

TEACH

The teaching and learning journal of the Tennessee Education Association

A mortal threat to public schools

As the legislative session has progressed, so too has Gov. Bill Lee's voucher bill. While garnering close votes, it continues to pass out of committee. It is now likely that this will come down to a fight on the floor of the General Assembly.

Now is the time for all of us who care about the future of public schools in Tennessee to come together to stop what could be the "Death of Public

Education in Tennessee." As a result of privatization schemes similar to the ESA Voucher bill being considered by our General Assembly, other states have seen public education funding gutted. Public Education has crumbling in areas across our country that have adopted these ideas.

To stop this from happening in Tennessee, TEA has created an ESA

Privatization fight
cont. page 8

**Save the date:
Monday, April 22
Nashville and local
actions planned**



State survey responses guide local, state policymaking decisions

The Tennessee Education Research Alliance, in partnership with the Tennessee Department of Education, has released the 2019 Tennessee Educator Survey to all teachers, administrators, and certified staff statewide.

"As educators, it often feels like we are surveyed to death, but I want to encourage you to take the time to respond to this one," said TEA President Beth Brown. "State and district leaders need to hear what is and is not working."

The confidential and voluntary survey develops a deeper understanding of the educator's perspective to guide strategies and goals at the state, district and local school levels.

The survey, which closes April 19, includes topics such as educator evaluations, school climate and professional learning as well as an opportunity to provide feedback specific to an educator's

school district. Survey results are shared in May with districts and schools that meet or exceed a 45 percent response rate. The results for those who meet the minimum participation level are released publicly via the Tennessee Educator Survey website in August.

Past surveys have led to improvements to education, such as incentive bonuses for teachers in priority schools, increased collaboration time for teachers and opportunities for teachers to work with principals to address issues specific to their school.

Educators who participate are eligible to win grants for their school or classroom, including weekly drawings throughout the survey window that award fifteen \$300 classroom support grants.

For more information, please visit: bit.ly/2H2L5TO.

Rebate application deadline for student members May 1

Student members seeking a membership fee rebate must submit completed Student Rebate Applications for fiscal year 2017-18 by May 1.

Active members who in 2017-18 were in their first year of educational employment are eligible for a rebate of \$20 per year of paid student membership, up to four years.

The application is available on the NEA website (nea.org/home/1676.htm) and must be returned to NEA Membership Management Services by May 1 in order to be eligible (address/email/fax are noted on the form).

Rebates are mailed to the member at the address in the IMS database in August. Questions can be directed to studentrebate@nea.org.



Student Tennessee Education Association



TENNESSEE EDUCATION ASSOCIATION

THE PROFESSIONAL ASSOCIATION OF TENNESSEE

The future of public education in Tennessee is in jeopardy

By TEA President Beth Brown



I make an intentional effort to minimize the drama in my life. I don't thrive on dramatic declarations of doomsday scenarios. So, when I tell you that the proposed education savings account vouchers moving through the legislature could put Tennessee on the path to destroying public education in our state, I don't do so lightly.

You need only to look at places like New Orleans to understand the real threat privatization schemes pose to public education. TEA is not being dramatic as we

contemplate the death of public education by planning a funeral and candlelight vigil. We are trying to wake everyone up, amplify our public education voices and protect our state from becoming the next victim of privatizers.

The most recent version of the bill doubles the program, includes homeschooling, and opens up eligibility to every student in a district with three or more schools in the bottom 10%. While some legislators claim the program would have no effect on public school budgets, we know that is simply not true. In its current form, voucher students could come from anywhere in the district. This means the financial hit will be spread across the district.

Districts will be forced to make some difficult budget decisions that will jeopardize the programs and resources students need for a well-rounded education.

If passed, districts will be forced to make some difficult budget decisions that will jeopardize the programs and resources students need for a well-rounded education. We are talking about things like art and music class, CTE courses, RTI specialists, nurses and

counselors, and more.

It won't happen overnight or even in the first couple of years, but this ESA voucher plan will set Tennessee schools on a path that undermines the strength and stability of public education.

Let me also be clear that we are not conceding this fight. These events being planned statewide are intended to celebrate the life of our great public schools, highlight the important work already happening and remind people what we stand to lose if the voucher bill becomes law. And that is a very big if.

We hear it almost every year: "This is it. This is the year vouchers will pass." TEA and public education advocates have proved them wrong for seven straight years. Some years have been tougher fights than others. Some years we stop the bill(s) in committee, some years we stop it on the floor and one year we stopped it before the session even really got going. This year appears to be one of those years where the fight will be on the floor.

Don't be discouraged. We have been here before. Join me in channeling the anger and sadness (and exhaustion) you feel when you think about what the future of public education looks like if vouchers pass, and use those emotions to make another round of phone calls. Send another round of emails. Remind your legislators one more time that this *will* impact your district eventually and that you *do* care how they vote on this issue.

Legislators need to know what you know on testing

By TEA Executive Director Carolyn Crowder



During the TEA 20/20 campaign we have cited several taking points on why we need to stop high stakes decisions based on standardized tests; but the most powerful talking points are the ones that tell stories.

As this legislative session draws to a close, please find time to share your story with legislators, parents and other community members. These stories make the issue real and can accomplish more than any talking point.

Here is one of my stories:

I will never forget an interaction I had with a student soon after the high-stakes and regulations of No Child Left Behind descended upon America's public schools. That year, I was helping students with special needs in a priority school. The interaction that will forever be burned in my memory was with a fifth grader named DeQualis. DeQualis was a bright student who was a leader in the school. He had an outgoing, compelling personality; and even though his leadership included being a leader in his neighborhood gang, no one could help but love talking with DeQualis. His problem with school work was the fact that he had difficulty reading. He was a verbal learner. My job was to help him practice the standardized test by reading him the test questions. As we practiced, he got the vast majority of the questions right. He was a competitive kid who was extremely proud that he could answer so many of the questions correctly and was eager to take the test.

But when it came time to begin the actual test, I was not allowed to read him any of the questions. Therefore, he struggled and knew that his answers were just guesses. I could tell he was getting more and more agitated as the questions became harder and harder to read. Finally, this

bright, tough, street-wise kid began to cry. He begged me to read the questions to him and I had to say this was not allowed. He looked at me with tears in his eyes and said, "Why don't the people that gave us this test want to really know what I know?"

If we really want to know what our students know, we will never stop our advocacy on getting rid of high stakes decisions based on standardized testing. We need a system that uses tests as diagnostic measurements that encourage learning instead of punishments that negatively affect further progress. Testing should not take the place of learning. Testing should not take the place of teaching. And, most importantly, testing should not be used to destroy schools, communities and a student's motivation to keep on demonstrating what they know.

There are still some measures in the General Assembly that would reduce utilizing testing for high-stakes decisions. Make sure your legislators know what you know about the importance of doing what is right on this issue.

We need a system that uses tests as diagnostic measurements that encourage learning instead of punishments that negatively affect further progress.

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Campbell, Gera Summerford & Cynthia Wood.

UniServ Staff contact information
can be found on page 6.

