



AEW Week concluded with a Poster and Essay Contest. We received Posters from: Allen, Bellshire, Brick Church, Buena Vista, Eakin, East, Glenn, Goodlettsville Elem., Harpeth Valley, Head, Cora Howe, Inglewood, Jackson, Jones Paideia, McKissack/Creswell, Meigs, Moss, Oliver, Percy Priest, Rosebank, Shwab, Vaught, Westmeade, Wharton, Wright.

Essays came from: Antioch Middle, Eakin, Harpeth Valley, Cora Howe, Jackson, Lockeland, Ruby Major, and Wharton.

We especially appreciate the teachers who worked with these students and the parents who brought winners to the Representative Assembly to receive their awards. Check [www.mnea.com](http://www.mnea.com) for winners and pictures.

## Welcome Newly Elected Leaders!

Three vacancies occurred on the Executive Board because of recent elections. The following positions were confirmed at the October Representative Assembly:

District 1 Director     **Dr. Trevor Holt**  
Brick Church Middle

District 4 Director     **Vernon Porter**  
Murrell Special Education School

District 7 Director     **Paula Smith**  
Hillsboro High School

Administrative Retirement Representative  
**Faye Stewart**  
Kennedy Middle School

## Professional Council At Work

Even though it was negotiated years ago, many members apparently do not know that MNEA has a very strong voice in administrative decisions in what is known as Professional Council. By Article X A. 1 of the *Educational Agreement*: **“A Professional Council shall be formed to study, discuss and make recommendations concerning matters related to the education of students, teacher welfare, and mutually agreeable subject areas related to education.”**

The council is composed of twelve officials: the Director and his five appointed members, and the MNEA President and our five representatives.

The Professional Council provides an opportunity to work out issues that arise in the day to day operation of the school system, particularly problems that arise in determining schedules, programs, and implementation of district programs which may well be outside the general directives of the *Educational Agreement*. They meet on the Monday afternoon before the School Board meetings, often giving the Association a “heads up” on the board’s agenda.

**“The determination of most matters of mutual concern will not necessitate formal action by either the Board or the Association... The Professional Council in no way shall diminish the prerogatives of the Board, the Association, the President of the Association, or the Director of Schools.”**

Issues are often referred to Professional Council by the MNEA Rep Assembly, Executive Board, staff and other leaders for classification. For more information you may call 726-1499.

## National Board Certification



www.neamb.com

### Low Interest Loan

To help cover the \$2,500 assessment fee for National Board Certification, NEA Member Benefits through MBNA American Bank, N.A., offers members an affordable loan designed to help cover the fee.

For more information about this loan or to apply just call 1-800-545-4094, TDD users call 1-800-833-6262 from 8:00 a.m. to 10:00 p.m. Monday-Thursday, 8:00 a.m.-8:00 p.m. Friday, or 10:00 a.m.-4:00 p.m. Saturday (all hours E.T.) You can apply over the phone in just a few minutes. Or visit on-line at [www.neamb.com/loanbc.jsp](http://www.neamb.com/loanbc.jsp)



## Access Card Brings Major Savings

We're still amazed to hear that there are members who are not using the TEA Membership Card (Access) for great discounts. There are now more than 90,000 businesses that give discounts on everything from cinnamon rolls to Caribbean cruises, from hotel rooms to haircuts. Some recent entries now add 10 to 25% discounts on Bose audio equipment, Regal Cinema movie tickets for \$5.50, and haircuts for \$8.99.

There are now 927 participating businesses in Nashville, including 352 restaurants and 83 hotels. Four hotels in Gatlinburg offer half-price to members. If you're planning a trip without checking the TEA website [www.teateachers.org](http://www.teateachers.org), you're probably spending unnecessarily.

By the way, a drawing is still being conducted each month to give away a free three-day two-night stay. Registration is required each month to be eligible. It's gonna be somebody—why not you?

## Know Your Contract

### ARTICLE IV TEACHING CONDITIONS



#### B. FACULTY MEETING

Principals shall use sound professional judgment in scheduling and conducting faculty meetings. Reasonable notice and an agenda shall be provided except in urgent situations. No teacher shall be required to attend a vendor presentation not directly related to school matters. (2004)

#### C. PARTIAL DAY ABSENCE

The principal or administrator to whom the teacher is directly responsible may excuse a teacher for minor fractions of a day in cases where a substitute is not required.

## Apply on-line

The Distinguished Educator Awards and the Susan B. Anthony Award can now be filled out online. HOWEVER, because they must be signed, they still must be printed out once they're completed and then mailed in by the respective deadlines. The forms are located in the Teaching Center/Teaching in Tennessee at [www.teateachers.org](http://www.teateachers.org)



*Happy  
Thanksgiving!*

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## Think BIG! Think GRANTS!

**Applications are due by February 1, 2006 for NEA Fine Arts Grants.** On behalf of the National Education Association (NEA), The NEA Foundation offers, for the third time, NEA Fine Arts grants to NEA members. Available to elementary (grades K–6) school art specialists through local NEA affiliates, the grants allow fine arts educators to create and implement programs that promote learning among students at risk of school failure. For more information on eligibility and grant guidelines, visit [www.neafoundation.org/programs/finearts.htm](http://www.neafoundation.org/programs/finearts.htm).

