

The Slate



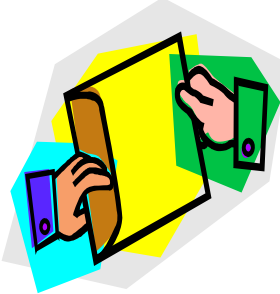
A publication of the Metropolitan Nashville Education Association

Volume 25, Issue 1

August 10, 2009

Updating the master contract

MNEA and the administration worked feverishly at the end of last school year to conclude bargaining in time for summer. While the two teams were ultimately able to conclude negotiations before the last day of school, MNEA could not ratify using the traditional paper balloting process. The response rate for the electronic ratification was well over 50% and exceeded the combined totals of the last four ratification elections. Results were 93.5% in favor and 6.5% opposed.



Two important changes have been made in contract language related to Faculty Advisory Committees. (1) The definition of "Instructional Leadership Team" requires one member to be elected from the membership of the FAC. (2) The FAC nominating committee must now include one member appointed by the principal, one selected by the Association Representative, and one picked by the previous year's FAC chair. New language also states that any vacancy on the FAC will be filled by special election.

Other key agreements reached include:

1. An additional day of pay for professional development outside the school day in exchange for trading in three of the five PD days which could otherwise be used for professional development during the school year.
2. An increase of the exception pay rate for tutoring and other tasks beyond the work day to \$25.
3. An increase in the summer school rate from \$17.61 to \$25 starting next summer.
4. The creation of a joint Compensation Committee to address all issues related to salary, stipends and compensation.

Access www.mnea.com/negotiations.htm for more information!

Sign up for MNEA committees

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 district.

So, don't miss this opportunity to become an active part of an MNEA committee. Please check each committee on which you would like to serve and a **Committee Call** for the next scheduled meeting will be sent to you. Information on the activities of each committee can be found at www.mnea.com/committees.htm.

✂ -----

NAME _____

SCHOOL _____

HOME PHONE _____

CELL PHONE _____

EMAIL (*other than mnps.org*) _____

___ Instruction and Professional Development

___ Communications

___ Human Relations

___ By-laws

___ Internal Relations

___ Membership

___ Minority Affairs

___ New Teacher

___ Scholarship

___ Special Education



Return this form to
MNEA,
Route 3
or email to mymnea@comcast.net.

Know *your* contract!

Preparing Your Room for Start of School

Article VIII, Q. Optional Instructional Preparation Pay

According to Article VIII, Section P, the Board has committed to paying \$100 for the extra work ten and eleven-month certificated employees, who are not on the administrative pay scale, do in preparing their classrooms or work areas **before students report**. Teachers



do not have to log a specific number of hours or sign in to qualify for Optional Instructional Preparation Pay. However, the principal must verify the work is done. Teachers are expected to complete the work during time for which they are not paid. In other words, before and after inservice should count but during the inservice day would not.

Using BEP supply funds

All teachers in MNPS will receive \$200 in BEP supply money this fall. New teachers to Metro who are placed on steps 0 through 3 of the teacher salary schedule will receive an additional \$200 for classroom supplies. MNPS will reclaim any portion of the \$200 for which the teacher does not submit receipts. Each teacher must provide original receipts or provide invoices for all purchases using BEP money to the school secretary/bookkeeper **by April 1**. In the past, sales tax on the receipts has been an issue for some bookkeepers. However, the administration has repeatedly assured MNEA that **TEACHERS SHOULD NOT BE PENALIZED FOR SALES TAX** since there is no way that you can legally purchase your supplies with cash without paying sales tax.

Remember to have **clean receipts**— A “clean receipt” is one that lists only items that are eligible for reimbursement. Also, be cautious when **purchasing food for instruction**. Food items used in the instructional program will be acceptable as long as the teacher writes a brief explanation as to how the items will be used in the classroom. For example, a classroom teacher might buy food items to have students experience a typical meal or eating custom in a country being studied, or a life skills teacher might use food items to teach children how to prepare and eat a meal. However, **food purchased for incentives will not be approved**.

Receipts should be accumulated and totaled separately for each teacher and must not be dated prior to July 1. The school principal (or designee) must verify that these funds were used for the intended purpose. Any unauthorized money spent without appropriate receipts will be recovered from the teacher. *Access www.mnea.com/BEP.htm for more information!*

UPCOMING EVENTS

August



- 20 Association Representative Training**
4:30 p.m. at MNEA Headquarters
- 24 Professional Council**
4:00 p.m. at MNEA Headquarters

September

- 10 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 15 Faculty Advisory Committee**
Election Deadline
- 15 Evaluation Workshop**
4:30 p.m. at MNEA Headquarters
- 17 MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 21 Professional Council**
4:00 p.m. at Central Office
- 22 BEP Supply Funds Check Issued**
(Tentative)
- 22 Faculty Advisory Committee Training** (1st group)
4:30 p.m. at MNEA Headquarters
- 29 Faculty Advisory Committee Training** (2nd group)
4:30 p.m. at MNEA Headquarters

