



## Ceremonial “ Handing The Gavel”

President-Elect **Dr. Jamye Merritt** receives the presidential gavel from outgoing President **Ralph Smith** in ceremonies at the May MNEA Rep Assembly. Dr. Merritt has served as Vice-President for the past two years, and was unopposed in the recent election. Mr. Smith has served his two one-year terms with distinction, but cannot be re-elected because of bylaw term limits. The new administration actually takes office on July 15<sup>th</sup>.



## Human Relations Award

In 1964 the teachers Education Council became formally known as the Metropolitan Nashville Education Association. The first and only African-American male educator to serve as President was Theodore R. Martin. Ted served as President from 1970-1971 and died of Alzheimer's Disease in 1985. He was recognized by the association with the Human Relations Award being named in his honor.

The 2005 Ted Martin recipient is **Stephen Henry**, East Literature Magnet School. The criteria for all candidates include being an employee of the Metro Public School System; promoting harmony among students, staff and community; as well as displaying professionalism and encouraging professionalism in others. Congratulations!



## MNEA-PACE Hosts Metro Council Dinner

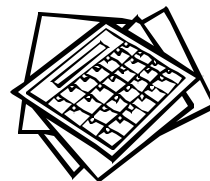
Pictured here is a part of the Metro Council/MNEA-PACE Dinner enjoyed by members of each group before the Council meeting on May 17. MNEA's Executive Board also attended the occasion, which is an annual event to bring the needs and interests of teachers before the Council. Contact with those who make the decisions in a representative democracy call for opportunities for constituents to meet with their delegates. The Association also provided the meal for the School Board on April 12. MNEA is grateful for the large number of friends who hear and understand our message at both forums. Schools run and supported by government must always have the input of its employee representatives. MNEA has represented the certificated employees of Metro Nashville for forty-one years.



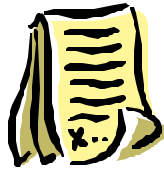
## Building Rep Names

If you haven't already done so, please make sure that we have the names of your Association Representatives for next year. Send in the form or just call us!

If you have been elected, please plan on attending training on August 5, 8 or 18. There are several significant changes that even experienced reps need to be aware of.



## Know Your Contract



### ARTICLE II

### ASSOCIATION AND TEACHER RIGHTS

#### G. PERSONNEL FILES & INFORMATION

1. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. The review shall be made in the presence of the Assistant Superintendent for Human Resources or a designee.
2. No material of derogatory nature will be placed in the permanent personnel file of a teacher without the teacher's prior knowledge of the content of the material and the date of placement in the file. Upon request by the teacher, a response may be attached to the material. (1999)

*2004-2005 Educational Agreement*

## From the President



Thank you for the opportunity to serve as your president for the past two years. It's been quite an experience. If everyone in Metro Schools could be MNEA President for one day, I know that our membership would be 100%.

I've marveled at the way our staff deals with people often threatened with the most serious of personal and professional issues.

I've been amazed at the long hours committee members are willing to put in after a tough school day so that we have the contract we deserve, a meaningful special event, or a particular issue addressed.

I've observed the passion of the building reps bringing your concerns to the Representative Assemblies. They truly care.

I've listened to countless political and community leaders talk about the importance of our association. Even those who don't agree with us, grudgingly acknowledge us by their actions and comments.

We are a strong professional organization that represents you well. I'm eternally grateful I was able to play a special role for awhile. Have a great summer!

**Ralph Smith**

## Principal Job Opportunity

Davidson County Juvenile Detention Center is seeking a Principal. Qualifications include Masters Degree and Principal Certification, four years of experience, 2 of which shall have been in a supervisory capacity.

Applicants should send a cover letter, resume and professional certifications to:

Assistant Superintendent of Programs  
Securicor New Century Davidson County  
Juvenile Detention Center,  
100 Woodland St., Nashville, TN 37213

Contact Patrick Curran 880-2373 for more info.

*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

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

UniServ Coordinators: Forestine Cole, Gloria Towner, Jim Williams

## Payroll Info

A final full paycheck will be mailed out on June 3rd.

Individuals on the twelve month pay plan will begin on June 17th and go until August 12th.

## Dates to Remember

May 24 - School Board Meeting  
May 25 - In-service Day 5  
May 30 - Memorial Day

## MNEA Retired Teacher Banquet

The MNEA Annual Retired Teacher Banquet was held on the 10<sup>th</sup> floor of the Regal Maxwell House Hotel Crown Ballroom where 250 guests were presented with a spectacular view of the Nashville area.

This special event honoring our MNEA retiring members was absolutely beautiful. The Internal Relations Committee paid tribute to 59 retirees along with our head table guests and keynote speaker, Vice-Mayor Howard Gentry, Jr. Special thanks to the Office of the Mayor Bill Purcell for city Certificates of Appreciation, Metro Nashville Retired Teachers Association for special gifts, School Board member George Thompson, III, Educators Credit Union and Tennessee Credit Union for floral arrangements with MNEA providing the Apple Awards.