**Applications are due by February 1, 2006 for both Innovation Grants and Learning & Leadership Grants.** Recipients will be notified by June 15, 2006. Applications for these grants are accepted on an ongoing, year-round basis, so it's never too late to apply. Proposals received after February 1 will be considered in the next grant review. Grants fund activities for 12 months from the award date.

*Innovation Grants and Learning & Leadership Grants* are available for all subjects, including the arts, literacy, science, and technology. Grant amounts are either \$2,000 or \$5,000. The NEA Foundation has funded over 1,500 grants nationwide to NEA members over the years. Read about recent projects on the foundation's website, and then submit your own idea.

All practicing K–12 public school teachers, education support professionals, and higher education faculty and staff at public colleges and universities are encouraged to apply.

Applying for a grant is easy, so why wait? Visit [www.neafoundation.org](http://www.neafoundation.org) today for more information, including guidelines and a downloadable application. Or call 202.822.7840.

### Predators Tickets

The Nashville Predators are back with another **Teacher Appreciation Night, Sunday, December 3, 7:00 p.m.**

The Preds play the Philadelphia Flyers.

Go to [www.teateachers.org](http://www.teateachers.org) for ticket order form.

## Not All Homeowners Insurance Is The Same

NEA, TEA, & MNEA seek to help members in all aspects of their professional lives, which includes their financial standing. That's why we work to gain extra member benefits from companies at no extra charge. If your current policy doesn't cover these, you might improve your standing by giving them consideration. Horace Mann's Homeowner policy offers:

- Up to \$500 per month reimbursement for up to six months toward your mortgage payment if damages covered by your policy makes your home uninhabitable;
- Up to \$500 for a covered loss of school fund-raising cash or goods in your possession;
- Waiver of up to \$250 of your policy's deductible to replace personal records, which are damaged or destroyed by a covered peril;
- Up to \$3,000 for the insured's electronic data processing equipment while used by a full-time student in his or her living quarters;
- Up to \$3,000 for audio and video equipment used in educational activities away from your premises;
- A reward of up to \$250 for information that leads to the arrest and conviction of persons responsible for theft of personal property used in educational activities;
- Up to \$750 for other business property on the insured premises.

Your membership makes a difference. These benefits are provided at no extra cost to NEA members only. Benefits will be removed at the next policy renewal for any policyholder who does not renew NEA membership.

## Teachers Needed

Homework Hotline is seeking five middle or high school math, social studies or science teachers. Teachers can work up to 133 hours per year at \$16.50 per hour. Most teachers work one night per week for 3.5 hours per evening. Please send resume including an email address to: [homeworkhotline@earthlink.net](mailto:homeworkhotline@earthlink.net)

# TRUST, COMMITMENT, RESPECT, PRIORITIES

MNEA President Jamye Merritt continues to speak out on behalf of members as it relates to the 2005-2006 salary contract issue. MNEA's grievance has been denied at all three (3) levels and has now been filed with the American Arbitration Association (AAA).

President Merritt continues to advocate for members rights and for the Board to return its 2005-06 bargaining team to the table in accordance with the Educational Agreement and state law.

At the November 8th School Board meeting, she challenged the Board to "do the right thing for students, teachers, and the community." That in line with the legacy left by Mrs. Rosa Park, she can't be weary and neither can MNEA. That we will stand up and speak out as long as necessary.

In her address she asked that we "do something positive and show that like Mrs. Parks we are willing to take a difficult situation and turn it into a working relationship for all. Let us as a group commit to provide for the economic viability of this district. Commit to rewarding people for their faithfulness to children and dedicating their life and entire professional career to Nashville students. Commit to listening to those upon whom the ultimate success of the school system rests. At some point this could divide us. We can not and should no let this happen to our community, teachers, or children."



## The NEA *WorldPoints* Platinum Plus VISA Credit Card Program

- No Annual Fee
- 0% Introductory Annual Percentage Rate (APR) on cash advances and balance transfers
- 9.15% variable APR on purchases, cash advances and balance transfers
- *WorldPoints* Rewards - \$1 spent in net retail transactions - 1 point
- Members can redeem points for the following: Air Travel, Rental Cars, Hotels, Merchandise or Cash
- No Point Limit per Year; No Blackout Dates
- Access to your account and Redemption of Points available online

To Apply call 800-468-7632 and mention priority code QJH4.



## Do you feel overwhelmed, anxious and stressed?

TEA offers all members' free and completely confidential counseling through its Member Assistance Program (MAP). Caring and objective MAP counselors are available for TEA members or their family members 24/7 by calling 800.707.8882 statewide or 615.386.0048 in the Nashville area. For more information about MAP, go to [www.teateachers.org](http://www.teateachers.org) and click on the Members' Center icon. You may also call MNEA for a brochure: 726-1499

## Upcoming Holidays

November 23 Unpaid Holiday  
November 24, 25 Thanksgiving Holidays

More details and up-to-date information at [www.mnea.com](http://www.mnea.com)