

Dates to Remember

October 4 & 6 FAC Training
 October 7 Pay Day
 October 12 Evaluation Workshop
 October 13 MNEA Executive Board
 October 20 Long Term Care Workshop
 October 21 Pay Day
 October 27 Representative Assembly



MNEA Committee Sign-up

The committees of MNEA promote the association, submit recommendations, and perfect the details of almost every program we do. The payoff is curiosity satisfied, insights gained, and professional contacts with teachers across the county.

So, don't miss this opportunity to become an active part of an MNEA committee.

Please check each committee you would like to serve on and return the form to MNEA - Route #3. Thank you.

NAME _____

SCHOOL _____

PHONE # _____

email _____

- Budget & Finance _____
- Building Trust _____
- ByLaws _____
- Human Relations _____
- Instruct. & Prof. Devel. _____
- Internal Relations _____
- Membership _____
- Minority Affairs _____
- Negotiations _____
- Public Relations _____
- Special Education _____



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

From the President



Snow Day Clarification

“If there are five days built in the calendar for snow, what happens if we have no snow days? Do we get out five days early? Do we work and get paid?”

Thanks for asking! Each year we struggle with this issue, so here's another reminder. Every Tennessee school system is required to submit a calendar to the State Department before the school year starts; this calendar must include a minimum of 180 instructional days. This calendar cannot be changed mid-year, so each year systems must “roll the dice” on the weather. Systems are allowed the option to accumulate additional student instructional time by going beyond the required six-and-a-half hour daily minimum. Systems may accumulate the equivalent of 13 instructional days, which may then be designated in advance to the state for inclement weather or professional development days. This option was made possible by the General Assembly several years ago when snow delayed school closing in several systems. **These “snow days” are accumulated based upon student instructional time; they do not affect the state’s 200-day contract year for educators.** Metro educators will work our 201-day contract year regardless of whether the system needs to tap into the five days it has designated for inclement weather.

Jamye

Sick Leave Bank

Deadline to Apply—October 31

The state law permits coverage “to members of the program who have suffered an unplanned personal illness, injury, disability or quarantine and whose personal leave is exhausted.” The MNEA and Metro Board of Education established a Sick Leave Bank.

Enrollment forms and Request For Days forms should be available in the Principal's office or at MNEA. All participants agree to abide by certain stipulations as set forth in the Sick Leave Bank Rules and Regulations.



Councilman John Summers speaks at the September RA

The MNEA Representative Assembly met on Thursday, September 15. This meeting, presided over by President Jamye Merritt, was an unusually lengthy one. The following MNEA committees reported: Negotiations, By-Laws, Membership, Crisis, Minority Affairs and Nominations and Elections.

Councilman John Summers, District 24, a supporter of public schools, spoke to the RA. He challenged MNEA to become more actively involved in the political process. Great emphasis was placed on the fact that every part of a teachers work life is impacted by politics.



Several issues brought up for discussion and referred to Professional Council* included:

- ⇒ **Dismissal Issues:** When does a teachers' day end? When does it become the responsibility of the Administration to see that the last child has safely left for the day?
- ⇒ **Individual Student Testing:** Elementary teachers have three (3) weeks of solid testing. What about the other students? What is the liability for parents working with these students while the teacher is testing?
- ⇒ **Focus on Achievement**
- ⇒ **Frequency of Evaluation of Tenured Teachers**

*Note: Professional Council is a contractual agreement which calls for the Director and five members of the Administration, MNEA President and five of its members, and a representative of the Elementary, Middle and Secondary Principals

Nominations and Elections

Vaughn Hales, Chair

Vacancies are now open for the following three (3) District Director seats on the MNEA Executive Board. Schools in those districts are:

District 1 – Baxter Alt., Bellshire, Brick Church, Caldwell, Cotton, Ewing Park, Gateway, Goodlettsville Elem. & Mid., Alex Green, Haynes, Joelton Elem. & Mid., Tom Joy, Lillard and Old Center

District 4 – Cameron, Carter Lawrence, Early Childhood, Fall-Hamilton, Glenciff Elem. & H.S., Glenview, Murrell, Napier, Rose Park, Whitsitt and Wright

District 7 – Bellevue, Binkley, Crieve Hall, Glendale, Gower, Granbery, Julia Green, Harpeth Valley, H. G. Hill, Hillsboro, Moore, Oliver, Percy Priest, Shayne and West End.

A vacancy is now open for a seat on the **Administrative Retirement**. You must be a member of the old Metro retirement plan.

