



# TEACH

The teaching and learning journal of the Tennessee Education Association

NOT KEEPING UP WITH OUR NEIGHBORS: Tennessee is only ahead of Mississippi in funding per pupil.

## With billions available, time to get us out of the bottom five

Long before COVID-19 hit Tennessee, our public schools were already plagued by chronic under-funding by the state. Gov. Bill Lee's proposed budget includes increases for K-12, but falls far short of what the state can afford, what our schools need, and doesn't get us out of the bottom five states for school funding.

TEA is asking all educators and public education advocates to stand with the association in demanding a significant increase in public education funding. At a time when the state surplus is soaring, there is no excuse to leave our schools starving for state funds.

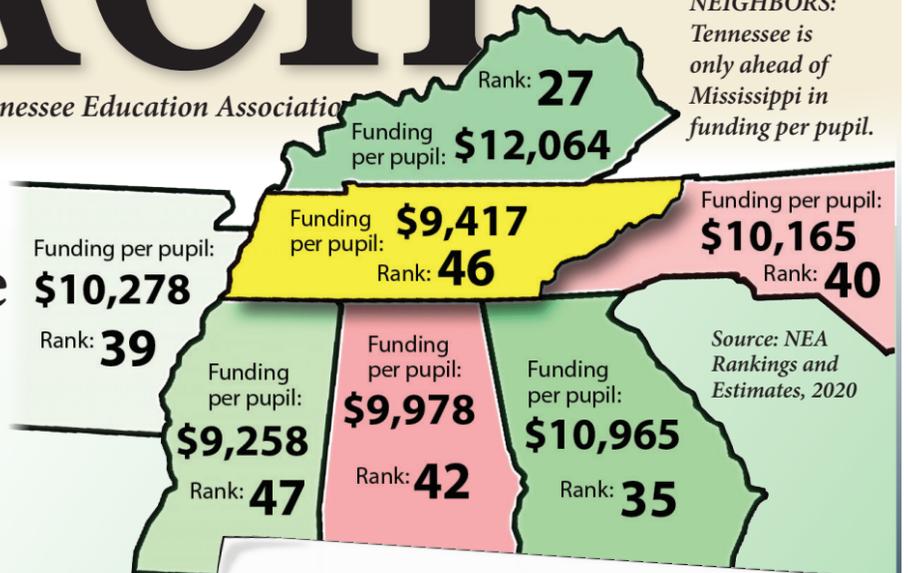
"The governor's initial budget is not the final word on state spending," said TEA President Beth Brown. "We have an opportunity and a responsibility to educate legislators and the administration about the

challenges we face because of chronic state under-funding." State budgets are often adjusted at the end of legislative sessions in response to new revenue data and needs. Over the first six months of this fiscal year, the state generated a record surplus of \$1.1 billion, setting next year revenue increases at \$1.5 billion. Expected to rise in the coming months and fill state coffers, the revenue can and should be added to the state education budget.

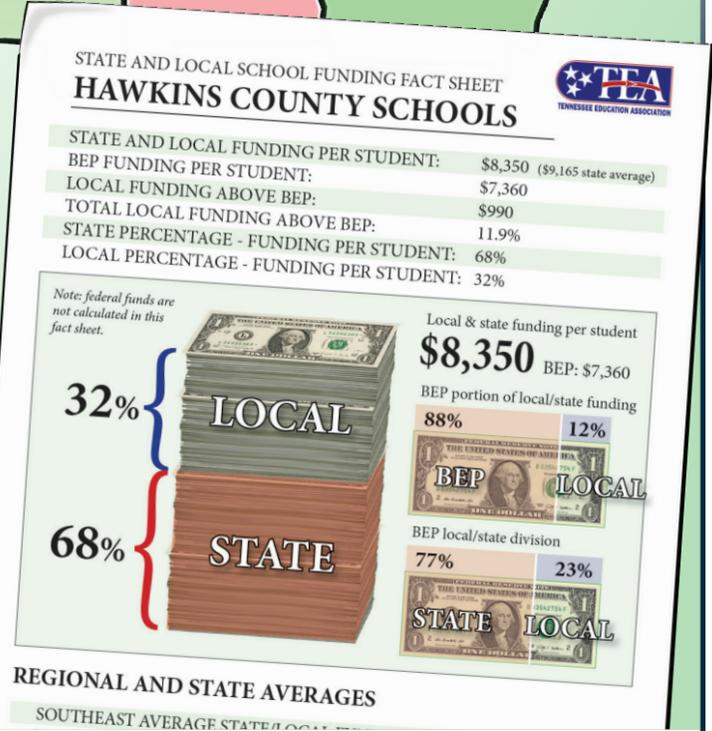
"Our goal over the coming weeks is to push the administration and legislators to allocate that revenue into the state education budget. We have the needs; the state has the funds. It's time to get us out of the bottom five," said Brown.

In the South, most state governments provide a majority of education funding. In

**Funding fight**  
cont. page 3



TEA has created a funding fact sheet for every district detailing the inadequacy of the BEP and the local funding burden. The fact sheets have been shared with local leaders and UniServ to distribute to members. We are asking members to use these fact sheets in conversations with legislators as TEA fights to increase state investment in public education.



## TEA RA to be virtual, elections held by mail

The 2021 TEA Representative Assembly will be held virtually again this year due to the pandemic. Local associations have until Tuesday, March 9, to submit delegate lists to Jessica Holmes at [jholmes@tnea.org](mailto:jholmes@tnea.org).

The meeting will be held via Zoom and will include a full agenda, including consideration of NBIs, the 2021-2022 budget, elections and more. Delegates should review this issue carefully for important information.