Tennessee Education Association
Proposed Budget for 2019-2020

Anticipated Income for 2019-2020

	Proposed Budget		
	2018-2019	2019-2020	
I. Membership Income	\$7,304,637	\$7,497,831	(a)
II. Rent	20,000	236,390	
III. UniServ Grants from NEA to TEA	982,800	980,375	(b)
IV. Miscellaneous			
-Other Income & Legal Fee Recoveries, etc.	55,000	50,000	
-Investment Income	202,000	290,000	
-Operational Efficiency Funds	811,237	584,522	
Sources of Cash	\$9,375,674	\$9,639,118	(c)
(a) Membership income based on dues of \$283.99 for TEA budget + \$12.51 as pass-through TEA-FCPE [c] Active Members - 25,700 x \$283.99 Education Support - 1,157 x \$141.99 Student Members - 3,500 x \$10		\$7,298,543 164,288 35,000	
Total Membership Income		\$7,497,831	
(b) This is based on 25 grants at \$39,215 each (loss of two grants)		\$ 980,375	
(c) In addition, \$333,195 pass-through funds will go to TEA-FCPE based on the above membership projections.			

Proposed Budget for 2019-2020

(At the beginning of each budget core function, the TEA strategic goals that apply to each area will be identified.)

Governance

The Governance Core Function focuses revenue on Goal II (establishing a culture of organizing to empower interdependent leaders).

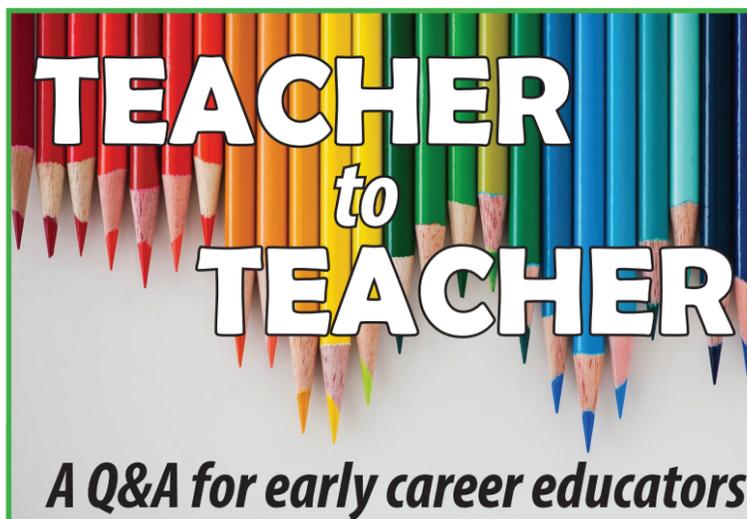
Description	Proposed Budget	
	2018-2019	2019-2020
1. Travel, President and Board Travel for the president and the Board including board meetings and NEA Convention under the same policies as apply to state delegates, except TEA Committee expenses which are charged to the respective committee.	\$ 133,500	\$ 133,500
2. Housing Allowance - President If the home of the president is more than 50 miles from Nashville, it is necessary for the president to live in Nashville. This item is to cover rent and utilities. If the president lives within 50 miles, this item will not be expended, but the president may commute daily at TEA expense.	15,000	15,000
3. Departments and Sections Funds for activities of affiliated departments and sections according to a funding formula based upon attendance at their annual meeting. Sections are organized by education specialty (English, science) and job assignments (elementary principal, attendance teacher). Departments encompass broad areas (higher education, retired teachers).	1,000	1,000
4. Standing and Adhoc Committees/Commissions and State Board Contact Team	23,990	23,990
5. TEA Representative Assembly Auditorium rental, credentials, parliamentary, required liability insurance, audio visual equipment, awards luncheon and awards.	55,000	60,000
6. NEA Annual Meeting Meals, lodging, travel for non-board state delegates and other expenses according to established policies.	63,000	53,000
7. Publications and Association Dues Dues payments to the National Council of State Education Associations and other approved professional organizations. Certain education related publications and material are included.	10,000	10,000
GOVERNANCE Totals	\$ 301,490	\$ 296,490

ORGANIZING

The Organizing Core Function focuses revenue on Goal I (recruitment, retention, engagement); Goal II (culture of organizing); and Goal IV (building partnerships and coalitions).

8. Member Recruitment A. New Educators Events / Membership Events / Trainings/ Field Organizing Events / School Visits B. New Member Rebates	56,000 56,000 -	116,000 56,000 60,000
9. Conferences A. ESP Conference B. Administrators Conference C. New Teacher Conference	14,000 2,000 2,000 10,000	12,000 - - 12,000
10. Leadership Meetings / Trainings A. Presidents Council B. Organizing Summit C. UniServ Meetings / Trainings in UniServ District D. Regional PECCA Training E. Summer Leadership Academy	157,500 8,000 50,000 49,500 - 50,000	157,500 8,000 - 49,500 50,000 50,000
11. Membership Organizing Plans that include converting, recruiting, or engaging membership	80,000	100,000
12. Membership Assistance Program Membership Assistance Program provided to TEA members	25,000	25,000
ORGANIZING Totals	\$ 332,500	\$ 410,500

**Proposed budget
cont. page 6**



Q: What supports are in place to protect teachers from physically violent students, particularly those receiving special education services?

A: Thank you so much for sending this question in. I often hear teachers discussing this topic in both special education and general education settings. Because each situation is so unique, I cannot provide a specific answer that would cover all cases. If you are in a situation where you are either being injured or feel that you are at risk of being injured, I would urge you to contact your UniServ. They are trained to advise you and have the resources to mediate in situations like this. UniServ contact information can be found on TEA website and on page 6 of this publication.

Education law is a legal field all its own. If you are interested in knowing more about the ins and outs of the law as it pertains to our students and our rights as teachers, I highly encourage you to register for TEA's Summer Leadership Academy. This year at SLA, our legal department will be offering two tracks on these issues – one for elementary and one for middle/high. SLA will be held June 13-15 at Embassy Suites Cool Springs in Franklin, Tenn. Go to teateachers.org to register online.

Q: This is my second year as a teaching assistant. In my district, TAs only get paid during the school year. Last summer I ended up working two part-time jobs to stay afloat. Do you have any tips on how to prepare for a break in pay?

A: Although I am a classroom teacher, I have many friends who are education support professionals, like you. Most of the ESPs in my district do not receive a paycheck during the summer. Many work for our special education extended school year program, but even that does not cover the full eight weeks we are off work.

If you are currently paying on an auto loan or mortgage, you may want to call your lender and ask if they have a "skip a payment" program. My credit union has a program that allows you to skip up to two auto loan payments each year. These skipped payments are made up at the end of the loan term but alleviate the current financial burden.

Here are some other tips to help you strategize and plan for the summer.

- Figure out how much you'll need. Before you can make a plan to save for the summer, you need to know how much money it will take to get you through. First, add up all of expenses. Then, cut anything that is non-essential for you. Maybe getting your hair done is a non-negotiable for you – then leave it in the budget. Perhaps you can go without getting a manicure every week – subtract that cost. Then divide by the number of paychecks you have left. That is how much you need to save each pay period. (In your case, this might be a plan for next year, since we don't have many pay periods left to go.)
- Set up a separate account. Put the money you're saving to cover your unpaid months in a separate savings account. If you are like me, you may be tempted to tap the fund. I suggest putting the account in a bank that's not conveniently located.
- Be upfront with family and friends. Let children know that money is tight during the summer. Let them know they may not be able to do everything they want, but that you will still find ways to make it fun. It's better to set the expectation than to have disappointed faces at the end of the summer.