## Time to Look At Your Finances

Dedicated teachers often let personal issues go because there are lesson plans to make and papers to grade. We know that there are money-saving plans that we can make, but we'll just wait until we get a little more free time to do that. Right now, we have to...

We would hope that while you have the time to research it, you'll look at your TEA pocket calendar and call those phone numbers for NEA Member Benefits. Most members save more than their membership dues by using the group buying power of the largest professional association in the world. Most businesses would love to have a group of 2.7 members as a customer base, but the NEA MB is very careful in endorsing companies to members. We believe you will find them to be solid, secure, reputable and reliable. Lowest price is not the only thing that should be considered, but members have a right to expect value for their money. Make your own comparisons and make your own choice.

Some members have saved over a thousand dollars on car insurance. Those higher numbers usually mean multiple cars. Most members save at least three to four hundred dollars. It doesn't cost anything to find out. If it doesn't work for you, you owe no obligation.

Why should you pay full price on a hotel room when your TEA Access card has 34,000 hotels (including 20 national chains) that offer discounts up to 50% off? It seems possible that members could save more than their dues on a vacation alone! Then, check out the discounts locally.

Nearly a thousand businesses in Nashville make some special offers! These take time to discover ([www.teateachers.org](http://www.teateachers.org)), but they could be a good investment of time.

Speaking of investments: If you are not getting the best use of your 403(b), 457, IRA or Roth IRA investments, the time you need to sit down with our endorsed investment advisors could be available soon. Don't let the summer go by without making an arrangement for increasing your savings plans. You may be giving up 28% of an investment dollar through income taxes. Get advice on how you can put 72 cents with Uncle Sam's 28 cents, and have a dollar in a retirement plan.

If you've wondered how some members can afford to fly off to somewhere on a vacation, you may not realize that their ticket was free because they use NEA's World Points credit card to buy their groceries, gasoline, or other purchases. They pay off their accounts each month so that don't have any interest charge, but they earn points for free trips. The credit card is also free. This doesn't take much time, but you'll need some to think of ways that you can increase your points.

You'll notice that name: Member Benefits. We believe you could replace the word "Member" with your name. Use your time wisely to save yourself some major dollars. That's like a tax-free raise for yourself. You know Ben Franklin's line, "A penny saved is a penny earned". Happy shopping!

## MNEA Awards Scholarships to Future Members

MNEA can be proud of its investments into the future of Nashville education, as noted at the May Rep Assembly with scholarship awards to this year's winners.

Pictured here is Daniel Piper (a graduate of Overton High School), who won the renewable Johnella Martin Scholarship last year. He has attended MTSU during the past year, preparing to be an English teacher. He was proud to announce that he has made the Dean's List this year. We are proud of Daniel's accomplishments.



Robert Rosson is an outstanding graduate of Antioch High School this year. He has been the field commander of the school band, and has demonstrated himself as a leader. He wants to be a



music teacher, hopefully returning to Metro Nashville in about four years. Robert also plans to attend MTSU. He has been awarded the \$4000 scholarship from MNEA to assist him toward his goal.

Scholarship Chair **Peggy Stanfield** reports that the committee was highly impressed with this year's applicants and found it difficult to eliminate such worthy candidates. The committee recommended providing \$500 grants to assist with books to: Rebecca Lewis (McGavock High), Caitlin Meador (Glenclyff High), Caitlin Purcell (Hume Fogg High), and Heather Womble (Glenclyff High). Each of our award winners indicates a desire to become a teacher in Metro public schools.

MNEA members may designate their United Fund contributions to the scholarship fund. Some of our current teachers received this assistance years ago. We appreciate all who invest in education.



## Still Time to Apply for an NEA Foundation Grant

The National Education Association Foundation's and Leadership Grants is right around the corner. All applications received by June 1 will be reviewed, with award notification by Nov. 15. Applications for these grants are accepted on an ongoing, year round basis, so it's never too late to apply. Grants fund activities for 12 months from the award date. Grants are available for all subjects, including the arts, literacy, science and technology. All members who are practicing K-12 public school teacher, education support professionals or higher education faculty and staff at public colleges and universities are encouraged to apply. Grants are for \$2,000 or \$5,000. Over 1500 grants have been awarded. Read about these projects at [www.neafoundation.org](http://www.neafoundation.org) where application guidelines and application are also available. You can also call 202-822-7840.

## Financial Literacy Tool Available through NEA Home Financing Program

Wells Fargo Hands on Banking is a comprehensive financial literacy program available in both English and Spanish. The program includes a free classroom activities set, complete with modules for students from Grades 4-adult. Students will learn everything they need to know for a bright financial future, from budgeting and saving to establishing credit and borrowing.

For more information go to [www.mywellsbenefit.com/nea.html](http://www.mywellsbenefit.com/nea.html) or call toll free

Have a Happy  
Summer!



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