

The Slate



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MNEA election underway



The MNEA delegate election period continues through midnight on March 31, 2010. If you have tried to enter your logon credentials and they do not work, read the notice posted on the logon screen. To access the ballot most MNEA members will need to add three zeros before the username they received in school mail. However, a few will need to add four leading zeros rather than three. All user names are ten digit numbers, so remember to add enough zeros to the front of your username to create a ten-digit string.

TEA and MNEA celebrate Pre-K

On Tuesday, March 2, MNEA and TEA had a great event celebrating pre-Kindergarten in Tennessee. The Governor's Books from Birth Foundation and Tennessee Department of Education participated in the event this year. Governor Phil Bredesen read to the pre-K students at Bellshire and a small group of first and second graders sang "Green Eggs and Ham" to the assembled crowd.



Dignitaries in attendance included Commissioner of Education Tim Webb, Deputy Commissioner Robert Greene, Director of Schools Jesse Register, School Board Chair David Fox, and Board Members Mark North and Karen Johnson. Read Across America is an annual celebration of

reading sponsored by the National Education Association and its affiliates. The event falls each year on or about March 2, the birthday of the late Theodor Geisel, better known as Dr. Seuss.

MNEA thanks the faculty and staff of Bellshire for their help in making the event a success.



Association Representatives to be elected in April

According to the *MNEA Bylaws*, elections for Association Representatives for the following year should be conducted during the month of April. 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

Association Representative Elections are due April 15, 2010

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.

Article VII, Representative Assembly, Section 5.

During the month of April, prior to the April Representative Assembly, each faculty shall elect by secret ballot the number of association representatives and alternates to which it is entitled. Nominations for these positions shall be open.

Weathersby elected to Dist. 6

At the February MNEA Representative Assembly, two candidates were nominated for District 6 Director on the MNEA Executive Board. However, one candidate withdrew from the race prior to the election period. Since the race was uncontested, Deborah McFadden Weathersby was elected MNEA District 6 Director at the March 11 MNEA Representative Assembly. The term of office for those elected to the MNEA Executive Board this spring is July 15, 2010, through July 14, 2013.



Deborah McFadden Weathersby

Know *your* contract!

Article III, Section D. Teacher Initiated Transfers

1. Not later than April 1, the Assistant Superintendent of Human Resources shall have posted in the office of each school a list of the known vacancies by location and certification for the ensuing school year. Such a list shall include all vacancies in positions of administration, counselors, teachers of exceptional children, other special teaching areas, as well as regular teaching assignments. A copy of the current transfer form will be attached to each list of vacancies. The building principal shall call special attention to vacancies in the local school so that consideration may be given to teachers in that local school for filling such vacancies. The Association recognizes that some vacancies will be in doubt, because programs and budgets will be subject to change.



2. Before achieving tenure status, teachers shall be eligible for transfer only between their first and second year of service to MNPS. Exceptions for voluntary transfers at other times may be made for extenuating circumstances as approved by the Assistant Superintendent of Human Resources. (2005)

3. Any teacher receiving Board-paid training in Paideia, Montessori, or International Baccalaureate (IB) methods, must remain in said program for three (3) years before applying for a voluntary transfer. This transfer limitation only applies to those teachers voluntarily transferred in a Paideia, Montessori, or IB program after July 1, 2005. Exceptions may be made for extenuating circumstances as approved by the Assistant Superintendent of Human Resources. Other specialty training that may limit voluntary transfers can only be added to this subsection by the mutual consent of the Association and the Board. (2005)

4. *Teachers who desire a transfer shall complete the appropriate on-line forms as published by the Human Resources Department and submit them electronically by the last teacher workday of the school year. Transfer requests may include, but not be limited to, the posted vacancies.* (2009)

5. If a teacher does not wish to be considered for vacancies which occur in the summer, the teacher must cancel the request for transfer in writing. All requests for transfer on file in office of the Assistant Superintendent for Human Resources shall be destroyed on October 31 of each school year. Teachers desiring transfers for the following school year shall renew their transfer request on the appropriate forms. Nothing in this article shall prevent any teacher from requesting, or prevent the Director of Schools and his/her staff from initiating a transfer at any time.

