

MNEA Elections Over; Dr. Jamye Merritt New President

The votes have been counted and the winners have been declared. Current Vice-President **Dr. Jamye Merritt** will serve as the 34th President of MNEA. She is currently a Guidance Counselor at Hunters Lane High School. She ran unopposed.

In his administration as President, **Ralph Smith** has been very diligent to give Vice-President **Dr. Jamye Merritt** experience and exposure in her preparatory role. Historically, many of our Vice-Presidents have moved into the top post, though this is not necessarily so. Dr. Merritt has served well as Vice-President, so members should expect that the transfer of power and responsibility should move smoothly on July 15. She has been involved in most of our committees and activities and has shown a dedication to the role of MNEA in the professional lives of our members. She has been a ready advocate in meetings with the Director, the Board, the Mayor, Metro Council, Professional Council, and wherever else her voice was needed. As this year's Membership chair, she has seen the need for continued growth in our numbers. Our message is best carried by a United Education Profession.



In the contest for the new Vice-President, **Erick Huth** was selected to return to this position for a second tenure. He was Vice-President of MNEA nearly a decade ago, and has served in many capacities for the association in the interim, including a two-year stint as President. He is the current Secretary, Sick Leave Bank Trustee, Insurance Trust member, Administrative Retirement Committee member, Chief Negotiator, and T-PACE Executive Council member. His experiences are a valuable piece of the new



leadership team.



Dr. Nancy Holland was unopposed for the position as Secretary of MNEA. She was honored by the association as the Kathy Woodall Human Relations Award. She has likewise been very active in MNEA's activities, having served as an

Executive Board member and chair of several committees as MNEA-PACE, Membership, Special Education and others. She brings a broad base of experiences to her new role.



The new Finance Officer will be **Ida Etter-Gregory Barnes**, who will be entrusted with the Association's treasury. Ms. Barnes has been a member of the Executive Board on several occasions, including a current term, and has represented MNEA at the TEA and NEA Representative Assemblies. She is a teacher at Schwab Elementary School.

These leaders join a solid group of the Executive Board who have been previously elected:

- District I: **Ida Barnes** (2006);
- District II: **Yvonne Jackson** (2008);
- District III: **Stephen Henry** (2007);
- District IV: **Mark Orman** (2006);
- District V: **Forrest Melton** (2008);
- District VI: **Chris Glenn** (2007);
- District VII: **Nancy Holland** (2006);
- District VIII: **Helen McMackin** (2008);
- District IX: **Susan Floyd** (2007); and
- Director-At-Large: **Paula Smith**.

New elections will be needed in District I and VII in the Fall. This is due to District Directors being elected to new positions.

Know Your Contract



ARTICLE VII

LEAVES OF ABSENCE

C. JOB RELATED INJURY

1. A teacher who is temporarily absent from school and temporarily unable to perform his/her duties as a result of personal injury incurred in the scope and course of his/her employment and not the result of his/her own negligence, shall be paid his/her full salary for the period of such absence provided the injury is reported to the principal within twenty-four (24) hours.

2004-2005 Educational Agreement

From the President



The treatment of employees was the central topic of the April 12 Board Meeting. The sudden replacement of the Encore Coordinator sparked a discussion that not only put the differing attitudes of Board Members on display, but also exposed a major flaw in the policy governance format that the Board uses to conduct its business.

The end result was that following a policy was more important than doing what was fair and right. Several Board Members expressed appropriate concern about the situation, but others put blind faith and support in believing the Administration is infallible.

Administrators, especially, were watching for Board support in helping to remove the culture of fear that they operate under. They were sorely disappointed.

Ralph Smith

Is Your DUES-TAB Beneficiary Named?

The death of the Stewart County bus driver who was a TEA member has reminded us all of the need to be sure that our DUES-TAB information is entered accurately. DUES-TAB is an automatic benefit of membership, but the member must name a beneficiary. If a beneficiary is not selected, the amount of insurance will be paid to the first surviving beneficiary class as listed in the following order: Surviving Spouse; Surviving Children; Surviving Parents; Surviving Siblings; Your Estate. You can update or change your order by telephone (1-800-637-4636) or online (<https://www.neamb.com/insurance/dtformEntry.jsp>) Legal changes in marital status or family relationships may require updates which only you can authorize.

