ultimately, the Supreme Court's ruling hinged on MNEA's legal argument that Ms. Crawford was protected under federal law because her statements during the investigation constituted "opposition" to "Hughes's sexually obnoxious behavior."

Civil Rights advocates believed the earlier precedent set in the Sixth Circuit Court of Appeals denying Ms. Crawford's petition was very troubling since it put individuals at risk of termination and other sanctions if they speak out on behalf of colleagues who have been harassed on the job.

In December, the same attorney who argued in favor of retribution in *Crawford* drafted a Level 3 Grievance response in a case involving retribution against a teacher for standing up to the principal. Metro's position this time attempts to accomplish three purposes: (1) to derail the grievance process short of arbitration and force the case into the Tennessee Courts, which tend to favor management over labor, (2) to exclude academic sponsorships from collective bargaining in Tennessee, and (3) to advance the notion that retribution can be exercised when sanctions against an employee are otherwise permissible.

The implications of the district's position are enormous. The precedent would stifle teacher advocacy all across Tennessee. MNEA is committed to fighting this issue.



MNEA announces workshops

I Can Do It! A Classroom Management Workshop

Date: Saturday, January 23, 2010
Time: 8:30 a.m. to 3:30 p.m.
Cost: \$0 to MNPS Employees and TEA members
Food: Lunch will be provided
Location: MNEA Headquarters
Registration: www.mnea.com/uofmnea

MNEA Retirement Workshop

Date: Tuesday, February 16, 2010
Time: 4:30 p.m. to 7:00 p.m.
Cost: \$0 to MNPS Certificated Employees
Food: A light meal will be provided
Location: MNEA Headquarters
Registration: www.mnea.com/uofmnea



Directions to MNEA Headquarters are available by clicking the "Directions to MNEA" link in the sidebar at www.mnea.com. Additional information and registration is available on the University of MNEA homepage: www.mnea.com/uofmnea.

Deducting your dues

MNEA advises members to keep all of their paycheck stubs ("payroll advice"). In order to have an official record of dues deductions, members are advised to retain **their December 22 check stub**. That stub will show the MNEA dues deductions for the preceding 12 months.

The total amount for the tax year represents partial dues payments for two separate membership years (the last part of 2008-2009 and the start of 2009-2010). Thus, the amount will not be equal to annual dues for either year. In most cases, the total dues deducted for the 2009 tax year should be \$570.16. Individual amounts may vary based upon when you joined, whether you had a pay period with no pay, and other variables.



If you lose your last check stub for the year, the school secretary can print out a duplicate. However, he or she must remember to scroll to the second page of the payroll advice screen before printing or the dues amount will not show on the printed page.

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