Even when you've done all you can do to prepare and save, sometimes life still happens. If you've planned well in advance, hopefully you can work minimal hours over the summer, leaving more time for family, friends and fun. Good luck!



Teacher-to-Teacher questions may be submitted to TEACH@tnea.org. Answers are provided by TEA New Teacher Board Member Hope Shields. Ms. Shields teaches Kindergarten in Bartlett City Schools.

2019 Representative Assembly

May 17-18 · Embassy Suites, Murfreesboro

TENTATIVE AGENDA

Embassy Suites – Murfreesboro, Tenn.
May 17-18, 2019

Tuesday, April 23, 5-6 p.m. (CDT):
Virtual budget hearing (Details on page 8)

Friday, May 17, 5:15-5:45 p.m. - Delegates from the following districts will convene to nominate candidates for the TEA Board of Directors: Two (two-year unexpired term); Four (three-year term), Seven (three-year term), Ten (three-year term), and Fourteen (three-year term). For TEA-FCPE Executive Council, the following districts will convene: Two (two-year unexpired term), Three (one-year unexpired term), Four (three-year term), Six (three-year term), Seven (three-year term), Eight (three-year term), Ten (three-year term), Eleven (three-year term), Fourteen (three-year term), and Fifteen (three-year term).

Friday, May 17, 6-8:30 p.m. – First General Session

1. Invocation
2. Pledge of Allegiance
3. National Anthem
4. Seating of Delegates
5. Approval of Minutes
6. Adoption of Agenda
7. Adoption of Standing Rules
Standing Rule Amendments
8. Appointment of Committees
Credentials Committee
Elections Committee

9. President's Speech
10. Action on Constitution & Bylaw Amendments
11. Nominations
 - a. Board of Directors
 - (1) West Tennessee Administrator for a three-year term
 - (2) West Tennessee Black Classroom Teacher for a three-year term
 - (3) Education Support Professional for a three-year term
 - (4) NEA Director for a three-year term
 - (5) Classroom Teacher Board members from Districts 4, 7, 10, and 14 for a three-year term
 - (6) Classroom Teacher Board member from District 2 for a two-year unexpired term
 - b. East Tennessee contact to the Board of Trustees of the Tennessee Consolidated Retirement System for a three-year term
 - c. East Tennessee contact to the Local Education Insurance Committee for a three-year term
 - d. Middle Tennessee contact to the Local Education Insurance Committee for a two-year unexpired term
 - e. Districts 4, 6, 7, 8, 10, 11, 14, and 15 TEA-FCPE for three-year terms
 - f. District 2 TEA-FCPE Council member for a two-year unexpired term
 - g. District 3 TEA-FCPE Council member for a one-year unexpired term
12. Memorial Recognition

13. Action on Proposed Resolutions
14. TEA/NEA Fund Report
15. Report on Campaign Policies and Candidate Expenses
16. Reading of New Business Items*

Saturday, May 18, 7:30 – 9:15 a.m. – Election Polls Open

Saturday, May 18, 9:30 a.m. – Second General Session

1. Membership Awards
2. Continuation of any unfinished business from the first General Session
3. Report of the Executive Director (includes the Financial Report)
4. Presentation and Adoption of the 2018-2019 Budget
5. Action on New Business Items
6. Report of the NEA Directors
7. Tennessee Retired Teachers Association (TRTA)
8. Presidential Merit Awards
9. Recognition of Locals—#RedforEd and #TN2020Vision
10. Legislative/FCPE Report
11. Report of the Credentials Committee
12. Report of the Elections Committee (to be given when vote count is completed)
13. Introduction of Elected Officials
14. Announcements
15. Adjournment **Heather Heard-Davis**

*Standing Rules require that this agenda item be completed prior to the adjournment of the First General Session.

Members statewide run for TEA

Biographical information and campaign statements that follow were submitted by the candidates and/or their campaign coordinators. Elections will be held at the TEA Representative Assembly at the Embassy Suites Hotel in Murfreesboro on Saturday, May 18, between 7:30 and 9:15 a.m.

District Ten (three-year term)

Becky Adames, Clarksville-Montgomery EA– I am Becky Adames, a member of Clarksville-Montgomery County Education Association, asking to be elected to represent District 10 on the governing board of TEA. District 10 is a large and vibrant group of local associations whose representation on the board should continue to carry messages from district members to board meetings, and to report back news of the work of TEA statewide.

I am a speech language pathologist serving an elementary, middle and high schools complex in Clarksville. I have been an Association member since my first days in the schools. I have served as an association representative and president of CMCEA, currently serving as immediate past president on the executive board. I also serve as treasurer of the Tennessee Urban Education Associations Council.

As an active Association member, I have been able to attend several TEA and NEA RAs, and numerous TEA, NCUEA and NEA education programs and professional development activities. I have been trained for the Member Benefit and Teacher Leader Organizer cadres, selected to attend an NEA Organizing Communications training and appointed to the TEA Communications Committee. I also regularly attend TEA professional development activities such as Organizing Summit, Leadership Academy, Spring Symposium and Minority Affairs Conference. I have attended NEA's Leadership Academy twice.

I feel my experience with, exposure to and training in the work of the Association on local, state and national levels qualifies me to represent district members on the board.

West TN Administrator (three-year term)

Heather Heard-Davis, United EA – I have been a public school educator with Shelby County Schools for over 22 years. I taught Kindergarten for 8 years, an Assistant Principal for 10 years and I am currently a K-2 Advisor. I have been a member of MEA, M-SCEA and now UEA. I was the Association Representative for 7 years, I served on the Bargaining Team on 3 different occasions and I was



an East Area Board of Director for MEA (3 terms). In April of 2018, I was elected as the UEA Board of Directors for Administrators. My actions, strong dedication and impeccable work ethics have paved the way for me to be a voice for all educators.

Representing West Tennessee on the TEA Board will allow me to unleash my passion and tackle the issues that go hand in hand with the ever-evolving cycle of education. I want to be a part of empowering, supporting, and elevating our educators. I am ready to be involved and I am committed and dedicated to the challenges that we are presently facing. If I am afforded the opportunity to represent Administrators on the TEA Board of Directors for West Tennessee, I promise to continue the work that has already been started, support the mission and vision of the Board, and be the strong voice that represents all of the West Tennessee Administrators. TEA: Member for over 20 years, Board of Directors West Tennessee Administrator ~ 2018, Minority Affairs Conference ~ 2018/2019, Spring Symposium ~ 2019; NEA: Education Summer ~ Baton Rouge ~ 2017, Pre-UniServ Institute ~ 2018; Representative Assembly ~ 2003/2004/2005/2008/2009/2018

West TN Black Classroom Teacher (three-year term)



Latia Watson, United EA – Educator 13+ years; TEA: Member since 2005, Board of Directors West TN Black Classroom Teacher, FCPE Council member- District 14, Organizing Advocacy Committee Co-Chair; UEA: Board of Directors Elementary Position 3, PAC Board Liaison, Building Association Representative; NEA: Education Summer Participant 2016, Minority/Women's Leadership Training 2015, Leadership Summit 2017/2018, Representative Assembly 2016/2017/2018.

