



## KNOW YOUR RIGHTS

Please make sure to contact MNEA before submitting a written response to incidents or alleged incidents to an administrator. Such letters should be reviewed by UniServ before submission to make sure that teachers do not inadvertently incriminate themselves. For example, years ago we had a member who submitted the following statement before seeking our advice: "Nothing happened; but, if it did, I didn't mean it." Such statements can be misinterpreted as confessions!



A resignation may be used in civil or criminal actions as evidence of your admission of guilt. Don't be pressured into signing anything. Indicate that you need time to think and consult your MNEA/TEA UniServ coordinator. Don't say anything until you seek advice.

Whenever action is taken against you, you have a right to **demand** the specific reasons for the action in writing. Share all such information with your Association Representative and UniServ Coordinator. Take notes on any conversations you have with school district officials and others. Make sure to get—in writing—any proposals made by the school district. Under the contract provision cited on page 2, you have a right to be represented by MNEA at all meetings relating to disciplinary measures. The meeting can be rescheduled if an MNEA representative cannot attend at the time an administrator has chosen.

Every year MNEA assists hundreds of members with employment problems. It is vitally important to take the correct "first steps." Call MNEA at 726-1499 for assistance.

## MNEA SPRING ELECTIONS

**February 15:** Deadline for filing MNEA candidate petitions at MNEA Headquarters 5:00 p.m.

**February 21:** At the MNEA Representative Assembly, the Nominations and Elections Committee will call for candidate nominations from the RA floor for MNEA offices. MNEA candidate campaign begins following the Assembly. DEADLINE: TEA and NEA Delegate Nomination Forms due at the MNEA Headquarters by 5:00 p.m. Random ballot order selected for NEA delegate ballots starting at 5:00 p.m.

**February 22:** DEADLINE: MNEA candidate profiles for *SLATE* publication due by 5:00 p.m. at the MNEA Headquarters ([Electronic profiles are preferred.](#)) TEA and NEA delegate ballots mailed.

**February 25-March 6:** TEA and NEA delegate election period.

**March 6:** MNEA candidate election *SLATE* mailed. DEADLINE: TEA and NEA delegate ballots due in MNEA Headquarters by 5:00 p.m. TEA and NEA delegate ballots counted starting at 5:00 p.m. at the MNEA Headquarters.

**March 27:** At the MNEA Representative Assembly, the Nominations and Elections Committee will announce TEA and NEA delegates and supervise MNEA candidate speeches.

**March 28:** MNEA candidate ballots mailed.

**March 28-April 11:** MNEA officer election period.

**April 11:** DEADLINE: MNEA candidate ballots due at the MNEA Headquarters by 5:00 p.m.

(Continued on page 2)

## KNOW YOUR CONTRACT

### ARTICLE II, D. TEACHER RIGHTS



1. Reprimands and grievances shall be conducted in private. An affected teacher shall, however, have the right, in all such instances, to request the presence of a certificated employee organization representative at said interview and, when such a request is made, the interview will not proceed until the representative is in attendance.
2. Teachers shall be afforded due process to insure that any adverse action shall be for just cause and can be dealt with fairly and equitably.
3. Any professional recommended for suspension to the Director of Schools shall be granted a hearing on the question of suspension before the Director of Schools within ten (10) working days from the date of such recommendation. Prior to the hearing, and prior to the imposition of suspension by the Director of Schools, the professional shall remain in a full-pay status. The MNEA shall be notified immediately whenever a suspension is recommended to the Director.
4. Except for cases of extreme emergency, teachers called to the office for a conference concerning a student or parent shall be notified of the reason prior to the conference. (1997)
5. Any complaints regarding an employee made to an administrator by a parent, student, or other person shall be processed according to DSOP #0110. (2007)
6. The principal and/or the school district administration shall not remove a teacher from a supplemented position during the school year without just cause. (2007)

*(Continued from page 1)*

## ELECTION TIMETABLE CONTINUED

**April 17:** DEADLINE for electing MNEA Association Representatives for the 2008-2009 school year.

**April 18:** DEADLINE: MNEA candidate campaign materials and expenditure reports due in MNEA Headquarters by 5:00 p.m.

## UPCOMING EVENTS



### February

- 9** **Educators' Housing Seminar**  
1:00 p.m.-3:00 p.m. at MNEA Headquarters
- 15** **Petitions for MNEA Offices Due**  
5:00 p.m. MNEA Headquarters
- 16** **MNEA Executive Board**  
9:00 a.m.-3:30 p.m. at MNEA Headquarters
- 16** **MNEA African American History Fair**  
9:00 a.m.-3:00 p.m. at TEA Headquarters
- 18** **Planning Day** (no students)  
*(7.5 hours, one-hour lunch may be taken off-campus)*
- 21** **MNEA Representative Assembly**  
(Nominations for MNEA Offices Accepted)  
4:30 p.m. at MNEA Headquarters
- 21** **TEA/NEA Delegate Nomination Forms Due**  
5:00 p.m. MNEA Headquarters
- 21** **Campaigning for MNEA Offices Begins**  
after the Representative Assembly
- 23** **TEA New Teacher Conference**  
All day at TEA Headquarters
- 28** **Ready to Retire Workshop**  
4:30 p.m. at MNEA Headquarters

