

Dates to Remember

September 8 MNEA Executive Board
September 9 Pay Day
September 13 School Board Meeting
September 15 Representative Assembly
September 23 Pay Day

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 _____



The NEA Foundation's September Grants

Plan now for The NEA Foundation's Sept. 15 grant review. All proposals for Innovation Grants and Learning & Leadership Grants received by Sept. 15 will be reviewed, with notification by Feb. 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 Sept. 15 will be considered in the next review cycle. Grants fund activities for 12 months from the award date.

Innovation Grants and Learning & Leadership Grants are funded in part by Staples Recycle for Education, the nationwide program that's good for the environment and great for public schools. Since July 2003, Recycle for Education has helped raise more than \$2.5 million for public education!

NEA members just like you have applied for and received over 1,500 grants throughout the years in all subjects, including the arts, literacy, science, and technology. Read about recent projects on the foundation's website, and then submit your own idea.

All members who are practicing K-12 public school teachers, education support professionals, and higher education faculty and staff at public colleges and universities are encouraged to apply. Grant amounts are either \$2,000 or \$5,000.

Applying for a grant is easy, so why wait? Visit www.neafoundation.org today for more information, including guidelines and a downloadable application. Or call 202.822.7840.

Read Across America Library Books Awards
The NEA Foundation announces a new award to help public schools serving economically disadvantaged students purchase books for school libraries. The foundation makes these \$5,000 awards on behalf of the National Education Association, with generous support from Warner Brothers, Inc. There are two deadlines to submit an application: Sept. 15, 2005 and Feb. 1, 2006.

Visit www.neafoundation.org for more information and an application. Applications will be accepted only as email attachments.



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Get Out And VOTE!!

Vote for Children and Senior Citizens

On September 13, a special Metropolitan Sales Tax Referendum Election will be held. All registered voters in Davidson County are eligible to vote. The ballot will contain the following question:

SALES TAX REFERENDUM

Shall ordinance number BL2005-665, passed by the Metropolitan County Council, which increases the local sales tax rate from two and one-fourth (2-1/4) percent to two and three-fourths (2-3/4) percent, become operative?

VOTE FOR

According to ordinance passed by the Metro Council, 80% of the revenue generated by the additional sales tax shall be directed to the Metro Schools, and 20% shall be directed to provide tax relief for senior citizens based on their income and the assessed value of the property.

You still have until Thursday, September 8, to vote early at the following locations:

Bellevue Mall 7620 Highway 70 South

Bordeaux Library 4000 Clarksville Pike

Howard Office Building 700 Second Ave. So. Room 153

Edmondson Pike Library 5501 Edmondson Pike

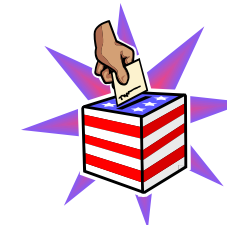
Goodlettsville City Hall 105 South Main Street

Hermitage Library 3700 James Kay Lane

Madison Library 610 Gallatin Pike South

Voting hours at all sites are Monday through Friday, 8:00 a.m. to 6:30 p.m., and Saturday, 9:00 a.m. to 4:00 p.m. For further information, call the Davidson County Election Commission at 862-8800.

Be Involved! Be Heard! Vote!!



"We Will Not Meet With You..."

With those words the Board of Education responded to MNEA's request for the Board to adhere to state law by returning to the negotiating table to complete salary talks for the current school year.

In May, the **Board** proposed a 3% raise for teachers. MNEA agreed and members ratified that amount. Subsequently, the Metro Council approved a budget less than the one requested by the Board. Acting unilaterally, the Board then voted on August 9th to implement a lower pay raise.

In a letter dated August 18th, MNEA President Jamye Merritt, using provisions of the *Educational Agreement*, notified the Board's negotiating team of its obligation to resume negotiations within 15 days to collectively and collaboratively address the issue in accordance with state law.

"The fundamental question is," says Merritt, "how much of a salary increase can be funded within the budget approved by the Metro Council? Until we go back to the bargaining table, that question cannot be answered. We feel this is a reasonable request and does not warrant the response we received. We can, and will, pursue this matter."

What Supply Money Should Schools Expect?

MNEA has heard a great deal of misleading and inaccurate information relative to instructional supply funds during the first two weeks of school. Teachers and Faculty Advisory Committees (FACs) have money available for instructional supplies including "2316" money, BEP and CTE money. The FAC and principal are to determine the expenditure of "pooled" BEP funds and 2316.4 supply funds jointly, (*Educational Agreement, Article IV, Section*). Tennessee Code Annotated 49-3-359 is very specific on the use of BEP Supply Funds "...shall be used by the teachers for instructional supplies." The law specifically prohibits the use of BEP supply money for such "basic building needs" as air conditioning, carpeting, furniture, etc.