**TEA RA and Elections**  
cont. page 3-8

**YOUR 10-DIGIT TEA MEMBER NUMBER IS PRINTED WITH THE ADDRESS AT LEFT!** Keep this issue of TEACH to have your member number handy for the upcoming TEA RA activities.

## Feds keep testing requirement, educators and students held harmless

After going above and beyond to address students' needs and advocating to suspend testing this school year, the federal mandate to continue with assessments is a disappointing blow to educators nationwide.

"The President has spoken and we disagree wholeheartedly," said TEA President Beth Brown. "The data generated by this year's assessments will not be valid or reliable. The time spent on testing should instead be dedicated to valuable instruction time as well as addressing our students' social and emotional needs in the wake of a devastating pandemic."

While the federal Department of Education told states they are required to administer annual exams to students, states may seek permission to move assessments to the fall, administer

tests remotely and shorten exams.

"As educators, we know high-stakes standardized

tests should not be the only measure of what students know and are able to do," Brown said. "These tests are especially unreliable now because they cannot be administered with any consistency."

While Tennessee is forced to proceed with testing on the federal level, the state's teachers, schools and districts will be exempted from accountability measures using testing data from the 2020-21 school year, unless the data is to their benefit, according to the hold-harmless legislation passed during the education special session in the state General Assembly in January.

The hold-harmless bill was modeled on TEA-backed legislation from years when TNReady failed, and it recognizes the problems of teaching during a pandemic and administering standardized tests.

"Tennessee lawmakers made a step in the right direction with the hold-harmless bill, and TEA advocated for a complete

**Hold harmless**  
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# Let us reshape what public schools look like

By TEA President Beth Brown



When I began my teaching career in August 2001, I had the rare pleasure of not only joining my parents' profession but also their workplace. I will never forget my mother taking my elbow, leaning in close, and offering me two pieces of sage advice: start saving for retirement immediately and join the association.

Following her pointed finger, I walked to the back of the cafeteria and signed my membership application. While I joined the association because my mama told me to, I stayed in the association because in GCEA/TEA I found a space to advocate for my

students and my colleagues.

*Tennessee's educators recognize the disparity in educational opportunities in rural communities and communities of color compared to communities with better-resourced schools.*

My college diploma had not even arrived yet when I stepped into Room 18 of Grundy County High School as a first-year teacher. My collegiate experiences were fresh: I could still feel the cloud of inadequacy that hovered when I realized that my college classmates' preparation had been significantly better resourced than my

own, and I still felt the sting of my journalism professor's backhanded compliment that I was the "only decent student to ever come out of Grundy County." I vowed I would work every single day to make sure that my students never had those experiences.

That commitment to my students—and to the one million students in Tennessee's public schools—drives my work every day. Through my conversations with educators across our state, I know I am not alone in that commitment. Though chronic underfunding and systemic inequities existed in our public schools long before 2020, the onset of the pandemic has highlighted these challenges. How do we ensure that all students—regardless of where they live—have safe, clean, and well-resourced schools? How do we ensure that educators have the curriculum and materials needed to perform their jobs effectively and earn enough that they can afford to stay in the profession?

Tennessee's educators recognize the disparity in educational opportunities in rural communities and communities of color compared to communities with better-resourced schools. As we emerge from this pandemic, let us reshape what public schools look like.

I was recently asked by a reporter if I thought increasing education funding would actually help address the challenges that exist in our public schools. My response was an emphatic yes. I will not believe anyone who says increased funding won't address the lack of nurses and counselors in our schools, the outdated technology and textbooks, the disappearance of our school libraries, or the lack of math and reading specialists; I will not believe anyone who says increased funding won't alleviate the shortage of educators in our state and reduce the student-teacher ratio.

The pandemic has laid bare the problems that have been long hidden in our public schools; now is the time for us to embrace our power as educators and lead in the efforts to secure the schools our students deserve.

TEA, we must lean into this moment and lead our profession, for no one is more qualified than we.

# We must prioritize equity in pay and leadership

By TEA Executive Director Terrance Gibson



The fight for increased public education funding is not a new one. When you look back over the association's 155-plus years of advocacy, there is a common thread of the fight for more resources. This is why we talk about "chronic under-funding."

Tennessee's public schools have been starving for investment from the state for decades, but the pandemic further exacerbated the problem in many ways. I have had a front-row seat for the past year, witnessing the lengths to which teachers have been asked to go during this pandemic. Educators have met every challenge and gone above and beyond to not only ensure students continue to learn, but also to care for the health and wellbeing of students.

There are many funding needs, but increased compensation for educators must not be overlooked. Longer hours, additional stress and new responsibilities have been piled on educators over the past year. It is time for state leaders to do their part and provide funding for a significant increase for teacher salaries.

I know I am preaching to the choir when I tell you that women make up the majority of our profession, and that professions dominated by women are historically paid less than male-dominated fields. Approximately 75% of public school educators in our country are women, and the number is going up nearly every year. Meanwhile, men make up about 60% of public education leadership roles – the higher paying positions.

As we move into Women's History Month, I want to renew our focus on correcting this imbalance and work toward improving teacher salaries, increasing the number of women in leadership roles and improving respect for our profession.

TEA has benefited from a long history of women leaders who have shaped the association into the powerhouse it is today.

It is now our job to live up to the standard they have set and continue the work to promote, advocate and lead.

To move legislators to increase the budget for teacher salaries, we must promote the work of Tennessee educators and our commitment to our students! To move school districts to appoint more women to leadership positions, we must advocate for equity in hiring decisions and point out discrimination in the system! To improve public perception of our profession, we must lead our colleagues in loudly proclaiming the great work of Tennessee educators and public schools!

Like I said at the beginning, the funding fight is not new, but let us find inspiration and energy this Women's History Month from the women leaders who came before us and the ones who now surround us. We must carry on the fight for the funding our students deserve. It is on us to promote, advocate and lead!

