



Teachers Last... Again

Do The Math

The Board received 542 million of the 561 million (96.6%) they say they needed to give you the agreed upon 3% raise.

The Board voted Tuesday, August 9, 2005, to only give a 1.58% instead of the 3% raise (53%).

The difference is, it will cost a beginning teacher over \$400 (\$13,000 for their teaching career).

With a Masters, it will cost a new teacher over \$14,000 for their career.

It will cost an experienced teacher (10-15 years) over \$600 a year (over \$700 with a Masters).

Think of it as losing almost three days pay every year for the rest of your career.

They received 96.6% of their goal but are only giving you 53% of the negotiated raise.

It Pays to Be A Member

The Slate will feature a special column of stories, antidotes, testimonials from members of how belonging to MNEA has paid off for you!



Let us hear from you - you may be our next star.

Class Size

How is your class-size stacking up? Tennessee State Department of Education (SDE) will not be giving waivers. However, note that the averages below are for individual schools and not school systems.

In grades K-3

No one class can exceed 25 students

The average of the students in any given school in grades K-3 is twenty (20) students.

The SDE will accept an average of 20.49

In grades 4-6

No one class is to exceed 30 students

The average of the students in any given school in grades 4-6 is twenty-five (25) students

The SDE will accept an average of 25.49

In grades 7-12

No one class is to exceed 35 students

The average of the students in any given school in grades 7-12 is thirty (30)

The SDE will accept an average of 30.49

Voc-Ed

No one class is to exceed 25 students

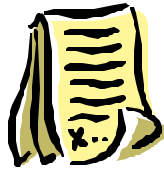
The average of the students in any given school in Voc-Ed is twenty (20) students

The SDE will accept an average of 20.49

Association Rep Names

If you haven't already done so, please make sure that we have the name(s) of your Association Representatives. Send in the form or just call us!

Know Your Contract



ARTICLE IV

H. INSTRUCTIONAL MATERIALS AND SUPPLIES

The Board will make available to the individual school, an appropriation in the 2320 account based on the enrollment in the individual school. All local funds allocated for instructional materials and supplies (2320) and that portion of special state funds not designated to the individual teacher will be distributed as determined jointly by the administration and the FAC or another committee representative of the faculty. Consideration shall be given to the needs of each department, grade level, program, office, etc. Correspondence concerning instructional material and supply funds (2320) and state funds will be distributed to the building principals, FAC Chair and the MNEA. (1993) The plan for ordering and distributing supplies and materials from the 2320 fund shall be included in the written policies of the local school.

The Board agrees to provide an amount equal to the special state funds to each itinerant teacher, librarian and guidance counselor. Expenditures from the division's fund will be determined jointly by the administration and the FAC or another committee representative of the division. Funds will be distributed as described in the above paragraph. (1993)

2004-2005 Educational Agreement

Remember: The more you read your contract, the more you'll know your contract.

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

Jamye Merritt, President
Erick Huth, Vice President
Ida Barnes, Finance Officer
Nancy Holland, Secretary
UniServ Coordinators: Forestine Cole, Gloria Towner

From the President

No more Excuses! Good Teachers Make It Happen

Our economic state as a city, state and nation hinges on the supply of a skilled and educated worker. Our important economic capital has now become the human capital, the educated kind.

This will be both a challenge and a burden. A challenge because we have to teach all. We cannot afford to give up on or lose one student, much less leave anyone behind! A burden if we do not have the capacity or resources to provide excellence in our public schools.

The next phase of our future education success must be a new attitude of intolerance toward prolonged failure, not just by students, parents, administrators and teachers, but by the institutions that purport to finance our schools.

MNPS is an urban district unique with many challenges related to diversity, economic and culture. It's a great place to work!

We are glad to be a part of the progress our district is making in test-score gains. However, we know test-scores are only one of many indicators of an educated and well-rounded student. There are many things you do and give daily that are immeasurable and sacrificial.

As teachers we want to do all we can to leave no child unchallenged or underserved. We know we can't do it all by ourselves. We need this community, our state and national leadership. MNEA wants to be a leader in moving forward. It's time to hit the "fast forward" button and turn things around for our schools and our profession.