MNEA "Continuing Member" Drop Window

According to MNEA By-Laws Article IV, Section 2. *Cancellation of continuing members dues must be submitted in writing between April 1 and May 31 for the following year.*

Professional Development Opportunities

Teachers who work with First Grade Students are eligible to enroll in the Recovery coursework at TSU and receive 9 hours of graduate credit. Call Jill 262-6978 to arrange a visit to see a Reading Recovery 30 minute lesson through a 2-way mirror on specific Mondays at 3:15.

Dates to Remember

- | | |
|----------|---------------------------------|
| April 26 | School Board |
| April 27 | Negotiations Session 4:00 @MNEA |
| May 2-6 | Teacher Appreciation Week |
| May 6-7 | TEA Representative Assembly |
| May 10 | Retirement Banquet 7:00 |

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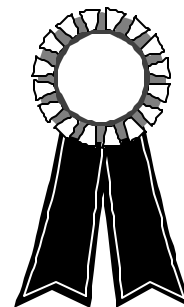
531 Fairground Court
Nashville, TN 37211
Phone: (615) 726-1499
FAX: (615) 726-2501

Ralph Smith, President
Jamy Merritt, Vice President
Julie Hopkins, Finance Officer
Erick Huth, Secretary

UniServ Coordinators: Forestine Cole, Gloria Towner, Jim Williams

Teacher of the Year 2006 Awards Announced

As an organization, we are always pleased to see our members honored for the qualities of their excellence. Metro Nashville Public Schools recognized representatives of each of the schools in the district with their Teacher of the Year awards. Approximately three-fourths of those selected were MNEA members. We extend our congratulations to all of the following members. We're proud of you. Thank you for your great work. Thank you for working together with your colleagues through MNEA.



Elementary Schools:

Vanessa White, Amqui
Ann Howard, Bellshire
Alice Hurd, Binkely
Linda H. Parker, Brookmeade
Katrina Cotton, Carter Lawrence
Peggy M. Duke, Cole
Yvette Mallory, Cotton
Dr. Lisa Montgomery, Creswell
Sue Cassidy, Crieve Hall
Peggy Brown, Cumberland
Julia Johnson, Dupont
Deborah L. Drungo, Edison
Phylliss Carlene Barger, Gateway
Cheryl Humbert, Glenciff
Rebecca Pearson, Glendale
Toni White, Glengarry
Donna McElhose, Glenview
Jan Sharlet, Gower
Christina Ward, Granbery
Julie Martin-Walker, Alex Green
Gerald Grubb, Julia Green
Emily Susan Kuhn, Harpeth Valley
Stephanee Rausch, Harris-Hillman
James T. Adair, Haywood
Wendy Ball Hinton, Inglewood
Ann Hunt, Jones Paideia
Joy Cole, Tom Joy
Darcel Harris, Kirkpatrick
Janet Wright, Lakeview
Janice G. Davis, Lillard
Bonnie Stitt Jannasch, Lockeland

Gayle P. Dye, McGavock
Colette Patterson, Dan Mills
Virginia Follis, Moss
Carole Scates, Mt. View
Pauletta Janaway, Napier
Ruth M. Fox, Neely's Bend
Trish Burns, Paragon Mills
Melinda Gateley, Pennington
Kelli J. Williams, Percy Priest
Fay Edison, Robertson Academy
Veronica Martinez Bland, Rosebank
Jeanette Gardner Smith, Ross
Beverly Vannoy, Shayne
Willette Ladnier, Shwab
Claudia Russell, Stanford
Karen Morgan, Stratton
Terri Cocke, Tulip Grove
Susan Cortner, Una
Joe Vaughn, Warner
Lynn Kauffman, Westmeade
Karin B. Dunlap, Whitsitt

Middle Schools:

Jacquelyn Hathaway, Allen
Lori Scott, Antioch
Willeen Moorehead, Apollo
Ramonia Bledsoe, Baxter
Kristi Arbogast, Brick Church
Susan B. Whitfield, Cameron
Jane Norris, Croft
Russell Jones, Dalewood
Martha Mitchell, Donelson