6. Teachers and administrators who are to be transferred shall be notified in writing as soon as practicable and, under normal circumstances, not later than July 1 of each year. If a transfer is requested but not granted, the teacher may request a conference in the Human Resources Department to discuss the reason(s) the transfer request was not granted. After the conference, upon request of the teacher involved, the Human Resources Department shall provide a written statement concerning the denial of the request for transfer.

7. In evaluating a request for transfer, consideration shall be given to training, experience, race, gender, age, special qualifications and length of service, and in addition the convenience and wishes of the individual teacher including distance traveled to post of duty. If more than one teacher has applied for the same position, be it an administrative or classroom position, the teacher best qualified for that position shall be appointed.

8. A current register of vacancies in all certificated positions shall be readily accessible to teachers in the Human Resources Office.

UPCOMING EVENTS

March 2010



- 26** **MNEF Scholarship Deadline**
5:00 p.m. at MNEA Headquarters
- 30** **Professional Council**
4:00 p.m. at Central Office
- 31** **End of MNEA Election Period**
(online balloting concludes)

April 2010

- 6** **MNEA Internal Relations Committee**
4:30 p.m. at MNEA Headquarters
- 8** **MNEA Executive Board Meeting**
5:00 p.m. at MNEA Headquarters
- 15** **MNEA Representative Assembly**
5:00 p.m. at MNEA Headquarters
- 15** **MNEA Awards Deadline**
5:00 p.m. at MNEA Headquarters
- 15** **TEA Delegate Briefing**
Following the MNEA Representative Assembly
- 13** **403(b) Retirement Analysis**
4:30 p.m. at MNEA Headquarters
- 19** **Professional Council**
4:00 p.m. at MNEA Headquarters
- 20** **MNEA Minority Affairs Committee**
5:00 p.m. at MNEA Headquarters

MAY 2010

- 4** **MNEA National Teacher Day Banquet**
6:00 p.m. at Martin Professional Development Center
- 5** **MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 7-8** **TEA Representative Assembly**
Nashville Convention Center
- 11** **403(b) Retirement Analysis**
4:30 p.m. at MNEA Headquarters
- 13** **MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 24** **Professional Council**
4:00 p.m. at Central Office

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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TEA delegates assemble in May

The 2010 Tennessee Education Association Representative Assembly is scheduled for May 7 and 8 at the Nashville Convention Center. Delegates to TEA will also approve the TEA 2010-2011 budget, take action on bylaw amendments, constitutional amendments, and other matters of business including an item modifying the composition of the TEA Instruction and Professional Development Commission.



This year TEA will elect a new president and vice president to serve a two-year term because President Earl Wiman of the Jackson/Madison County Education Association and Vice President Gera Summerford of the Sevier County Education Association are term limited in their current positions. Summerford has qualified to run for president. Announced vice presidential candidates are Barabara Gray, former president of the Shelby County Education Association, and Larry Proffitt, current New Teacher Member on the TEA Board of Directors and Cocke County Education Association member.

MNEA delegates are required to attend the TEA Delegate Briefing Session at MNEA Headquarters following the MNEA Representative Assembly on April 15 in order to receive the MNEA allotment to defray expenses during the TEA Assembly. Any delegate who does not attend the briefing will need to meet with the president or his designee prior to the TEA Representative Assembly (time and place yet to be determined).

Using your MNPS email

Please note that, while MNEA has a contractual right to use the MNPS mail systems, there are certain things teachers should not send via mnps.org email. Please use personal email when communicating with MNEA unless you do not mind if anyone else is granted access to your email message. MNPS email is subject to inspection by members of



the public under the Tennessee Open Records Act.

If you would rather not have a message printed in the newspaper, then mnps.org is not the vehicle by which the message should be transmitted. Teachers should become accustomed to maintaining separate personal email addresses

for privacy and peace of mind. Federal law will protect the release of student specific information and teachers' health information transmitted via mnps.org, but personal information you transmit via the system will not be protected under any law and should in no way be construed as private.

Reallocating your MNEA-PACE dues

A portion (\$3,875 in 2009-2010) 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, interview/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's Johnella H. Martin Scholarship Fund. In order to do so for 2009-2010, complete the form below and return it to MNEA before May 31, 2010.