*TEA has benefited from a long history of women leaders who have shaped the association into the powerhouse it is today. It is now our job to live up to the standard they have set and continue the work to promote, advocate and lead.*

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## Share your story: How has under-funding impacted your school?

**Funding fight**  
from page 1

Tennessee, the state provides well below half of K-12 expenditures. As a result, Tennessee ranks 46th in the nation on investment per student.

“It is going to take constant pressure from educators and parents back home demanding legislators do right by our students. The money is there. We don’t need a tax increase; we just need our state leaders to step up and fund our schools,” Brown said.

TEA is asking educators to record short videos to share how chronic underfunding has impacted your school and your classroom and the effect increased state investment could have on your students.

Tag your videos on social media!

#RedforEd  
#TEAstrong



**Hold harmless**  
from page 1

suspension of standardized testing this year,” Brown said. “We the educators know our students by name, understand their needs and are best equipped to measure their ability to demonstrate knowledge. The federal decision to proceed with standardized testing this year is extremely disappointing.”

The hold-harmless legislation includes several key provisions affecting teachers in different grades and career tracks, including granting tenure and accommodations for pre-K and kindergarten teachers in the portfolio system.

The bulk of the hold-harmless bill is the suspension of TVAAS scores,

the statistical estimate that is too fuzzy and prone to anomalies to be used in high-stakes professional decisions.

The invalidity of TVAAS as a professional measure has been made apparent during the pandemic and the years of state testing failures. The statistical model requires three years of concurrent data. Tennessee has not generated three years of continuous test data since 2015.

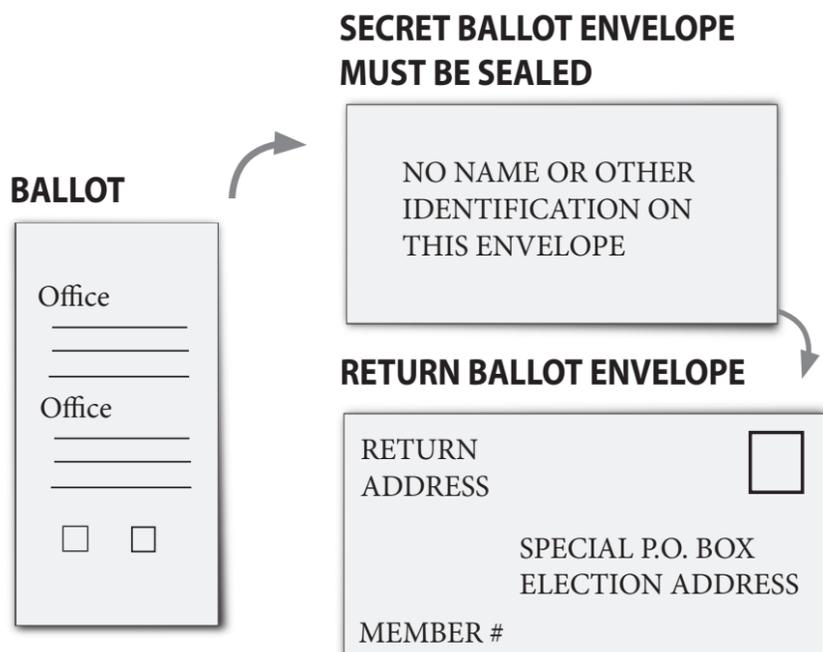
TEA continues to push for a complete suspension of the evaluation system this school year, recognizing approved models do not correlate to teaching in a pandemic.

## TEA RA Elections Mail-in Ballots

After the RA and as quickly as possible, every participating delegate will be mailed a ballot for TEA elections. Using U.S. Department of Labor standards for association voting by mail, each ballot envelope will have an instruction letter and the items below.

Once filled out, the ballot is placed into the secret ballot envelope and sealed. The ballot envelope is then placed into the pre-addressed postage-paid return envelope and sent to a TEA post office box

designated solely for the election. All ballots will be held by the USPS until the voting period ends. Return ballot envelopes with member numbers are used to check delegate rolls and to ensure one vote per delegate. Return ballot envelopes are then opened and secret ballot envelopes are compiled separately to ensure voting anonymity. Checks of delegate rolls and tallies of ballots will be under the direction of the TEA elections committee.



# ASK TEA

ANSWERS FROM THE EXPERTS  
AT THE TEA HOTLINE

**Q:** I heard it is against the law for teachers to strike. Is that true?

**A:** Yes, as provided in Tennessee law, school employees found to have engaged or participated in a strike are subject to dismissal and those that have attained tenure shall forfeit their claim to it. Such teachers will revert to probationary status for five (5) years.