Ronald A. Ramage, Dupont Hadley
Genevieve Smith, Dupont Tyler
K'leetha Gilbert, Ewing Park
David Brooks, Goodlettsville
Catherine C. Ramsey, Head
Yasmin White Butler, Kennedy
Mary Phillips, McKissack
Panthea Bryant-Jones, McMurray
Cindy Lawrence, Meigs
Bob Rice, Neely's Bend
Susan Waters, Oliver
Alison Cook, Rose Park
Carrie Patterson, Two Rivers
Judith Beasley, West End
Ronald Sandifer, Wharton
Henrietta L. Looney, Wright

High Schools:

Babsette Fredericks, Baxter ALC
Linda Anderson, Glenciff
Chris King, Hillsboro
Dr. Tina M. Bozeman, M.L. King Jr.
Mark Hayes, Maplewood
Cornelia Renee' Wheeler, McCann
J. Jeff Beckman, McGavock
Wanda Anglin, Nashville School/Arts
Jennifer Root, Overton
Patricia A. Jones, Pearl-Cohn
Carletta D. Whitfield, Stratford
Kay Wright, Whites Creek

MNEA members also placed well in the system-wide Teacher of the Year and Principal of the Year categories. **Alison Cook**, the middle school Teacher of the Year and **Christina Ward**, the elementary Teacher of the Year rose above their local school honors to claim the top category prizes. Maplewood High School principal **Sam Braden** and Donelson Middle School principal **Rob Sasser** are both members who were honored as Principal of the Year in their respective categories. We are proud of their recognition. At the local, state and national levels, our organizations have emphasized quality public education. These members demonstrate the products of our work. Congratulations to all who are honored, and all who are inspired by the exercise.

Negotiations Update

The negotiations team has met sporadically. Your team is committed to the process. The Board's team speaks commitment, but clearly negotiating is not a priority. To date we have agreed on the PALS proposal adding one board-appointed position to the PALS Panel to equalize the number of committee members with MNEA's representatives on the Panel. We had hoped to settle on salary and correcting the inequities in the implementation of the administrative pay scale realignment last year.

However, the Board's spokesperson, Dr. June Keel, has only given lip service to the unfair treatment of experienced local principals when compared to those promoted to principal by the current administration. Keel's implementation of last years agreement gave complete credit for experience to promoted assistant principals and those hired from the outside while it kept most current administrators' pay lower. Some MNEA members believe that Keel's actions have been designed to demoralize existing principals and create vacancies to be filled by others who would be more loyal to the administration.

Too Much Income Tax? Investments May Help

Most of us have just gotten over the April 15 syndrome known as "Tax Totals". As the IRS reports have to be completed, we are reminded of how much we have paid during the year. Do you realize that the amount of taxes paid could be reduced through investments in 403(b), IRA (Roth and Traditional), 457 accounts? These are tools that savvy taxpayers know about that may save major amounts of taxes. Some of the NEA-endorsed vendors accept as little as \$25 per month in payroll deductions. For a person in the 28% tax bracket, that means that they invest \$18 of their own money and \$7 of Uncle Sam's. A thousand dollar investment would only require \$720, because \$280 is already being paid in taxes. Using the rule of 72 and assuming the usual average mutual fund return of 12%, an investor could expect one thousand dollars to become \$32,000 in thirty years. Taxes paid in retirement would probably be at a lower tax bracket. Imagine the possibilities of investing that same amount for several years! We recommend that every member should contact our NEA/TEA-endorsed investment brokers for assistance. Your tax bill next year can be less if you make smart moves now!

Incentive Pay

The issue of incentive pay has received a lot of attention in the print media lately. Many facts have been omitted or not fully reported. Some items members need to be aware of are:

MNEA agreed to an Incentive Committee in 2004-05 year's negotiations. We submitted our committee names in October. The Board did not call for a meeting until March.

This Joint committee was in agreement on some incentives that would actually make a difference. The Board Team has not yet accepted these recommendations even though their representatives on the Incentive Committee did agree.

It was reported that MNEA rejected the Board proposal on Incentive Pay. No written Board proposal has been presented this year.

www.teateachers.org Full of Information

A new animation at the TEA website makes its information section even more attractive. Check it out at the usual address, then Click on "Information" section, then "Salary & Insurance". See how well your membership dues investments have paid off. Rankings by states, systems, insurance coverage, etc., etc...it's all there. We believe that informed members are better members. Using that information to work together is what gives us power. Browse the site at your convenience.



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