October

- 1 MNEA Executive Board Meeting**
4:30 p.m. at MNEA Headquarters
- 8 MNEA Representative Assembly**
4:30 p.m. at MNEA Headquarters
- 23 New Teacher Supply Funds Check Issued**
(Tentative)
- 26 Professional Council**
4:00 p.m. at MNEA Headquarters

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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Stephen Henry, Vice President
Kenneth Martin, Treasurer
Nancy Holland, Secretary

UniServ Coordinators: Forestine Cole, Ralph Smith, Gloria Towner
MNEA Staff: Kristen Case, Teresa Hayes and Helen Conlee McMackin



2009-2010 MNEA Membership Form

SOCIAL SECURITY NUMBER	MNPS EMPLOYEE NUMBER	(AREA CODE) CELL PHONE	(AREA CODE) HOME PHONE	LOCATION CODE FOR MNEA USE	ACCESS CARD ID FOR MNEA USE
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E-MAIL ADDRESS (not MNPS)	EMPLOYER ID 0000213618	SCHOOL OR WORKSITE
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<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/> Dr.				<table border="1"> <thead> <tr> <th>ASSOCIATION</th> <th>MEMBERSHIP CODE</th> <th>ANNUAL AMOUNT</th> </tr> </thead> <tbody> <tr> <td>NEA DUES</td> <td>AC-1-100</td> <td>162.00</td> </tr> <tr> <td>TEA DUES</td> <td>AC-1-100</td> <td>254.00</td> </tr> <tr> <td>MNEA DUES</td> <td>AC-1-100</td> <td>155.00</td> </tr> <tr> <td colspan="2">NEA FCPE**</td> <td>**4.00</td> </tr> <tr> <td colspan="2">MNEA-PACE</td> <td></td> </tr> <tr> <td colspan="2">TOTAL</td> <td>*575.00</td> </tr> </tbody> </table>		ASSOCIATION	MEMBERSHIP CODE	ANNUAL AMOUNT	NEA DUES	AC-1-100	162.00	TEA DUES	AC-1-100	254.00	MNEA DUES	AC-1-100	155.00	NEA FCPE**		**4.00	MNEA-PACE			TOTAL		*575.00
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STATE			ZIP																							

SEE CODES BELOW

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DATE OF BIRTH <table border="1"> <tr> <td>Month</td> <td>Day</td> <td>Year</td> </tr> </table>			Month	Day	Year	ETHNICITY CODE <table border="1"> <tr> <td></td> <td></td> </tr> </table>				GENDER <table border="1"> <tr> <td>Male</td> <td>Female</td> </tr> </table>		Male	Female	
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POSITION CODE <table border="1"> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>							SUBJECT CODE <table border="1"> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>						CONTINUING MEMBERSHIP PROVISION: By signing below, I agree to remain a member of MNEA until I drop during the designated drop window.	

Are you a first year teacher? YES NO Were you a student member last year? YES NO
 Were you a member of NEA last year? YES NO If yes, what local? _____

*METHOD OF PAYMENT: Payroll deduction in 14 installments of approximately \$41.07 beginning with the second check paycheck in September.

I hereby authorize the Metropolitan Nashville Board of Public Education to deduct from my paycheck annual dues for the United Education Profession and political action contributions as indicated. My membership authorization will continue until revoked in writing to the president of MNEA. In the event of separation prior to final payment, I direct the remaining balance to be deducted from my last paycheck. I agree to hold the Metropolitan Nashville Board of Public Education harmless for these deductions. *The Educational Agreement* (the local collective bargaining agreement) and MNEA bylaws will prevail over any conflicting provision of this form.

**The National Education Association Fund for Children and Public Education collects voluntary contributions from Association members and uses these contributions for political purposes, including but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. The local and state association political action committee performs similarly with local and state elections. Contributions to The NEA Fund for Children and Public Education and state and local PACE are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although The NEA Fund for Children and Public Education requests an annual contribution of \$15, this is only a suggestion. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates.

0.0382 of TEA dues and .025 of MNEA dues support Government Relations activities. The funds used for political support are not tax deductible and will be used for other purposes upon written request. Dues payments and contributions or gifts to The NEA Fund for Children and Public Education, or to T-PACE and MNEA-PACE are not deductible as charitable contributions for federal income tax purposes. However, dues payments (or a portion) may be deductible as a miscellaneous itemized deduction. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

Federal law prohibits The NEA Fund for Children and Public Education from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

MEMBER'S SIGNATURE _____ DATE _____ MNEA REPRESENTATIVE _____

CODES:

The following information is represented in the form of codes. Please indicate in the appropriate area on the enrollment form the code which is applicable for you.