ESP (three-year term)

Joe Sumter, Knox Co. EA - Joe Sumter is a steadfast advocate for public education. Beginning his career as the Library Assistant at Fulton High School, in Knoxville,

Proposed changes to Constitution, Bylaws and Standing Rules

The TEA Board recommends that the Representative Assembly amend the following articles by deleting the words indicated by a strike-through and adding the words indicated by underlined type.

According to Bylaws Article XVI, "Any portion of these bylaws may be amended at the annual meeting of the Representative Assembly by a majority vote of the delegates present and voting provided that the proposed amendment has been submitted in writing to the executive director of the Association by an affiliated local association, or by a petition signed by 100 active members, or by the Board of Directors of the Association not later than sixty days prior to the date set for the convening of the Representative Assembly. An amendment shall become effective on July 1 following its adoption unless the amendment includes a different specified beginning date. An amendment adopted by the Representative Assembly shall not become effective prior to the date following adjournment of the Assembly."

CONSTITUTION AMENDMENT #1/BYLAWS AMENDMENT #1

CONSTITUTION ARTICLE VII—BOARD OF DIRECTORS

SECTION 1. Board of Directors. The Board of Directors shall be the executive body of the Association. It shall consist of; the president; the vice president; fifteen TEA classroom teacher district board members; three administrators elected at-large; three Black classroom teacher members elected at-large; one new teacher member elected at-large; a higher education classroom teacher member elected-at-large; a state special schools classroom teacher member elected at-large; an active education support member elected at-large; the president of STEA; and the state NEA directors. Active education support members shall be eligible to serve in a classroom teacher position unless they meet the requirements for supervisor or administrator; wherein they shall be eligible to serve in an administrator position. The

membership of the Board of Directors shall include classroom teachers and administrators in keeping with the requirements of the NEA Constitution and Bylaws. (Sec Bylaws Article VII.)

SECTION 2. Terms of Office: The regular term of office for a Board member shall be three (3) years and said member shall be ineligible for immediate succession after having served a full three-year term. The term of office for the state NEA directors shall be for the period of time that they serve on the NEA Board of Directors. The term of office for the president of STEA shall be for the period of time that he/she serves as STEA president. Board members shall assume office the first day of July following their election and shall hold office until their successors shall have qualified. Members shall be elected on staggered rotating terms.

SECTION 3. Vacancies: The Board of Directors shall fill any vacancy due to death, resignation, or change in employment wherein a member is no longer a full-time employee in a public, private, or parochial institution in the state in the category they were elected to represent. All appointees shall hold office until the Representative Assembly elects a successor who shall take office on the first day of July for the remainder of the unexpired term. Any member whose employment changes from the geographic area in which elected to serve or any classroom teacher member whose duties are no longer those of a classroom teacher shall continue to serve on the Board until a successor is elected by the next Representative Assembly to take office on the first day of July following the election. Any member who misses three meetings in any year without such absences being approved by the Board as justifiable absences shall be declared as having resigned and shall be replaced. Any member of the Board who is elected to another office that would place said member on the Board shall relinquish the original position upon

assuming the duties of the second position, and the original position shall be considered

vacant. The Board member may return to the original position July 1 next for the remainder of the term if said member does not seek election to the position assumed. If the Board member seeks election to the position assumed, the Representative Assembly shall conduct an election to fill the vacancy in the original position.

BYLAWS ARTICLE VII-BOARD OF DIRECTORS

SECTION 1. Terms of Office: The regular term of office for a Board member shall be three (3) years and said member shall be ineligible for immediate succession after having served a full three-year term. The term of office for the state NEA directors shall be for the period of time that they serve on the NEA Board of Directors. The term of office for the president of STEA shall be for the period of time that he/she serves as STEA president. Board members shall assume office the first day of July following their election and shall hold office until their successors shall have qualified. Members shall be elected on staggered rotating terms.

SECTION 2. Vacancies: The Board of Directors shall fill any vacancy due to death, resignation, or change in employment wherein a member is no longer a full-time employee in a public, private, or parochial institution in the state in the category they were elected to represent. All appointees shall hold office until the Representative Assembly elects a successor who shall take office on the first day of July for the remainder of the unexpired term. Any member whose employment changes from the geographic area in which elected to serve or any classroom teacher member whose duties are no longer those of a classroom teacher shall continue to serve on the Board until a successor is

Proposed changes
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Board and TEA-FCPE positions



he quickly jumped into action by becoming a very active union member. Serving first as the building representative for Fulton and then as the ESP-at-large representative for the Knox County Education Association. As the ESP rep for KCEA, Joe oversaw the creation of an ESP Newsletter and an annual ESP Dinner. He also helped in member recruitment efforts resulting in a nearly 70% increase in ESP membership in Knox County. Now, he would be honored to serve at the state level, bringing his experience and commitment to all ESP across Tennessee.

NEA Director (three-year term)



Karen Anderson, Johnson City EA – Karen Anderson currently serves on the NEA Board of Directors, the TEA Board of Directors, and the governing board of the Johnson City EA. She is also a member of the NEA Concerns Committee and the TEA Executive Committee. Karen has been an active and committed member of professional associations since she began her career in education.

Karen's strong sense of professionalism and activism led her to join the union early. She is a firm believer in the power of collective action, having served as a delegate to the TEA and NEA representative assemblies since 2008. She has been a voice and leader for her local association, serving as President, Vice-President, Membership Chair, and on JCEA's former Negotiations Team. She works continually on issues related to women, children and minorities regarding their health and well-being, financial stability, educational opportunities, and quality of life. Karen co-chairs the TEA Ethnic Minorities Affairs Committee and is a member of the NEA Human and Civil Rights Awards Committee and several NEA Ethnic and Special Interest Caucuses, working with other professionals to advocate for racial and social justice and to improve opportunities for her diverse students. Karen is firmly committed to a member-driven association and believes that TEA and NEA's strength is in its diverse members. She is willing to listen to concerns, eager to learn more about issues that impact fellow educators, and ready to ask tough questions and find solutions to challenges. Karen will continue to be your voice and will work tirelessly to promote and advocate for strong public schools in Tennessee and the nation.

District 10 FCPE (three-year term)



Constance Brown, Clarksville-Montgomery EA – For the past 3 years, I have served this district as the Fund of Children of Public Education representative. Today, I am asking for you to allow me to serve you for 3 more years. I have been a very active member of CMC-PACE as well as the C-MCEA Legislative committee for 14 years. My experience in politics with regards to education is extensive. I prioritize building relationships with influencers and stakeholders. This past legislative season

I worked closely with Jason Hodges to get him elected as a representative and locally campaigned for Joe Pitts, who is now the Clarksville mayor. I am an Executive Board member in the capacity of president but for 13 years I served as treasurer. As a long-standing member of the EB it has been important that I possess a skill set that allows for adaptation, guidance, active listening, and one that embraces the new and focuses on what is best for the local. I serve the local as the Communication committee chair. I am responsible for ensuring our Building Reps and members are always apprised of pertinent information from the Association. Each week an electronic newsletter, which contains information about upcoming local, state, and national events as well as updates from the legislative front is sent out to all. I am asking for your vote on May 18th for District 10 FCPE representative. Thank you in advance for your support.