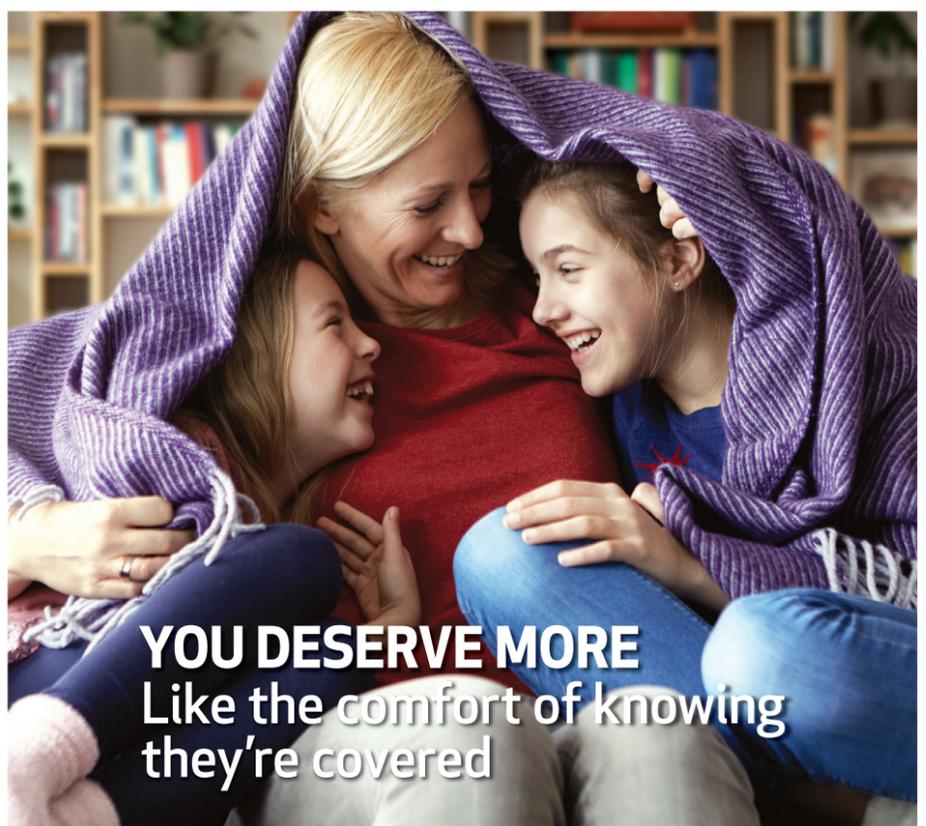


The TEA Advocacy Hotline supports local leaders and building representatives in answering member questions. If you have an employment-related question, please contact your building rep or UniServ coordinator.

JUST A REMINDER:

TEA Awards  
Deadline: April 30

Visit the "Awards" tab on TEAteachers.org for details on how to apply or make a nomination.



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# 2021 TEA Representative Assembly

## Tentative Agenda

**Friday, April 9, 6–8:30 P.M.**

### First General Session

1. Invocation
2. Pledge of Allegiance
3. National Anthem
4. Presentation of Delegates
5. Adoption of Agenda
6. Adoption of Standing Rules
  - Standing Rule Amendments
7. Appointment of Committees
  - Credentials Committee
  - Elections Committee
8. President's Speech
9. Budget Hearing
10. Deadline to submit New Business Items and Resolution Amendments—7 p.m.
11. Nominations
  - a. Board of Directors
    - (1) NEA Director for a three-year term
    - (2) Higher Education Faculty for a three-year term
    - (3) Middle Tennessee Administrator for a three-year term
    - (4) Middle Tennessee Black Classroom Teacher for a three-year term
    - (5) Classroom Teacher Board members from Districts 2, 9, and 15 for a three-year term
    - (6) Classroom Teacher Board

- members from Districts 5 and 8 for a two-year unexpired term
- b. West Tennessee contact to the Board of Trustees of the Tennessee Consolidated Retirement System for a two-year unexpired term
- c. West Tennessee contact to the Local Education Insurance Committee for a two-year unexpired term
- d. Middle Tennessee contact to the Board of Trustees of the Tennessee Consolidated Retirement System for a three-year term
- e. Middle Tennessee contact to the Local Education Insurance Committee for a three-year term
- f. Fund for Children and Public Education
  - (1) Districts 2 and 9 for a three-year term
  - (2) Districts 3, 5, 7, 10, 12, 13, and 14 for a two-year unexpired term
  - (3) Districts 8 and 11 for a one-year unexpired term
12. Report on Campaign Policies and Candidate Expenses

**Saturday, April 10, 8:00-8:45 A.M.**

Delegates from the following districts will convene to nominate candidates for the TEA Board of Directors: Two (three-year term), Five (two-year unexpired term), Eight (two-year unexpired term), Nine (three-year term),

and Fifteen (three-year term). For TEA-FCPE Executive Council, the following districts will convene: Two (three-year term), Three (two-year unexpired term), Five (two-year unexpired term), Seven (two-year unexpired term), Eight (one-year unexpired term), Nine (three-year term), Ten (two-year unexpired term), Eleven (one-year unexpired term), Twelve (two-year unexpired term), Thirteen (two-year unexpired term), and Fourteen (two-year unexpired term).

**Saturday, April 10, 9:00 A.M.**

### Second General Session

1. Memorial Recognition
2. Membership Awards
3. Friend of Education Award(s) (if awarded)
4. Action on Constitution and Bylaw Amendments
5. Report of the Executive Director (includes the Financial Report)
6. Adoption of the 2020-2021 Budget
7. Action on Proposed Resolutions
8. Action on Legislative Program
9. Action on New Business Items
10. Report of the NEA Directors
11. Tennessee Retired Teachers Association (TRTA)
12. Legislative/FCPE Report
13. Announcements
14. Adjournment

*All times are Central.*

## 2021 TEA Candidates and Nomination Process

### District 9

**Paula Pendergrass\***

### District 15



**Deborah Atkins** - My name is Deborah Atkins. I am running for the District 15 seat on the TEA Board of Directors for a three-year term. I am seeking this position to advocate and represent Shelby county on the state level. I have taught twenty-four years, twenty-one with Shelby County Schools.

I currently serve as the TEA contact for the State Board of Education representing Shelby County. I have represented UEA at the NEA and TEA Representative Assemblies four times. I have completed the NEA/TEA Teacher Leadership Institute. I have represented UEA at three National Council of Urban Education Association conferences. I have served as my building's Association Representative. I served on the UEA Board of Directors as Middle School Representative and Vice-President.

My passion is advocating for public education. Please vote for me, Deborah Atkins, to be your voice on the state level!

### NEA Director

**Tiffany Reed** - Thank you so very much for allowing me to serve as a TEA NEA Director for the past 3 years. I would like to thank each one of you, for all you do for public education. We are a family. Involvement in TEA and NEA is critical, and I am willing to continue my commitment to advocate for



public education.