Position	Code	Subject	Code	Subject	Code
Administrator	ADMIN	Adult Basic Ed	ADED	Science	PHSC
Adult Educator	ADED	Agriculture and Natural Resources	AGNR	Reading	READ
Audio/Visual Technician	ALTC	Art	ARTS	Religion/Philosophy	REPH
Classroom Teacher	CLTR	Business Education	BSED	Social Studies	SSSS
Coach	COCH	Career Technical Education	VTED	Special/Developmental Education	SDED
Counselor	CNSL	Coaching	COCH	Speech and Drama	SPDR
Director of Schools	SINT	Communications	COMM	Vocational and Technical Education	VTED
Educational Assistant	SEST	Computer and Information Technology	CICS	No Subject Taught	NONE
Food Services Prep	COOK	Distributive Education/Co-op	DECP		
Librarian/Media Specialist	LD3R	Driver's Education	DRED		
Literacy Coach	LITC	Elementary School General Subjects	GSUB		
No Position Held	NONE	English/Language Arts	ELAR		
Principal/Assist Principal	PRIN	Foreign Language and Literature	FLU		
Psychologist	PSCH	Health and Physical Education	HEPE		
Registered Nurse	RGNU	Family and Consumer Sciences	HOME		
Social Worker	SCWK	Industrial Arts	INAR		
Speech/Hearing Therapist	SHTH	Mathematics	MATH		
School Secretary	SEST	Middle School General Subjects	GSUB		
Supervisor	SPRV	Music	MUSI		
Trade/Craft/Machine Operator	TCOT				
Transportation	BTVD				

- Ethnicity Codes**
- 1 American Indian/Alaska Native
 - 3 Black
 - 4 Hispanic
 - 5 Caucasian (not of Spanish origin)
 - 6 Asian
 - 7 Native Hawaiian/Pacific Islander
 - 8 Multi-Ethnic
 - 9 Other
 - UK unknown

Let's hear from Erick!

Welcome to a new school year. It's interesting to make comparisons between the start of last year and this year. What a difference a year makes!



Last year we were starting our first year in "Restructuring 1" under No Child Left Behind, and this year we know MNPS achieved adequate yearly progress by making enough improvement to reach safe harbor. Yes, the print media has focused on the negative but we have lot's to celebrate. Also, we seem to have dodged the bullet on the issue of mayoral control. The political forces were circling the wagons hoping MNPS would fall short, but we showed them! Congratulations!

I hope everyone has a great year and we continue to build on our success. The summer was long and teachers faced many challenges in MNPS with hundreds of displacements and even a few layoffs. The reconstitution of Cameron and Whites Creek at the very end of the school year posed problems for teachers and administrators alike.

Let's make 2009-2010 the best school year ever! Keep up the great work!

*Deadline to organize your Faculty Advisory Committee is **September 15, 2009.***

Calendar may have a surprise

This year MNEA will be distributing TEA's pocket calendar directly to each member via school mail the week of August 24 with a few other important documents for your records. Look for an envelope from MNEA in your mailbox. One lucky winner will have a voucher for a Kroger gift card. If you receive the voucher, call Helen McMackin at 726-1499 and give her the secret code to verify you are the winner and collect your \$88 gift card!



MNEA offers workshops this fall

The Metropolitan Nashville Education Association is pleased to offer the following professional development opportunities to Nashville's Teachers. The University of MNEA is made possible by the hard-working, dedicated members of MNEA/TEA/NEA. **All training sessions are to be held at the MNEA Headquarters at 4:30 p.m.** unless otherwise noted. To register please go online to: www.mnea.com/uofmnea.



Framework for Evaluation

Presenter: Susan Dalton, TEA Staff
Tuesday, **September 15**
4:30 p.m. to 8:30 p.m.
(Cost: \$0 for members, \$35 for others)

Framework for Evaluation and Professional Growth examines the Tennessee Framework for Teacher Evaluation and helps individuals with the fine points of the requirements of the Comprehensive Assessment. Participants will examine the indicators and performance standards, develop instructional strategies that match the indicators, and increase awareness of their professional rights and responsibilities.

Faculty Advisory Committee Training

Presenters: MNEA President Erick Huth and TEA staff members Forestine Cole, Ralph Smith, and Gloria Towner.
Session 1: Tuesday, **September 22**
Session 2: Tuesday, **September 29**
4:30 p.m. to 7:30 p.m. (Cost: \$0)

FAC Training is a must for every member of the Faculty Advisory Committee. Participants will have honest discussions and receive real-time answers to their questions. This training is designed to empower FAC members to improve collaboration and cooperation skills. Choose Session 1 or Session 2; both sessions cover the same material. However, learning is best when FAC members from a school attend the same session.

Register at:

www.mnea.com/uofmnea

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