



Register for Professional Development through Your Association



MNEA, TEA, and NEA, Instruction and Professional Development Programs have a long standing history of promoting excellence in teaching and learning. MNEA is taking a new leap! We have responded to the call to help members enhance the quality of their instruction and to improve their performance within and outside of the classroom. MNEA is convinced that the professional and personal growth needs of our members must be addressed. A strong professional learning culture does not happen by chance. Teaching is one of the most challenging professions because it is as much art as science. For this reason, MNEA leadership and the Instruction and Professional Development Committee (IPD) has teamed up with NEA and TEA Instructional Advocacy programs to bring more direct quality services to you, our members, through the **University of MNEA**.

As educators heed the call for a research-based approach to professional development, MNEA is responding by designing and offering programs that provide an effective system of instructional support for teach-

ers. That's why MNEA is encouraging you to take advantage of the **University of MNEA—Excellence for Metro's Teachers**, Fall Semester 2006, Professional Development Opportunity.

MNEA recognizes the challenges that you face with mounting pressures to raise student test scores, increasing amounts of paperwork, more challenging students, ever-increasing testing at the local level and a more demanding standards-based curriculum. MNEA, as your professional organization, wants to help you in all areas of your professional work while enhancing the quality of your personal life. We want to make sure no teacher is left behind due to inadequate opportunities for professional growth.

You are the bright light in education. MNEA wants to help you be the best teacher you can be! Look for the MNEA Seal of Excellence for quality and meaningful professional development opportunities. Catalogs are in your building, or you may go to www.mnea.com or call 726-1499.

We welcome all teachers and administrators!!

Workshop dates coming up are:

- September 14, Thursday (5:00—8:00 p.m.)
- September 23, Saturday (8:30 a.m.—3:30 p.m.)
- October 3, Tuesday (4:30—7:00 p.m.)
- October 12, Thursday (4:30—7:00 p.m.)
- October 16, Monday (4:30—6:00 p.m.)

Your Legal Rights and Responsibilities

I Can Do It! (Classroom Management)

First Tuesdays—for New Teachers

Evaluation—Putting Your Best Foot Forward

Taking a Stand: Creating Safe Schools for all Students

Career Ladder Change

As a result of an audit conducted by the Tennessee Department of Education, MNPS has been forced to change the method by which Career Ladder I, II, and III teachers receive their supplements. State rules for receiving supplements stipulate that only those teachers (and qualifying administrators) who work more than 100 days in the school year are eligible to receive payments. MNPS was cited for advancing payments to teachers who did not work the requisite 100 days. Each teacher should have received an e-mail noting the 2006-2007 Career Ladder Supplement payroll dates. Please note that the example payments listed in the e-mail from Dr. Keel are for a Career Ladder I Supplement. The payroll calendar on www.mnea.com now notes the dates of Career Ladder Supplements, which start January 12, 2007, and end May 18, 2007. A lump sum payment of Career Ladder Supplement earnings will be made at the close of the school year to those teachers and administrators who have not worked 100 days by December 29, 2006. Note that these payments are in no way related to payments for Career Ladder Extended Contracts.

12-Month Option:

The first big debacle of the conversion to Metro Government's payroll product has been the 12-month pay option. Back in the spring the administration notified PRINCIPALS to tell teachers wishing to stay on the 12-month option that they needed to complete a new 12-month-pay authorization form. Many teachers never got the word. Many complaints were received in the Business Office and MNEA after the deadline, so the administration pushed the deadline back to August 10. Around noon on August 11, an e-mail went out to principals extending the deadline yet again to the close of business on August 11. Unfortunately, this message only went to principals. After all of the extensions, some teachers still were unaware of the issue until they received their first check on August 25. The administration would not re-open 12-month pay enrollments when MNEA brought the issue to Professional Council on August 21, but Dr. Garcia and his cabinet agreed that in the future such notices should go directly to all impacted personnel and not just the principal.

MNEA Committee Sign-up

The committees of MNEA promote the work of the association, submit recommendations, and perfect the details of almost every program we do. The payoff is service to your association, professional satisfaction, and collaboration with colleagues.

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 _____

- ByLaws
 Human Relations
 Instruction & Professional Development
 Internal Relations
 Membership
 Minority Affairs
 Public Relations
 Special Education
 New Teacher (5 or fewer years)

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

FAC Training



Faculty Advisory Committee
Training

Wednesday, October 4
or
Wednesday, October 11

4:15—6:15 P.M.

at the MNEA Building
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.