October 27 Deadline for candidate petitions and/or floor nominations shall be at the October Representative Assembly.

to serve on the Council. The Professional Council meets the second and fourth Mondays before School Board meetings.

The Council discusses, studies and makes recommendations concerning matters related to the education of students, teachers welfare, and other mutually agreeable subjects related to Education. (See Educational Agreement, Article X; Councils and Committees, A.)

FAC Training

Faculty Advisory Committee Training

Tuesday, October 4

or

Thursday, October 6

4:30 p.m. at MNEA, 531 Fairground Court.

Educational Agreement:

Article X Councils and Committees

C. A Faculty Advisory Committee shall be established in each school through the mutual cooperation of the faculty and the principal. The committee shall have been elected by September 15 and organized by October 1st.

Fax (726-2501), call (726-1499) or mail in the names of participants from your school by Friday, Sept. 30.

Make sure you indicate: Tuesday, October 4
or Thursday, October 6

Light refreshments will be served.

Urge Your U.S. Senators, Representative To Protect the E-Rate

NEA recently held briefings for U.S. Senate and House on the need to protect the E-Rate program, which, despite its overwhelming success in connecting our nation's schools and classrooms to the Internet, might be forced to stop payment to schools because of arcane accounting rules.

A one-year exemption from the accounting rule is set to expire at the end of this year. S. 241 and H.R. 2533, introduced by Senators Olympia Snowe (R-ME) and John Rockefeller (D-WV) and Representatives Barbara Cubin (R-WY) and Charles Gonzalez (D-TX), would exempt the E-Rate from these rules and allow payments to continue flowing to schools and libraries.

Action Needed

Urge your Senators and Representative to protect the E-Rate by sponsoring S. 241 and H.R. 2533.



Worried about your first formal observation this year? Then let MNEA help you! Join your colleagues for an in-depth examination of the State Framework for Evaluation adopted by MNPS.

Expect to:

- Learn how to interpret the "rubrics"
- Get tips on how to fill out the paperwork
- Examine the indicators and performance standards
- Develop instructional strategies that match the indicators
- Increase awareness of your rights and responsibilities

First 60 reservations accepted.

Call MNEA 726-1499 or
email gtowner@tea.nea.org

**"Only those who dare to fail greatly
can ever achieve greatly."**

— Robert Kennedy

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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Nancy Holland, Secretary

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MNEA Staff: Cathey Bartlett, Anna Ruth Day,
Jan Hardy, Teresa Hayes

I.P.D. Workshop

How To Succeed in Evaluation

Thursday, September 29

or

Wednesday, October 12

4:30 p.m. - 6:30 p.m.

at

MNEA Office, 531 Fairground Court

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is the federal law that establishes the right for employees to take a 12-week leave without pay to recover from a serious illness, for pregnancy, to care for a sick child, parent, or spouse. The federal law stipulates that the start of the 12-week period is a mandatory subject of bargaining where collective bargaining exists. Therefore, FMLA Leave is covered in the Metro teacher contract, the Educational Agreement.



When MNEA bargained the language currently in our contract (Article VII, Section G) the Board insisted upon having FMLA leave start at the beginning of any qualified period of sick leave. MNEA held out for a provision that would have allowed the individual employee to completely eliminate paid leave before the start of FMLA. Ultimately, the agreement was a compromise whereby FMLA leave would automatically start after the 20th day of a paid leave.

What you need to know when applying for FMLA:

1. The Metro FMLA/Maternity Leave Form does not make a distinction between extended medical leave and FMLA.
2. If you take an extended leave and do not note somewhere on the form that you intend the FMLA Leave to start later than the start of your medical leave, you may be adversely affected.
3. While you are on a paid leave or FMLA Leave, the Board is obligated to pay its portion of your medical insurance premiums.
4. Some teachers on maternity leave lose 20 days' worth of medical insurance premiums from the Board when they fail to distinguish between the start of FMLA leave and maternity leave.
5. Be sure to note on your leave form that you want FMLA to start after the 20th day of sick leave when you have leave available.
6. If you have fewer than 20 days of sick leave available, be sure to note that you want the FMLA period to start after you have exhausted your sick leave.
7. If you have questions about completing the FMLA/Medical Leave form, seek advice from MNEA.

Attend a Seminar on Long-Term Care Insurance!

NEA Member Care
Long Term Care Insurance Program

Learn the ABCs of LTC!
Find out about
NEA discounts for members,
families and parents!

MNEA Building
531 Fairground Court
Nashville, TN 37211
October 20, 2005
Times: 2:00, 4:00 or 6:00



Call toll-free **1-800-884-2675** to register. For more information on long-term care visit nealtc.com.