The following positions did not have any nominations submitted prior to the Teach publication deadline:

(Nominations may be made from the TEA RA floor.)

District Two (2-yr unexpired term); Districts Four, Seven, Fourteen (3-yr terms)

East TN TCRS (3-yr term)

East TN Insurance (3-yr term); Middle TN Insurance (2-yr unexpired term)

District Two TEA-FCPE (2-yr unexpired term); District Three TEA-FCPE (1-yr unexpired terms); Districts Four, Six, Seven, Eight, Eleven, Fourteen, Fifteen TEA-FCPE (3-yr terms)

Proposed budget from page 2

INSTRUCTIONAL ADVOCACY
The Instructional Advocacy Core Function focuses on Goal I (recruitment, retention, engagement); (culture of organizing); and Goal V (leadership in professional and instructional advocacy).

13. Instruction and Professional Development	42,000	42,000
A. IPD Symposium	22,000	-
B. Minority Affairs Conference	15,000	15,000
C. Online IPD Program Offerings	5,000	27,000
14. Student Programs	33,000	33,000
A. Student TEA	28,000	28,000
Funding for leadership training, allowable expenses to TEA and NEA representative assemblies, STEA annual convention, travel for state officers, and special projects		
B. Future Teachers of America	5,000	5,000
Funding for three regional college career days and annual convention, a summer briefing for FTA sponsors, and special projects		
INSTRUCTIONAL ADVOCACY Totals	\$ 75,000	\$ 75,000

LEGAL ADVOCACY
The Legal Advocacy Core Function focuses on Goal II (culture of organizing); and Goal V (leadership in professional and instructional advocacy).

15. Legal Services		
A. Legal Services	500,000	500,000
B. Expanded Assistance	15,000	15,000
LEGAL ADVOCACY Totals	\$ 515,000	\$ 515,000

POLITICAL ADVOCACY
The Political Advocacy Core Function focuses on Goal II (culture of organizing); Goal III (improved and communications) and Goal IV (building partnerships and coalitions).

16. Government Relations		
A. Public Information Program -- Funds for a media campaign to promote public education	30,000	30,000
B. Polling (Issues, Candidate) -- Polling to determine positions of members and voters on candidates and political issues	5,000	5,000
C. Member Lobby Activities -- Travel expenses for members to lobby in the state legislature, plus training and lobby activities at the local level	35,278	35,278
D. Legislative Functions -- Legislative leadership meetings, committee functions, regional and national legislative meetings, and legislative receptions; Meals and/or refreshments may be included with these activities.	2,000	2,000
E. Campaign Promo Activities -- Outside consultants to assist with campaign strategy, public relations programs, media, and design of materials	1,000	1,000
F. Communications / Program Support-- Workshops, special subscriptions, lobbyist registration, phone banks, other printing, postage, plus other supplies and materials	20,000	20,000
G. Miscellaneous and Committees	10,000	10,000
(TEA-FCPE Funds are not included in the TEA budget as pass-through funds.)		
POLITICAL ADVOCACY Totals	\$ 103,278	\$ 103,278

COMMUNICATIONS
The Communications Core Function focuses on Goal II (culture of organizing); and Goal III (improved visibility and communications).

17. Public Relations	18,300	17,700
18. Member Publications	149,812	149,812
The Advocate and TEACH are sent to active, retired, students, and educational support members. This item includes cost of paper, printing, art work, non-profit second-class mailing.		
COMMUNICATIONS Total	\$ 168,112	\$ 167,512

BUSINESS OPERATIONS
The Business Operations Core Function includes the administration of financial resources needed to and maintain the human resources and infrastructure needed to support all strategic goals connected to the other core functions of the budget.

19. Salaries and Benefits for President and Staff	6,740,924	6,859,968
A. Salary for President and Staff		
20. Audit and Tax Reporting	30,000	30,000
Federal, State, LMRDA reporting and Auditing services		
21. Liability Insurance	16,000	16,000
Liability insurance for educational support members who are not NEA members; Association liability insurance for Staff, and local and state officers		
22. Travel, Staff	255,000	260,000
Work-related expenses for in and out-of-state travel including NEA Annual meeting and TEA-funded workshops, conferences; Expenses include food, lodging, air travel, car rental, and fleet auto expenses.		
23. Computer Operations	70,000	70,000
Computer supplies, some equipment items and software licensing fees		

24. Telephone	64,000	64,000
Telephone service for the TEA headquarters and UniServ staff including toll free lines for the TEA building		
25. Office Supplies	30,400	30,400
26. Postage	50,000	50,000
Postage for all mailings, including UPS, except Member Publications		
27. Printing	35,000	35,000
Paper and printing supplies for TEA printing		
28. Insurance: Travel and Automobiles	26,000	26,000
Travel accident insurance for Board members, professional staff, commission and committee members while on official TEA business, and fleet insurance on cars operated by the staff and the president		
29. Miscellaneous	28,000	28,000
Moving expenses and unanticipated expenses		
30. Utilities	95,000	95,000
Electricity, water, and sewer		
31. Building and Equipment Maintenance Contracts	115,000	115,000
Maintenance and service contracts on equipment, building and grounds		
32. Building Repairs, Maintenance, and Supplies	15,000	15,000
Repair and maintenance of building, grounds, furniture, and equipment not covered by maintenance contracts and janitorial supplies		
33. Taxes (Property)	110,000	100,000
Taxes on the TEA building, land, and personal property		
34. Insurance	40,000	40,000
TEA building and contents and an umbrella excess provision for covering personal injury, property, and advertising liability; additional coverage as required		
35. Office Furniture and Equipment Purchases/Depreciation	2,000	2,000
Replacement of furniture and small office machines and the purchase of additional items as needed		
36. Automobile Depreciation Purchases/Depreciation	80,000	80,000
TEA provides automobiles for staff in accordance with TEA policy. (Automobiles are usually traded after 100,000 or more miles.)		
37. Fixed Asset Depreciation Purchases/Depreciation	58,000	135,000
A. Computers Depreciation 8,000 20,000		
B. Miscellaneous Depreciation 50,000 20,000		
C. Building Fund - 95,000		
38. NEA 360 costs	19,970	19,970
Business Operations Totals	\$7,880,294	\$8,071,338
Total Sources of Cash	\$9,375,674	\$9,639,118
Total of Budgeted Expenditures	\$9,375,674	\$9,639,118

TEA RA delegates invited to virtual budget hearing April 23, questions due Friday, April 19

New this year for TEA RA delegates is the opportunity to participate in a digital budget hearing. The change will allow all delegates a convenient way to fully review the proposed budget and ask questions, without having to worry about arriving early on the Friday of the TEA RA.

“The TEA Board made the decision to switch to an online format for the budget hearing to make it as accessible as possible to all delegates,” said TEA President Beth Brown. “We know most delegates travel to the RA after the school day ends. This format will ease the added stress of trying to get on the road earlier for those further from Middle Tennessee.”