We want great public schools for every child! We need all of you to join us in this task. Become a member if you have not joined. Get active if you are already a member. We want you to be a "Turnaround Partner" with us. Just as the plans are to "leave no child behind," we cannot educate All, if we do not have All of you working together.

No More Excuses, Join Today!

Jamye

Association Representative Training

All buildings should now have their Association Representatives in place and ready to go. MNEA recently completed AR Training and provided materials for each building. This year the training included hearing first hand information from MNEA President Jamye Merritt, TEA President Judy Beasley and former MNEA Executive Director Bob Bogen about the services offered by the association and the need to recruit every certificated employee in the district. We are stronger together. Mayor Bill Purcell also stopped by to bring special greetings leading up to the Mayor's First Day Festival and the start of the 2005-2006 school year.



Mayor Purcell, Jamye Merritt, Judy Beasley, Bob Bogen



MNEA President Jamye Merritt



TEA President Judy Beasley



Mayor Bill Purcell

Together we are stakeholders in the success of our students. The mission of this association is to promote excellence in the Metro School System; seek community support for public education/secure economic and professional security for educators; maintain a strong united teaching organization and advance human and civil rights in education.



New Teacher Orientation



Jamye Merritt, Lenna Allen and Erick Huth

MNEA President Dr. Jamye Merritt joined Dr. Garcia, Mayor Purcell and others in welcoming New Teachers during their three 3 days orientation at David Lipscomb University. President Merritt challenged them to join the more than 2.7 million members of the United Education Profession, MNEA, TEA and NEA.



It is imperative that all new teachers are encouraged to become a part of this professional organization. Immediate plans are being developed to provide training to all new teachers surrounding the evaluation process. Our efforts will provide new teachers with the tools they need to become successful in this profession.



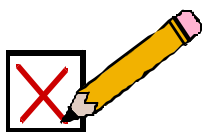
New teachers signing up to join MNEA, TEA and NEA.

Dates to Remember

| | |
|-------------|-------------------|
| August 26 | Pay Day |
| August 27 | PRAXIS (TSU) |
| September 5 | Labor Day Holiday |

MNEA Rep Assembly Dates

| 2005 | | 2006 | |
|-----------|----|----------|----|
| September | 15 | January | 19 |
| October | 27 | February | 16 |
| November | 17 | March | 16 |
| December | 15 | April | 20 |
| | | May | 18 |



MNEA Dues Deductions

Deductions for 2005-06

MNEA, TEA, NEA dues will begin with the first payroll period in September. There will be a total of fourteen (14) payroll deductions. The dates are:

September 9, 2005
September 23, 2005
October 7, 2005
October 21, 2005
November 4, 2005
November 18, 2005
December 2, 2005
December 16, 2005
January 13, 2006
January 27, 2006
February 10, 2006
February 24, 2006
March 10, 2006
March 24, 2006

Remember: Dues are tax deductible!

Member Benefits Winner

Ms. Chaerea Denning was a winner in the May NEA MB Web Site giveaway. She won an Alamo 7-day car rental certificate. Congratulations!



NEA-Supported Bill Helps Educators Pay Classroom Expenses

As a result of intense lobbying by the National Education Association, a bill was introduced in June 2005 in the House that increases from \$250 to \$400 a tax deduction for educator expenses and broadens the deduction – for the first time-to include out-of-pocket professional development expenses. The “Teacher Tax Relief Act of 2005” (H.R. 2989), also would make the deduction a permanent part of the tax code.



To be eligible, the educator must work at least 900 hours in grades K-12 during a school year. The bill covers teachers, instructors, paraprofessionals, counselors and principals. Among the qualified expenses would be books, lesson materials, flash cards, crayons, computer equipment (including related software and services), supplementary materials used in the classroom and professional development.

The current educator tax deduction expires this year. It is estimated that every teacher spends an average of \$443 of his/her own money each year on classroom materials. If passed, this deduction will be available whether or not the educator itemizes his/her federal income tax return.

Action needed: contact your US Representative and ask him/her to cosponsor and/or support the Teacher Tax Relief Act of 2005.

Are You “Highly Qualified?”

Teachers, check out this new interactive quiz to find out whether you meet the federal NCLB highly qualified requirement.

Go to <http://www.nea.org>. NEA's online quiz makes it a little easier to see if you meet the path to HQ under the No Child Left Behind law.