FACs and principals are to work cooperatively to ensure that **all teachers** receive a fair allocation of "pooled" BEP funds and 2316.4 supply money. Here is a summary of available supply funds for Fiscal Year 2005-2006:

1. \$100 in Better Education Program (BEP) supply funds for each individual teacher.
2. \$100 in BEP pooled supply funds per teacher.
3. \$100 in Commitment to Excellence (CTE) supply funds for each individual teacher.
4. \$200 for each new teacher to Metro with three (3) years or less teaching experience (*Education Agreement, Article IV, Section H, #6*).
5. \$50 per student in 2316.4 supply money with the following notations:
 - In schools with fewer than the SACS standard of 12 "library items" such as books, \$15.00 per student is reserved for purchase of library items, periodicals, videos, etc.
 - In schools with 12 or more library items, \$7.50 is reserved for the purchase of library items.
 - Office and clinic supplies (plus, potentially, staff development funds) will come from this \$50 per pupil allocation.

FAC Committees

Your contract, the *Educational Agreement* states that a Faculty Advisory Committee (FAC) shall be established in each school through the mutual cooperation of the faculty and principal. These local level committees shall be elected by September 15 and be organized by October 1. The FAC functions as a resource for teachers and principals on issues unique to a particular school. The committee receives, discusses and determines options for concerns brought by the faculty. If group process works as it should, this will avoid getting Central Office or MNEA involved in discretionary issues that can best be solved in the local school.

Faculty Count = FAC Members
(recommended minimum)

10 or fewer	entire faculty
11 to 50	Not less than 6
51 or more	Not less than 7

There are specific references in your *Educational Agreement* where the FAC must be included in order to honor contract language. Such as: 2320 money, arrival and departure times, use of the copier and others. Each FAC shall have elected officers according to the procedures outlined in the *Educational Agreement*. The FAC should hold regular meetings, communicate with the faculty and principal on issues and encourage feedback in order to be effective.

MNEA will provide two sessions of FAC Training. Watch for upcoming dates. Either individuals or whole school teams may attend either of these free sessions. More important than the specific details is the commitment of all concerned to solving problems cooperatively.

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Teacher Initiated Transfer Concerns

MNEA has received numerous calls from teachers who have put in a transfer request for two or more years and have not heard anything from their request. Many report they have followed the proper procedures, held interviews and left feeling very optimistic. They also relate instances where the receiving principal has stated they would be recommending them for the position. Later they discover the principal at the current school "blocked their transfer."

Far too many teachers report that they have received no notification from Central Office regarding the disposition of their transfer request.

The *Educational Agreement*, Article III Employment Conditions, E. Teacher Initiated Transfer, #4 states:

... *If a transfer is requested but not granted, the teacher may request a conference in the Human Resources Department to discuss the reason(s) the transfer request was not granted. After the conference, upon request of the teacher involved, the Human Resources Department shall provide a written statement concerning the denial of the request for transfer.*

Due to the volume of calls to MNEA we would like to hear from others who may have been affected or have concerns. Send us a written report of your experience. We will take these as a group and present them to the Administration.

Remember:

"Our lives begin to end the day we become silent about things that matter."

Dr. Martin L. King, Jr.

Japan Fulbright Memorial Fund Teacher Program Applications Available

The Japan Fulbright Memorial Fund (JFMF) Teacher Program allows distinguished primary and secondary school educators in the U.S. to travel to Japan for three weeks in an effort to promote greater intercultural understanding between the two nations.

Up to six hundred educators from all 50 states and the District of Columbia will be invited to visit Japan in June, October, and November (200 in each group). To date, more than 4,600 primary and secondary educators visited Japan through the JFMF Teacher Program. Upon their return, program participants share what they have learned about Japan with their students and communities through a variety of outreach projects.

Primary and secondary school educators throughout the United States can apply to take part in one of the three trips to Japan scheduled for 2006, as guests of the Japanese Government. Teachers of all disciplines, including art, physical education, English, ESL, history, geography, math, science, and special education, from every region of the United States, are encouraged to apply. Applicants are not required or expected to have previous knowledge of Japanese or Japan. The application deadline for all 2006 trips is December 10, 2005. For more information about the 2006 competition, please refer to <http://www.fulbrightmemorialfund.jp> or contact 1-888-527-2636 (1-888-Japan-FMF) or jfmf@iie.org. All applications must be completed online.

Applications are available at www.iie.org/jfmf Deadline: December 10, 2005