The virtual budget hearing will be streamed live on Tuesday, April 23,

from 5 to 6 p.m. Central. Delegates will be emailed an invitation to the hearing with instructions on how to access the meeting and how to submit questions in advance.

The digital hearing will be recorded for those who are unable to participate live. Information on how to receive access to the recording will be emailed to delegates following the live meeting.

Delegates are encouraged to review the budget and submit any questions prior to the hearing, by emailing TEAbudget@tnea.org by Friday, April 19. Please indicate the budget line item number when submitting questions. Questions will be accepted during the hearing as well, but priority will be given to those submitted in advance.

Contact TEA
Tennessee Education Association
801 Second Avenue N., Nashville, TN 37201-1099
(615) 242-8392, (800) 342-8367
FAX (615) 259-4581

UniServ Coordinators
District 1 — Harry Farthing, P.O. Box 298, Elizabethton, TN 37644; phone: (423)262-8035, fax: (866)379-0949; Assns: Bristol, Carter Co., East Tennessee State University, Elizabethton, Johnson City, Johnson Co., Kingsport, Northeast State Community College, Sullivan Co., Washington Co. **District 2 — Jennifer Gaby**, P.O. Box 70, Afton, TN 37616; (423)234-0700, fax: (855)299-0723; Assns: Cocke Co., Greene Co., Greeneville, Hamblen Co., Hancock Co., Hawkins Co., Jefferson Co., Newport, Rogersville, Unicoi Co. **District 3 — Tina Parlier**, P.O. Box 70288, Knoxville, TN 37938-0288, (865)688-1175, fax: (866)518-3104; Assns: Campbell Co., Claiborne Co., Grainger Co., Oneida, Scott Co., Sevier

Co., TSD, Union Co., Walters State Community College. **District 4 — Jason White**, KCEA, 2411 Magnolia Avenue, Knoxville, TN 37917; (865)522-9793, fax: (865)522-9866; Assns: Knox, Pellissippi State Comm. College, UT-Knoxville. **District 5 — Tom Hopkins**, P.O. Box 5502, Oak Ridge, TN 37831; (423)416-7330, fax: (855)301-8366; Assns: Alcoa, Anderson Co., Blount Co., Clinton, Maryville, Monroe Co., Oak Ridge, Polk Co., Sweetwater. **District 6 — Shannon Bain**, P.O. Box 3452, Lebanon, TN 37088, phone: (615)547-7769, fax: (844)274-0765; Assns: Cannon Co., Cumberland Co., Cumberland University, DeKalb Co., Lebanon, Putnam Co., Van Buren Co., Warren Co., White Co., Wilson Co., TTU. **District 7 — Theresa Turner**, HCEA 4655 Shallowford Road, Chattanooga, TN 37411; (423)485-9535, fax: (423)485-9512; Assns: Bradley Co., Chattanooga State Community College, Cleveland, Hamilton Co., UT-Chattanooga. **District 8 — Josh Trent**, P.O. Box 451, Livingston, TN 38570, (931)279-9530, fax: (855)299-5674; Assns: Athens City, Etowah, Fentress Co., Lenior City, Loudon Co.,

McMinn Co., Meigs Co., Morgan Co., Overton Co., Rhea-Dayton Co., Roane Co., York Institute. **District 9 — Jackie Pope**, 2326 Valley Grove Dr., Murfreesboro, TN 37128; phone: (615)898-1060, fax: (855) 301-8214, Assns: Bedford Co., Bledsoe Co., Coffee Co., Fayetteville City, Franklin Co., Grundy Co., Lincoln Co., Manchester, Marion Co., Moore Co., Motlow State Community College, Sequatchie Co., Tullahoma. **District 10 — Jeff Garrett**, P.O. Box 1326, Lebanon, TN 37088-1326; (615)630-2605, fax (855)320-8755; Assns: Clay Co., Jackson Co., Macon Co., Pickett Co., Robertson Co., Smith Co., Sumner Co., Trousdale Co. **District 11 — Antoinette Lee**, P.O. Box 1412, Antioch, TN 37013; (615)308-5293, fax: (888)519-7331; Assns: FSSD, Marshall Co., Williamson, TN Dept. of Ed. **District 12 — Sue Ogg**; P.O. Box 210486, Nashville, TN 37211-0486; (615)856-0503, fax: (855)427-6660 — Assns: Cheatham Co., Dickson Co., Giles Co., Hickman Co., Humphreys Co., Maury Co. **District 13 — Leigh Phillips**, Metro Nashville, 531 Fairground Court, Nashville, TN 37211; (615) 866-8689; Assns: Dept. of Higher Ed.,

Metropolitan Nashville, TN School For The Blind, MTSU, Murfreesboro City, NSCC, Rutherford, TSU. **District 14 — Maria Uffelman**, P.O. Box 99, Cumberland City, TN 37050; phone: (931)827-3333, fax: (855)299-4925; Assns: Austin Peay State University, Clarksville-Montgomery Co., Henry Co., Houston Co., Paris, Stewart Co., UT-Martin. **District 15 — Tom Marchand**, PO Box 42218 Memphis, TN 38174; (901)569-8063, fax: (866)483-2514; Assns: Fayette Co., Hardeman Co., Hardin Co., Lawrence Co., Lewis Co., McNairy Co., Perry Co., Wayne Co. **District 16 — Lorrie Butler**, P.O. Box 387, Henderson, TN 38340; (731)989-4860, fax: (855)299-4591; Assns: Benton Co., Central, Chester Co., Clarksburg, Decatur Co., Henderson Co., Huntingdon, Jackson-Madison Co., Jackson State Community College, Lexington, McKenzie, Weakley Co., West Carroll, West Tennessee School for the Deaf. **District 17 — Terri Jones**, P.O. Box 2140, Cordova, TN 38088; (901)258-3902, fax: (844)270-8083; Assns: Bradford, Crockett Co., Dyer Co., Dyersburg, Dyersburg State Community College, Gibson Co., Haywood Co.,

Humboldt, Lake Co., Lauderdale Co., Milan, Obion Co., Tipton Co., Trenton, Union City. **District 18 — Keyth Harrison**, Memphis, TN; (901)305-2467, fax: (855)320-8737;— Assns: Bartlett, Collierville, Germantown-Arlington-Lakeland, Millington, Southwest State Community College, University of Memphis. **District 19 — Reginald Fentress**, (901)229-6102, fax: (855)320.8737; United Education Association of Shelby County.

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www.nea.org

**Proposed changes
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~~ected by the next Representative Assembly to take office on the first day of July following the election. Any member who misses three meetings in any year without such absences being approved by the Board as justifiable absences shall be declared as having resigned and shall be replaced. Any member of the Board who is elected to another office that would place said member on the Board shall relinquish the original position upon assuming the duties of the second position, and the original position shall be considered vacant. The Board member may return to the original position July 1 next for the remainder of the term if said member does not seek election to the position assumed. If the Board member seeks election to the position assumed, the Representative Assembly shall conduct an election to fill the vacancy in the original position.~~

Impact/Rationale: This amendment moves sections 1 and 2 of Bylaws VII to Sections 2 and 3 of Constitution Article VII to align Bylaw Article VII and Constitution Article VII with Bylaw Article VI and Constitution Article VI. Currently, a change to the term of office for president and vice president requires a two-thirds vote of the Assembly, but a change to the term of office for other members of the Board of Directors only requires a majority vote. This alignment corrects an obvious anomaly.