My 17-years of experience in the classroom provide me with a unique lens through which to view the interconnection between the various components of TEA. The needs and expectations of TEA members vary, yet the link is our desire for the best in public education. As a product of public education, I completed an undergraduate degree, a Master's degree, and am currently completing my Ed.D in Leadership. I have studied law and government courses, as well as served as a witness for legal cases. I use my experiences in organizational law, governance, and policy interpretation to representing Tennessee at the national level. I advocate for all of us: Emerging Leaders, ESP, K-12, Higher Ed, and Retired members.

Understanding the legal process and being involved on Capitol Hill is a key responsibility of an NEA Director and matches perfectly with my professional and personal experiences. Over the past 17 years, I have held a variety of union leadership positions at every level, from the local through national. In this era of uncertainty for public education and the recent changes on the Supreme Court bench, tough decisions are required for NEA and TEA. I am willing to be at the table, to participate in the dialogue, and make the tough decisions.

### Middle TN Black Classroom Teacher

**Kenneth Martin\***

\*No photo or bio submitted.

### Interested in running for a TEA office?

There are two ways to qualify as a candidate: submit a petition of 50 members' signatures OR submit a nomination letter from your local. The deadline for qualifying by petition has passed, but interested candidates have until 5 p.m. CDT, April 8 to submit a nomination letter.

Nomination letters must be signed by the local president and secretary and must affirm that the local affiliate has voted to nominate the candidate.

Nomination letters should be scanned and emailed to Jessica Holmes ([jholmes@tnea.org](mailto:jholmes@tnea.org)) no later than 5 p.m. CDT, April 8.

During the virtual TEA RA, qualifying candidates for statewide offices will be announced on Friday evening and nomination acceptance speeches will be played for the delegation. Qualifying candidates for district offices will be announced and their nomination acceptance speeches played during district meetings on Saturday morning.

Ballots will be mailed to TEA RA delegates following the adjournment of the TEA RA.

## Proposed Changes to Bylaws

### BYLAWS AMENDMENT #1

#### Article IV, Section 1(b)—Local Associations

b. Its membership shall not be restricted because of age, color, creed, disability, marital status, national origin, race, religion, gender, sexual orientation, gender identity/expression, or physical appearance; ~~race, color, or national origin~~;

**Impact/Rationale:** This amendment expands the categories upon which membership cannot be restricted.

### BYLAWS AMENDMENT #2

#### Article IV, Section 2(a)—Sections

a. Its membership shall not be restricted because of age, color, creed, disability, marital status, national origin, race, religion, gender, sexual orientation, gender identity/expression, or physical appearance; ~~race, color, creed, sex, or national origin~~;

**Impact/Rationale:** This amendment expands the categories upon which membership cannot be restricted.

### BYLAWS AMENDMENT #3

#### Article IX, Section 1—Delegates

~~Affiliates shall insure that ethnic minority delegates are elected at least in proportion to the ethnic minority membership of the affiliate. Affiliates shall ensure that persons of color~~

~~are elected as delegates in proportion to their membership.~~

**Impact/Rationale:** This amendment deletes the reference to ethnic minority and inserts the term person of color. The purpose of this amendment is to eliminate the use of the word minority, which suggests that persons of color are lesser than others.

### BYLAWS AMENDMENT #4

#### Article 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. A quorum shall be a majority of those who have been seated as delegates at the Representative Assembly as of fifteen (15) minutes following the opening of the current session.~~

**Impact/Rationale:** This amendment deletes references to the first session. The purpose of this amendment is to clarify the process for establishing quorum as well as creating the potential for a single-session Representative Assembly, should the need arise.

### BYLAWS AMENDMENT #5

#### Article X, Section 1(f)—Elections

f. The state NEA directors shall be elected at-large according to requirements of the National Education Association; and if Tennessee qualifies for three or more NEA directors, at least one position must be filled by ~~an ethnic minority~~ a member of color beginning with the first opening after August 31, 1976;

**Impact/Rationale:** This amendment deletes the reference to ethnic minority and inserts the term person of color. The purpose of this amendment is to eliminate the use of the word minority, which suggests that persons of color are lesser than others.

### BYLAWS AMENDMENT #6

#### Article XVIII, Section 2—Definitions

Ethnic Minority Person of Color: ~~Ethnic minority Person of color~~ shall mean those persons designated as ~~ethnic minority~~ by statistics published by the United States Bureau of the Census. ~~This designation shall specifically include Black or African American, American Indian, Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, and Hispanic.~~

**Impact/Rationale:** This amendment deletes the reference to ethnic minority and inserts the term person of color. The purpose of this amendment is to eliminate the use of the word minority, which suggests that persons of color are lesser than others.

## Proposed Standing Rules for Virtual TEA RA

**These standing rules are an amendment by substitution and are intended for this year only.**

### Rule 1. Duration

These standing rules will be in effect for the 2021 virtual RA only.

### Rule 2. Representative Assembly

The virtual Representative Assembly will be conducted using a virtual platform. Delegates must use the virtual platform application on their computers or mobile devices to participate.

If possible with the technology used, only video of the Chair or individuals identified by the Chair will be broadcast.

Video of individual delegates will not be broadcast when speaking in debate.

Guests will not be permitted into the virtual Representative Assembly.

### RULE 3. Committees

*The President shall appoint the committees necessary to assist in conducting the business of the Representative Assembly.*

Such committees shall be authorized to promulgate reasonable procedural rules and regulations for their orderly and efficient operation. Such rules and regulations may be subject to review by the Board of Directors.