Redirection of MNEA-PACE Dues

Name: _____

School/Work Site: _____

TEA Membership Number: _____

Date: _____

By signing this form I am requesting that my 2010-2011 MNEA-PACE Dues be redirected to the MNEF Scholarship Fund.

Signature

National Teacher Day is coming

Tuesday, May 4, 2010

"Great Teachers Make Great Public Schools"

MNEA is working on plans for this year's National Teacher Day Banquet to pay tribute to our retirees, scholarship recipients, and award winners. Please send the names and schools of members who have retired this year or are planning to retire to MNEA, Route 3. You may also fax (726-2501), email (kristen_case@comcast.net), or call MNEA (726-1499) with the information.

The Internal Relations Committee is preparing for a great night of fun, food and fellowship to honor our teachers who have contributed so much to the future of Nashville's children and present special awards. The festivities are planned for May 4, 2010, at Martin Professional Development Center.

Let's hear from Erick!

The Director of Schools recently released his draft proposal for the 2010-2011 MNPS Operational Budget. The plan calls for eliminating a few dozen (mostly clerical) positions at Central Office, privatizing custodial services, reducing the hours school bus drivers work, and some other changes.



Even though he increased class sizes at the upper grades last year, Register has gone to lengths to point out this budget "protects the classroom." Outsourcing custodians will surely not "protect" us!

The last time MNPS experimented with privatizing custodial jobs, teachers and students found themselves having to clean classrooms and empty the trash. Those injustices were only part of the problem! We also found the employees of the contractors stole televisions, video recorders, tape recorders, and anything else of value not locked up outside their reach.

At its March 11 meeting, the MNEA Representative Assembly took a position against the outsourcing of custodial positions in MNPS for several reasons:

1. Outsourcing custodial positions destroys the school community. Many of our custodians are an integral part of what makes our schools work. Our custodians know our students and help them learn. They are part of the family and fabric of our schools.
2. Outsourcing custodial jobs has a negative impact on the economy. Saving money by paying contracted people less reduces the buying power of our community.
3. Outsourcing is designed to save money by paying profits to corporations rather than social benefits to our citizens. Custodians will lose their health insurance and retirement benefits when they are laid off. Most corporations will not supply the same, if any, retirement and medical benefits. Outsourcing sends money from Nashville to the communities where the contractors' corporate headquarters are located
4. Outsourcing has resulted in thefts of computers and other electronic equipment in communities where it has been tried. Our experience in MNPS in the 1990s was not an anomaly. Some say it's the norm!
5. Outsourcing custodial services will increase the social/welfare costs in our citizens. Many custodians will go from being employed productive members of our community with medical benefits.
6. Outsourcing is not a solution. It's a gimmick!

Turner to join MNEA staff!

The Tennessee Education Association, which employs the professional staff assigned to MNEA, recently announced the employment of Theresa Turner as the replacement for Gloria Towner who retired in December of 2009. The "UniServ" is the name of the National Education Association's field services program provided to its affiliates. The name is an acronym created from the words "united service." Turner has worked as a UniServ Director in Maryland and as a staffer with the Arizona Education Association.

WHAT SERVICES ARE PROVIDED BY THE UNISERV STAFF?

- *Training to help members be more effective:*
 - ✓ *Teacher evaluation*
 - ✓ *Praxis II*
 - ✓ *Financial planning*
 - ✓ *Anti-bullying*
 - ✓ *Classroom management*
 - ✓ *Parent-Teacher Conferencing*
 - ✓ *Faculty Advisory Committee*
 - ✓ *Identity Theft*
- *Support to local MNEA leaders in carrying out the goals of the membership.*
- *Implementation of the policies and programmatic direction determined by elected MNEA leaders*
- *School visits*
- *Representation in meetings with supervisors to ensure due process*
- *Private and confidential assistance to members dealing with:*
 - ✓ *Parent complaints*
 - ✓ *Problems with administrators*
 - ✓ *Student threats*
 - ✓ *False charges*
 - ✓ *Unfair treatment*
 - ✓ *Harassment*
 - ✓ *Contract interpretation*
 - ✓ *MNPS policy interpretation*



MNEA is Nashville's Teachers!

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