BYLAW AMENDMENT #2

~~**BYLAW IX, SECTION 3.** Quorum: A quorum for the first session of the Representative Assembly shall be a majority of those who have been issued official delegate credentials. A quorum at any time after the first session shall be a majority of those who have been seated as delegates at said Representative Assembly as of 15 minutes following the opening of the current session.~~

Impact/Rationale: This amendment removes the reference to “the first session of the Representative Assembly” and clarifies at what point during the Assembly the seating of delegates shall be counted for the purpose of establishing a quorum.

BYLAW AMENDMENT #3

~~**BYLAW VII, SECTION 4, O:** To operate the Association on its proposed budget, but not to exceed the expenditures approved for the most recently approved budget, should the Representative Assembly fail, for any reason, to adopt the proposed budget;~~

Impact/Rationale: This amendment changes the requirement to operate on the previously adopted budget if the Assembly fails to approve a new budget. Instead, it requires that the propose budget be implemented to the extent expenditures do not exceed the amounts previously adopted by the Assembly.

BYLAW AMENDMENT #4

~~**BYLAW III, SECTION 3, C:** Beginning the 2016-2017 membership year the annual membership dues of active and education support members of the Tennessee Education Association shall be increased by seven dollars and fifty cents (\$7.50). This dues increase shall be allocated to the TEA-FCPE. Active and education support members who do not wish to contribute to TEA-FCPE can opt out of the contribution in accordance with TEA Board Policy 3911 and the appropriations shall be redirected to general government relations support funds. In the event state law is passed to prohibit payroll deduction of dues for PAC contributions, any dues collected via payroll deduction that were allocable to the TEA-FCPE shall be redirected to the general government relations support funds.~~

Impact/Rationale: This amendment preserves TEA's right to continue collecting dues via payroll

deduction if a ban on collecting monies for elections is passed in the legislature.

BYLAW AMENDMENT #5

~~**BYLAW X, SECTION 1, G** The fifteen TEA classroom teacher district board members shall be elected by the delegates from the respective districts as defined below:~~

District 1: The first TEA board district shall include all local associations within the counties of Carter, ~~Greene, Hancock,~~ Hawkins, Johnson, Sullivan, Unicoi, and Washington.

District 2: The second TEA board district shall include all local associations within the counties of Claiborne, ~~Blount, Cocke,~~ Grainger, Greene, Hamblen, Jefferson, ~~Monroe,~~ and Sevier.

District 3: The third TEA board district shall include all local associations within the counties of Anderson, Campbell, ~~Claiborne, Grainger, Cumberland, Loudon, Hancock, McMinn, Meigs,~~ Morgan, Rhea-Dayton, Roane, ~~and Scott, and~~ Union.

District 4: The fourth TEA board district shall include all local associations within the counties of Knox, ~~Loudon, and~~ Union.

District 5: The fifth TEA board district shall include all local associations within the counties of ~~Blount, Bradley, McMinn, Monroe, Hamilton, and~~ Polk.

District 6: The sixth TEA board district shall include all local associations within the counties of Bledsoe, Hamilton, ~~Cannon, Cumberland, Coffee, DeKalb, Fentress, Grundy, Marion, Meigs, Overton, Pickett, Putnam, and Sequatchie, Van Buren, Warren, and White.~~

District 7: The seventh TEA board district shall include all local associations within the counties of ~~Cannon, Clay, Coffee, DeKalb, Fentress, Bedford, Franklin, Grundy, Jackson, Macon, Overton, Pickett, Putnam, Smith, Trousdale, Van Buren, Warren, and White~~ Moore, Rutherford, and Wilson.

District 8: The eighth TEA board district shall include all local associations within the counties of ~~Cheatham, Dickson, Robertson, Sumner, and Wilson. Giles, Lincoln, Marshall, Maury, and Williamson.~~

District 9: The ninth TEA board district shall include all local associations within the county of Davidson.

District 10: The tenth TEA board district shall include all local associations within the counties of ~~Bedford, Giles, Lincoln, Marshall, Moore, and Rutherford. Clarksville-Montgomery, Clay, Jackson, Macon, Robertson, Smith, Sumner, and Trousdale.~~

District 11: The eleventh TEA board district shall include all local associations within the counties of ~~Benton, Cheatham, Decatur, Dickson, Hardin, Hickman, Lewis, Maury, and Williamson. Houston, Humphreys, Lawrence, Lewis, McNairy, Perry, Steward, and Wayne.~~

District 12: The twelfth TEA board district shall include all local associations within the counties of ~~Benton, Decatur, Henry, Houston, Humphreys, Montgomery, Perry, and Stewart. Carroll (West Carroll), Chester, Fayette, Gibson, Hardeman, Haywood, Henderson, Henry, Jackson/Madison, and Weakley.~~

District 13: The thirteenth TEA board district shall include all local associations within the counties of ~~Chester, Hardeman, Hardin, Haywood, Henderson, Lawrence, Madison, McNairy, and Wayne. Crockett, Dyer, Lake, Lauderdale, Obion, Tipton, and Shelby (Municipals), exclusive of the affiliated local education association representing the members in the Shelby County School System.~~

District 14-15: The fourteenth and fifteenth TEA board district shall include all local associations within the counties of ~~Carroll, Crockett, Dyer,~~

~~Gibson, Lake, Lauderdale, Obion, Shelby (municipals), exclusive of the affiliated local education association representing the members in the Shelby County School System, and Weakley. be the affiliated local education association representing the members in the Shelby County School System.~~

~~District 15: The eighth TEA board district shall include all local associations within the counties of Fayette, Shelby (excluding the Shelby Co. municipals), and Tipton.~~

Impact/Rationale: This amendment reapportions board districts in a more equitable manner.

BYLAW AMENDMENT #6

~~**BYLAW X, SECTION 1, I:** The TEA district boundaries shall continue through June 30, 202620. The Board of Directors shall bring a report with recommendations to the 202519 Representative Assembly to cause the district to be equitably apportioned.~~

Impact/Rationale: This amendment sets a new deadline for reviewing board districting.

BYLAW AMENDMENT #7

~~**BYLAW X, SECTION 3:** Additional nominations for statewide positions may be made by affiliated local associations from the floor of the Representative Assembly at the session designated for nominations provided each nomination is accompanied by a written certification from the president and secretary of the affiliated local association making the nomination. Additional nominations of candidate for district board positions shall be made by affiliated local associations in meetings of the delegates from the respective districts provided each nomination is accompanied by a written certification from the president and secretary of the affiliated local association making said nomination.~~

Impact/Rationale: This amendment clarifies the nomination process at the Representative Assembly.