### March

- 3** **Read Across America**
- 13** **MNEA Executive Board**  
4:30 p.m. at MNEA Headquarters
- 27** **MNEA Representative Assembly**  
4:30 p.m. at MNEA Headquarters

### April

- 13** **MNEA Executive Board**  
4:30 p.m. at MNEA Headquarters
- 27** **MNEA Representative Assembly**  
4:30 p.m. at MNEA Headquarters

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## TEA/NEA DELEGATE NOMINATION FORM

MNEA will elect delegates to both the TEA and NEA Representative Assemblies during the February 25 - March 6 election period. DELEGATE NOMINATIONS must be submitted to the MNEA office by 5:00 p.m. on February 21, 2008. All members of MNEA are encouraged to submit a nomination form. It is through the Representative Assemblies that policies for both TEA and NEA are established. The TEA Representative Assembly will be held May 9-10, 2008, at the Nashville Convention Center. MNEA is eligible for approximately 130 delegates.

The NEA Representative Assembly will be held July 1 - July 6, 2008, in Washington, DC. MNEA will have approximately 22 delegates, three who have already been elected (the President, Vice-President, and Secretary). Those three individuals were elected as delegates in the MNEA general election. Nineteen (19) MNEA member delegates need to be elected - 18 classroom teachers and one supervisor/administrator.

### PLEASE PRINT

Name of Nominee \_\_\_\_\_  
 Social Security Number or TEA Membership Card Number (required for verification) \_\_\_\_\_  
 Primary Work Location \_\_\_\_\_ Phone \_\_\_\_\_ Ext. \_\_\_\_\_  
 Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_  
 Home Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_  
 Home Email Address (not MNPS) \_\_\_\_\_

I wish to submit my name for election to:

**Mark all that apply.**

- The TEA Representative Assembly, May 9-10, 2008, at the Nashville Convention Center
- The NEA Representative Assembly, July 1 - July 6, 2008, in Washington, DC

I am a:

- Teacher
- Supervisor/Administrator

My race is:

- American Indian/Alaska Native
- African American
- Hispanic
- Caucasian (not of Hispanic origin)
- Asian
- Native Hawaiian/Pacific Islander
- Multi-Ethnic
- Other

**If elected, I agree to attend the meetings of the Representative Assembly.**

Signature of Nominee: \_\_\_\_\_

**RETURN TO MNEA-ROUTE 3 BY 5:00 PM, FEBRUARY 21, 2008**

## FROM THE PRESIDENT....

I can safely say that I have lost count of the number of times I have been asked, "What qualities would you like to see in the next director of schools?" The key to finding a superintendent to serve Nashville ultimately lies in the hands of the Board of Education. The challenge that faces them is to resist the political pressures from local business interests to push a Chamber of Commerce agenda. The Board must look to the entire community to seek guidance in filling the vacancy created by Dr. Garcia's sudden buy-out.



MNPS has suffered at the hands of an autocratic individual who supposedly was great with ideas. Unfortunately, as was the case with our previous idea man Dick Benjamin, idea people are long on concepts but short on follow through. While the record will certainly show that I did not always agree with Dr. Benjamin, the truth is that his style was much less offensive than Dr. Garcia's. I submit that it is possible to increase student achievement (even the narrow, test-centered definition in vogue today) without abusing employees.

MNPS has a difficult time keeping teachers. Most anecdotal evidence suggests that adverse working conditions created by negative school climates account for most departures. We need a director of schools who can extract order out of chaos, bring people together and remove layers of activity from teachers' plates so that Nashville's teachers can teach!

## SPECIAL ELECTION RESULTS

Special elections for MNEA and MNEA-PACE were conducted at the January Representative Assembly. Carl Hester (Norman Binkley Elementary) was elected to the interim vacancy on Nominations and Elections Committee to represent District 5 (Overton cluster). Additionally, Harry McMackin (retiree) was elected to represent NEA Category 1 members, which includes NEA Life Members, on the MNEA-PACE Council. Mr. McMackin had been serving as a representative for the MNEA PACE Council District 8 (David Fox's School Board District). Hilda Ortega (Brick Church Middle) was elected to replace Mr. McMackin. Congratulations to all three candidates.



## NEA MEMBER BENEFITS

*Everyday, 19,000 people discover their identity has been stolen. You could be one of them.*

California Casualty, the company that manages the A+ NEA Members Auto



& Home Insurance Program, recently announced the Identity Theft Resolution Service, a new benefit available to their auto and home policyholders at no extra cost. NEA members who are enrolled in this program now have immediate access to resolution services should they fall victim to identity theft.

Unfortunately, identity theft can happen to anyone—even educators. But some educators now have expert help standing by in case they need it. Should you feel as if your identity has been compromised, all you need to do is pick up the phone and dial the customer service number. You will then connect with a fraud specialist who will assist you with identity restoration every step of the way.

Here are just some of the ways Identity Theft Resolution Service can make your life easier:

- A fraud specialist, serving as your personal advocate through the entire resolution process, takes the guesswork out of restoring your identity.
- Direct assistance with agency notifications, report filings and paperwork saves you time and frustration.
- One full year of credit and fraud monitoring protects your good name and helps prevent future fraud attempts.
- Assistance replacing documents destroyed in a home disaster allows you to focus on the recovery process.

If you are interested in learning more about this free program or if you are currently shopping for a home or auto insurance policy, call one of California Casualty's knowledgeable sales representatives at either **1-877-999-8927** or **1-877-331-8951**.

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