Faculty Count = FAC Members
(recommended minimum)

10 or fewer
11 or fewer
50 or more

Entire faculty
Not less than 6
Not less than 7

To register, fax (726-2501), mail (MNEA, Rt. 3), or e-mail (mymnea@comcast.net) the names of participants from your school by Friday, September 29.

Be sure to indicate: Wednesday, October 4
or Wednesday, October 11

Light refreshment will be served.

MNEA Recruitment Policy for 2006-2007

At MNEA Association Representative Training, MNEA Leadership announced the recruitment plan for this year: Association Representative and other members (not including elected officers of the Association) will receive a monetary reward for each signed **new** membership form turned in to the MNEA Office by 5:00 p.m. September 29, 2006.

Check Your Highly Qualified Status

Time may be running out for some of you, for others you may just want to check on your professional licensure status.

Under ESEA/NCLB, information regarding the professional qualifications of the teacher must be made available to parents in a timely manner under the Parents Right-to-know section. Tennessee has developed a Web site to meet this federal requirement found at www.k-12.state.tn.us/tcertinf/.

Information concerning professional credentials including Licensure and Endorsements, Career Ladder, National Board Certification, and Highly Qualified status is available at this site. Detailed licensure information, applications for the various licenses, and renewal information may be downloaded from www.tennessee.gov/educatron/lic_home.htm.

For additional pointers, check TEA's web site: <http://www.teateachers.org>.

NCLB SEEN AS INEFFECTIVE

Almost 70 percent of American adults who say they are familiar with the federal No Child Left Behind Act believe it has had no effect or is actually hurting public schools, reports Laura Greifner of Education Week. More American adults reported being knowledgeable about No Child Left Behind than in previous surveys, but many have an unfavorable view of the law. Forty-five percent of those polled said they knew either "a great deal" or "a fair amount" about the federal law, up from 40 percent last year and 31 percent two years ago. However, of this group, 31 percent said the law was hurting the performance of public schools in their communities, and 37 percent said it had made no difference. Twenty-nine percent said it was helping their local public schools. Despite the negative public perception of No Child Left Behind, the poll showed an overall positive view of the nation's public schools. When asked how educators should attempt to improve education, 71 percent of respondents preferred improvements in the existing public school system, rather than establishing and alternative system.

<http://www.edweek.org/ew/articles/2006/08/22/01gallupweb.h26.html>.

NEA DUES-TAB®

Free, automatic coverage for all eligible members

All eligible members can take advantage of the valuable, automatic term life insurance coverage provided by NEA DUES-TAB*. All you have to do is register your beneficiary and you're covered so don't wait, do it now!

- A guaranteed benefit
- Provided at no cost to Active, Staff, Reserve and Life† members
- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment coverage
- Up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an Association Leader
- Up to \$150,000 of life insurance for unlawful homicide while on the job

Your coverage is automatic but you must register your beneficiary. Go to neamb.com and click on insurance programs site to register.

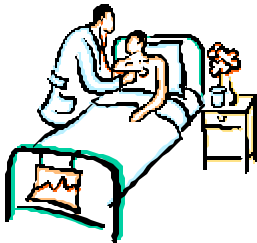
Just another membership advantage!



Sick Leave Bank

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.” MNEA and Metro Board of Education established a Sick Leave Bank in order to respond to the needs of employees.

Enrollment forms and Request For Days forms should be available in the Principal’s office or contact MNEA at 726-1499. All participants agree to abide by certain stipulations as set forth in the Sick Leave Bank Rules and Regulations.

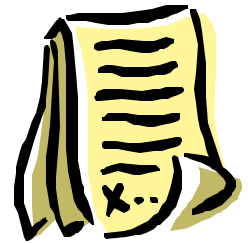


Sick Leave Bank Deadline—October 31

Know Your Contract

ARTICLE III. Employment Conditions

F. Administrative Transfers



Teachers who are to be transferred by administrative request shall be notified as soon as practicable. Time will be provided for the teacher being transferred for closing out and/or moving and preparing for the new assignment. This will apply to both inter-school and intra-school transfers. When necessary, substitute teachers shall be made available to facilitate this released time.

2005-06 Educational Agreement

Quote of the Week

“Many of life’s failures are people who did not realize how close they were to success when they gave up.”

—Thomas Edison

CORRECTION: In the August 18th *SLATE* the amount of the BEP pooled money was incorrectly listed as \$200. The pooled money sent to each school per teacher is only \$100.



Date to Remember

September 21 MNEA Representative Assembly

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