STANDING RULE AMENDMENT #1

~~**Standing Rule 6.3 -** Any proposed resolution that is not a part of the Resolution Committee report shall be submitted in writing by a delegate to the president or the executive director prior to the close of adjournment of the evening of the first day of the Assembly and must be read to the delegates before adjournment of that session by the deadline designated in the approved agenda and made available in writing to delegates prior to action by the Assembly.~~

Impact/Rationale: This amendment removes the reference to an evening session of the Representative Assembly in case the decision is made in the future not to start on a Friday evening and removes the requirement to read all resolutions that are not part of the Resolutions Committee report. The reading of resolutions Friday evening was important before the advent of modern technology, which makes it easier to distribute printed material. Under this amendment, the deadline for submitting resolutions must be designated in the agenda and all resolutions must be distributed in printed form to delegates prior to consideration.

STANDING RULE AMENDMENT #2

~~**Standing Rule 6.4 -** Any resolutions proposed after the adjournment of the evening of the first day of the Assembly established deadline shall require a two-thirds vote of the voting delegates present and voting to be considered.~~

Impact/Rationale: This amendment removes the

Privatization fight from page 1

voucher toolkit with materials and action planning guides for TEA members and other groups that are fighting against vouchers. The toolkit is available online at bit.ly/ESAtoolkit.

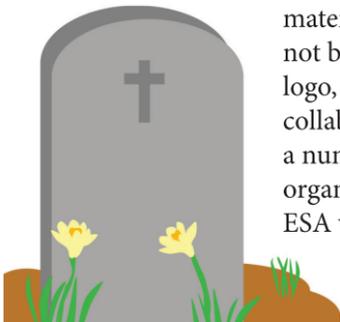
The activities in the toolkit will build to Monday, April 22, the day the voucher bill could face a floor vote. On that day, we will host a funeral and celebration of life to give Tennesseans a look at what public education will look like if they initiate this death blow to the funding that keeps our great public schools open.

There will be a funeral demonstration and candlelight vigil at the Capitol in Nashville, as well as wakes and vigils across the state celebrating the life of our public schools and letting decision makers know what a loss it will be to both local communities and our state if ESA vouchers pass.

Hold Monday, April 22, on your calendar so you do not miss participating either in Nashville or in activities in your local area. Please work with your TEA UniServ or local president to plan an event in your area.

These will be afternoon/evening events. If needed, please take a personal or professional day to attend. TEA does not advocate taking a sick day.

Watch TEA social media for more updates. Some materials are intentionally not branded with TEA's logo, because this is a collaborative event with a number of groups and organizations opposed to ESA vouchers.



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reference to an evening session and clarifies that two-thirds of voting delegates present and voting can approve a resolution submitted after the deadline as opposed to two-thirds of voting delegates who have been seated.

STANDING RULE AMENDMENT #3

Standing Rule 7.3 - New business items shall be prepared on a form available from the executive director; and shall be given to the president or the executive director prior to the close of the evening session on the first day of the Representative Assembly and shall be read to the delegates before adjournment of that session by the deadline designated in the approved agenda and made available in writing to delegates prior to action by the Assembly. Additional items of new business shall require a two-thirds (2/3) vote of the voting delegates present and voting to be considered.

Impact/Rationale: This amendment removes the reference to an evening session, clarifies that two-thirds of voting delegates present and voting can approve a new business item submitted after the deadline as opposed to two-thirds of seated delegates, and requires that all NBIs submitted by the deadline must be distributed in printed form to delegates prior to consideration.

STANDING RULE AMENDMENT #4

Standing Rule 9 - 1. Candidates for any election established by the TEA Constitution may have their photographs, biographical statements, and platforms printed in the Representative Assembly issue of a TEA publication, provided such candidates have been officially nominated and have provided pictures (preferably black and white), biographical and/or platform material to the executive director at least sixty (60) days prior to the date set for the convening of the Representative Assembly.



Coverage you can depend on for the ones you love.

As an eligible NEA member,* you've got the protection of **NEA Complimentary Life Insurance**, issued by **The Prudential Insurance Company of America** — but you should name a beneficiary to make sure your loved ones are covered. Go to neamb.com/free-tote and register your beneficiary to get this **FREE** tote. Or call **1-855-NEA-LIFE (632-5433)** and mention offer code: **TOTEBAG**

Visit neamb.com/protect to learn about all the solutions available to help meet your insurance needs.



nea Members
Insurance Trust

*Visit us online or call for eligibility requirements.
NEA Members Insurance Trust is a registered trademark of the NEA Members Insurance Trust.
NEA Complimentary Life Insurance is issued by The Prudential Insurance Company of America, Newark, NJ.
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2. Biographical and/or platform information shall be typewritten, double spaced, in narrative form. Names of organizations shall be written in full. The editors reserve the right to edit for length. Biographical and/or platform information submitted by candidates for TEA president and vice president shall not exceed 550 words. Biographical and/or platform information submitted by candidates for other Association offices and candidates for the teacher members of the Tennessee Consolidated Retirement System Board of Trustees and the Local Education Insurance Committee shall not exceed 260 words.

3. TEA shall not accept paid advertising for candidates for TEA office.

4. Upon written request, the TEA shall furnish a candidate the names and addresses of delegates to the next Representative Assembly as they become available, and the available names and addresses of local association presidents and other leaders. TEA will not provide e-mail addresses of Tennessee Education Association members to candidates. Candidates for TEA office may have one campaign related e-mail sent to delegates, local association presidents and other leaders by providing the Executive Director with e-mail-ready copy sixty days prior to the convening of the Representative Assembly.

5. Candidates seeking election to statewide positions may have one piece of campaign literature (not to exceed 8½" x 11") included in material mailed to delegates prior to the Representative Assembly at which the election will take place. Said literature must be provided to the executive director at least at least (60) days prior to the date set for the convening of the Representative Assembly.

Candidate publicity shall be governed by Board Policy 3700 series and Bylaw X.

Impact/Rationale: This amendment removes language that is not appropriately placed in the Standing Rules of the TEA Representative Assembly since it deals with activity occurring before the start of the Assembly. The language duplicates the 3700 Series of TEA's Board Policies

and TEA Bylaw X.

STANDING RULE AMENDMENT #5

Standing Rule 11 - A public disclosure of campaign expenditures in accordance with Board policies shall be made at the Assembly prior to the adjournment of the session at which nominations are made. A reporting form shall be given to candidates in advance of the Representative Assembly. Maximum campaign expenditures for TEA offices shall be:

President: \$3,000 Vice President: \$3,000

Other statewide officers: \$1,500 District officers: \$750

Impact/Rationale: This amendment removes language that is not appropriately placed in the Standing Rules of the TEA Representative Assembly. The language duplicates the 3700 Series of TEA's Board Policies.

STANDING RULE AMENDMENT #6

Standing Rule 12.4, Paragraph 2: - Nomination acceptance speeches for other positions on the Board of Directors filled by statewide vote of the Assembly, NEA Directors, and members of the Tennessee Consolidated Retirement System Board of Trustees and Local Education Insurances Committee shall be limited to three (3) minutes.

Impact/Rationale: This amendment corrects dated titles by simplifying the language in Standing Rule 12.4.

STANDING RULE AMENDMENT #7

Standing Rule 14.5 - NEA directors shall be elected in a secret ballot election by a majority of those voting. If a majority vote is not achieved, a runoff election shall be held between the candidates receiving the first and second highest the two candidates receiving the largest number of votes.

Impact/Rationale: This amendment replaces "the candidates receiving the first and second highest" with the exact phrase found in Bylaw X (5).