### RULE 4. Delegate Credentials

*The executive director of the Association shall issue delegate credentials to any eligible active member of the Association who shall be designated by the president and secretary of the member's affiliated*

*local association as having been elected a delegate by the membership of that local association.*

*Any active, student, or retired member possessing valid delegate credentials shall be included as a member of the Representative Assembly unless including the member is challenged at least 24 hours in advance by a delegate from the challenged member's local affiliate, the TEA Board of Directors, or upon signed petition of fifty (50) delegates.*

*The challenge must be filed in writing with the TEA President and/or executive director and accompanied with the detailed allegations and evidence as to why the member should not be seated. There shall be a five-member credentials challenge committee appointed by the President and approved by the Board of Directors which shall review the challenge, provide an opportunity for the challenged member to defend against the allegations, and make a report with recommendations to the Assembly. The challenged member may defend against the allegations to the Assembly by addressing the Assembly for not more than five minutes. The Assembly shall decide whether to seat the challenged delegate.*

By the deadline designated in the approved agenda and made available in writing to delegates prior to action by the Assembly, the executive director shall give a report on the credentials issued and challenges pending. All voting delegates in the designated delegate area, except any being challenged, shall be eligible to ask questions, make motions, enter into debate, vote on any matter pertaining to the seating or refusing to seat any delegate(s). No other item of business shall be discussed or voted upon until a motion has passed

to officially seat the non-challenged delegates.

### RULE 5. Registration

1. Credentials and registration materials shall be provided to delegates whose names are received at least five (5) business days prior to the Representative Assembly. A personal email address must be provided for every registered delegate. Delegates may not forward or otherwise share invitations or meeting credentials with any other person.

### RULE 6. Order of Business and Debate

*The Representative Assembly shall operate under the provisions of the Association's Constitution and Bylaws and under such rules of order consistent therewith as may be adopted by it. The most recently revised edition of Robert's Rules of Order shall govern the meeting in all particulars not otherwise specified.*

1. There shall be an official parliamentarian to advise the President and the Assembly on parliamentary matters.
2. An agenda shall be adopted at the first session of the Assembly.
3. Delegates recognized by the chair shall give their name and the name of their local association. A delegate recognized to speak may yield a portion or all of his/her time to another delegate if that person has not already spoken twice on that subject.
4. No delegate shall speak more than three (3) minutes on any question; however, this limit may be extended by a two-thirds (2/3) vote of the Assembly.

# TENNESSEE EDUCATION ASSOCIATION

## Proposed Budget for 2021-2022

| DESCRIPTION                    | Budget<br>2020-2021 | Proposed<br>Budget<br>2021-2022 |
|--------------------------------|---------------------|---------------------------------|
| MEMBERSHIP INCOME              | 7,480,810           | 7,498,480                       |
| RENT                           | 294,149             | 212,292                         |
| UNISERV GRANTS FROM NEA TO TEA | 1,084,564           | 971,616                         |
|                                |                     |                                 |
| MISCELLANEOUS                  |                     |                                 |
| OTHER INCOME                   | 53,437              | 53,437                          |
| PREMIER PARKING                |                     | 30,776                          |
| INVESTMENT INCOME              | 212,574             | 100,000                         |
| OPERATIONAL EFFICIENCY FUNDS   | 327,485             | 458,012                         |

**TOTAL SOURCES OF BUDGETED CASH** **9,453,018**    **9,324,613**

(a) Membership income based on dues of \$293.45 for TEA budget + \$11.99 as pass-through TEA-FCPE (c)  
 Active Members: 25,000 x \$293.45 7,336,250  
 Education Support Members: 1,000 x \$146.23 146,230  
 Aspiring Educator Members: 1,600 x \$10 16,000  
**Total Membership Income** **7,498,480**

(b) This is based on 24 units at \$40,484 each.

(c) In addition, \$308,615 pass-through funds will go to TEA-FCPE based on the above membership projections.

### CORE FUNCTION EXPENSE SUMMARY

|                                |                  |                  |
|--------------------------------|------------------|------------------|
| GOVERNANCE                     | 318,500          | 249,965          |
| ORGANIZING                     | 395,000          | 340,500          |
| INSTRUCTIONAL ADVOCACY         | 80,000           | 80,000           |
| LEGAL ADVOCACY                 | 555,020          | 555,020          |
| POLITICAL ADVOCACY             | 103,278          | 97,278           |
| COMMUNICATION                  | 170,512          | 170,512          |
| BUSINESS OPERATIONS            | 7,830,708        | 7,831,338        |
| <b>TOTAL BUDGETED EXPENSES</b> | <b>9,453,018</b> | <b>9,324,613</b> |

### GOVERNANCE

*The Governance Core Function focuses revenue on Goal II (TEA will nurture a culture of organizing and empowerment) and Goal VI (TEA will promote racial and social justice).*

**1. Travel: President and Board** **148,500**    **138,000**

Funding for travel for the president and the board, including board meetings and NEA Annual Meeting under the same policies as apply to state delegates (except for the TEA Committee expenses that are charged to the respective committee).

**2. Housing Allowance: President** **15,000**    **19,965**

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.

**3. Departments and Sections** **1,000**    **2,500**

This line item contains funds for activities for affiliated departments and sections according to a funding formula based upon attendance at their annual meeting. Sections are organized by education specialty (e.g., English, science) and job assignments (e.g., elementary principal, high school teacher). Departments encompass broad areas (e.g., higher education, retired teachers).

**4. Standing and Ad Hoc Committees/Commissions and State Board Contact Team** **20,000**    **10,000**

**5. TEA Representative Assembly** **64,000**    **64,000**

Funding for auditorium rental, credentials, parliamentarian, required liability insurance, audio/visual equipment, and awards.

**6. NEA Annual Meeting** **60,000**    **10,000**

Meals, lodging, travel for non-board state delegates, and other expenses according to established policies.

**7. NCSEA Dues** **10,000**    **5,500**

Dues payments to the National Council of State Education Associations

**GOVERNANCE TOTALS** **318,500**    **249,965**

### ORGANIZING

*The Organizing Core Function focuses revenue on Goal I (TEA will increase member recruitment and retention through engagement), Goal II (TEA will nurture a culture of organizing and empowerment), Goal IV (TEA will build coalitions and strengthen partnerships), and Goal VI (TEA will promote racial and social justice).*

**8. Member Recruitment** **116,000**    **100,000**

A. New educators events / Membership events / Trainings / Field organizing events / School visits 56,000    50,000

B. New member rebates 60,000    50,000

**9. Workshops and Conferences** **18,000**    **18,000**

A. ESP Leadership Track 8,000    8,000

B. Administrators Leadership Track 2,000    2,000

C. New Teacher Track 8,000    8,000

**10. Leadership Meetings/Trainings** **136,000**    **122,500**

A. Presidents Council 8,000    4,000

B. Trainings in UniServ Districts 49,500    40,000

C. Summer Leadership 50,000    50,000

D. Emerging Leaders School 10,000    10,000

E. Ethnic Minority Affairs Conference 18,500    18,500

**11. Local Membership Organizing Plans** **100,000**    **75,000**

Plans may include funding for retired recruiters, AR retreats, or other elements to train, convert, recruit, or engage membership.

**12. Membership Assistance Program** **25,000**    **25,000**

Membership Assistance Program provided to TEA members.

**ORGANIZING TOTALS** **395,000**    **340,500**

### INSTRUCTIONAL ADVOCACY

*The Instructional Advocacy Core Function focuses on Goal I (TEA will increase member recruitment and retention through engagement), Goal II (TEA will nurture a culture of organizing and empowerment), Goal V (TEA will lead the profession through advocacy), and Goal VI (TEA will promote racial and social justice).*

**13. Instruction and Professional Development** **40,000**    **40,000**

A. Symposium for Teaching and Learning 34,000    34,000

B. Online IPD Program Offerings 6,000    6,000

**14. Aspiring Educator Programs** **40,000**    **40,000**

A. Student TEA 35,000    35,000

Funding for leadership training, allowable expenses to TEA and NEA annual meetings, 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** **80,000**    **80,000**

### LEGAL ADVOCACY

*The Legal Advocacy Core Function focuses on Goal II (TEA will nurture a culture of organizing and empowerment), Goal V (TEA will lead the profession through advocacy), and Goal VI (TEA will promote racial and social justice).*

**15. Legal Services** **555,020**    **555,020**

A. Legal Fees Representation 500,000    500,000

Funding to represent TEA members under the Educators Employment Liability (EEL) Policy

B. Legal Advocacy Conference and Training 5,000    5,000

Funding for the PECCA conference track and other legal advocacy trainings

C. Legal Publications and Reporting Services 16,288    16,288

D. Expanded Assistance 15,000    15,000

Funding to assist members who are exonerated through claims outside the EEL policy

E. Legal/Research Technology Support 18,732    18,732

Funding for software programs that support the Advocacy Hotline, PECCA, and document research

**LEGAL ADVOCACY TOTALS** **555,020**    **555,020**

### 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 — Terra Osborn**, tosborn@nea.org; Assns: Cannon Co., Cumberland Co., Cumberland University, DeKalb Co., Lebanon, Putnam Co., Van Buren Co., Warren Co., White Co., Wilson Co., TTU. **District 7 — Rhonda Jett**, 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 — Gloria Johnson**, (615) 478-1097; 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 — Shannon Bain**, Metro Nashville, 531 Fairground Court, Nashville, TN 37211; (615) 242-8392, (615) 906-2565; Assns: Dept. of Higher Ed., Metropolitan Nashville, TN School For The Blind; **Shante Telfer**, (615)354-

3305; Assns: 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.

[www.teachers.org](http://www.teachers.org)  
[www.nea.org](http://www.nea.org)

**POLITICAL ADVOCACY**

The Political Advocacy Core Function focuses on Goal II (TEA will nurture a culture of organizing and empowerment), Goal III (TEA will enhance its visibility), Goal IV (TEA will build coalitions and strengthen partnerships), Goal V (TEA will lead the profession through advocacy), and Goal VI (TEA will promote racial and social justice).

|                                                                                                                                                                                              |                |               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------------|
| <b>16. Government Relations</b>                                                                                                                                                              | <b>103,278</b> | <b>97,278</b> |
| A. Public Information Program                                                                                                                                                                | 30,000         | 30,000        |
| Funds to promote public education through various media                                                                                                                                      |                |               |
| B. Polling (Issues, Candidates)                                                                                                                                                              | 5,000          | 0             |
| Polling to determine positions of members and voters on candidates and political issues.                                                                                                     |                |               |
| C. Member Lobby Activities                                                                                                                                                                   | 35,278         | 35,278        |
| Travel expenses for members to lobby in the state legislature plus training and lobby activities at the local level                                                                          |                |               |
| D. Legislative Functions                                                                                                                                                                     | 2,000          | 2,000         |
| Funding for local and state legislative meetings                                                                                                                                             |                |               |
| E. Campaign Promo Activities                                                                                                                                                                 | 1,000          | 0             |
| Funding for outside consultants to assist with campaign strategy, public relations programs, media, and design of materials                                                                  |                |               |
| F. Program Support and Legislative Committees                                                                                                                                                | 30,000         | 30,000        |
| Legislative and other ad hoc issue committees as needed, workshops, communications, special subscriptions, lobbyist registration, phone banks, plus other supplies and materials when needed |                |               |
| <b>POLITICAL ADVOCACY TOTALS</b>                                                                                                                                                             | <b>103,278</b> | <b>97,278</b> |

**COMMUNICATION**

The Communications Core Function focuses on Goal II (TEA will nurture a culture of organizing and empowerment), Goal III (TEA will enhance its visibility), and Goal VI (TEA will promote racial and social justice).

|                                                                                                                                                                                                                                                                                                                                                                         |                |                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <b>17. Public Relations</b>                                                                                                                                                                                                                                                                                                                                             | <b>17,700</b>  | <b>17,700</b>  |
| This line item supports the imagine campaign (radio spots, billboards, bumper stickers, newspaper ads, branding program through various media methods), local newsletter contest, news clipping service, photography (processing, equipment, repair), some awards programs (School Bell and Cavit Cheshier Local Association Award), and video supplies and production. |                |                |
| <b>18. Member Publications</b>                                                                                                                                                                                                                                                                                                                                          | <b>152,812</b> | <b>152,812</b> |
| The Advocate and Teach are sent to active, retired, aspiring educator, and educational support members. This item includes the cost of paper, printing, artwork, and non-profit second-class mailing.                                                                                                                                                                   |                |                |
| <b>COMMUNICATIONS TOTALS SUMMARY</b>                                                                                                                                                                                                                                                                                                                                    | <b>170,512</b> | <b>170,512</b> |

**BUSINESS OPERATIONS**

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

|                                                                                                                                                                                                                |                  |                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| <b>19. Salaries and Benefits: President and Staff</b>                                                                                                                                                          | <b>6,692,199</b> | <b>6,632,088</b> |
| <b>20. Audit and Tax Reporting</b>                                                                                                                                                                             | <b>30,000</b>    | <b>30,000</b>    |
| Federal, state, and LMRDA reporting and auditing services                                                                                                                                                      |                  |                  |
| <b>21. Travel: Staff</b>                                                                                                                                                                                       | <b>260,000</b>   | <b>260,000</b>   |
| Work-related expenses for in- and out-of-state travel, including NEA Annual Meeting and TEA-funded workshops and conferences. Expenses include food, lodging, air travel, car rental, and fleet auto expenses. |                  |                  |
| <b>22. Computer Operations</b>                                                                                                                                                                                 | <b>158,109</b>   | <b>162,500</b>   |
| Computers, supplies and equipment, software licensing fees, IT Help Desk, and special projects as needed.                                                                                                      |                  |                  |
| <b>23. Telephone, Cellular, Wireless, and Internet Services</b>                                                                                                                                                | <b>80,000</b>    | <b>85,000</b>    |
| Cellular, wireless, and internet services for phones, computer workstations, and laptops used by TEA headquarters and field staff. Some phone-related equipment is also covered in this line item.             |                  |                  |
| <b>24. Office Supplies</b>                                                                                                                                                                                     | <b>30,400</b>    | <b>30,400</b>    |
| <b>25. Postage</b>                                                                                                                                                                                             | <b>50,000</b>    | <b>45,000</b>    |
| Postage for all mailings, including UPS and excluding member publications (The Advocate and Teach).                                                                                                            |                  |                  |
| <b>26. Printing</b>                                                                                                                                                                                            | <b>35,000</b>    | <b>35,000</b>    |
| <b>27. Insurance: Travel and Automobile</b>                                                                                                                                                                    | <b>50,000</b>    | <b>50,000</b>    |
| Travel accident insurance for board members, professional staff, and commission and committee members while on official TEA business, and fleet insurance on cars operated by the staff and the president.     |                  |                  |
| <b>28. Miscellaneous</b>                                                                                                                                                                                       | <b>49,000</b>    | <b>49,000</b>    |
| A. Bank Fees and Charges                                                                                                                                                                                       | 29,000           | 34,000           |
| B. Staff Moving Expenses                                                                                                                                                                                       | 20,000           | 15,000           |
| Moving expenses for the TEA President and TEA staff who are required to move and unanticipated expenses                                                                                                        |                  |                  |
| <b>29. Utilities</b>                                                                                                                                                                                           | <b>100,000</b>   | <b>125,000</b>   |
| Electricity, water, and sewer                                                                                                                                                                                  |                  |                  |
| <b>30. Building and Equipment Maintenance Contracts</b>                                                                                                                                                        | <b>115,000</b>   | <b>120,750</b>   |
| Maintenance and service contracts on equipment, building, and grounds                                                                                                                                          |                  |                  |

|                                                                                                                                                                                |                  |                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| <b>31. Building Repairs, Maintenance, and Supplies</b>                                                                                                                         | <b>25,000</b>    | <b>25,000</b>    |
| Repair and maintenance of building, grounds, furniture, and equipment not covered by maintenance contracts plus janitorial supplies.                                           |                  |                  |
| <b>32. Property Taxes</b>                                                                                                                                                      | <b>90,000</b>    | <b>120,600</b>   |
| Taxes on the TEA building, land, and personal property                                                                                                                         |                  |                  |
| <b>33. Insurance</b>                                                                                                                                                           | <b>61,000</b>    | <b>61,000</b>    |
| Insurance on TEA building and contents and an umbrella excess provision for covering personal injury, property, and advertising liability plus additional coverage as required |                  |                  |
| <b>34. NEA 360</b>                                                                                                                                                             | <b>5,000</b>     | <b>0</b>         |
| <b>35. Fixed Asset Depreciation</b>                                                                                                                                            | <b>116,700</b>   | <b>124,000</b>   |
| A. Computers                                                                                                                                                                   | 30,000           | 30,000           |
| B. Office Furniture and Equipment*                                                                                                                                             | 6,700            | 14,000           |
| C. Automobiles**                                                                                                                                                               | 80,000           | 80,000           |
| *Replacement of furniture and small office machines and the purchase of additional items as needed.                                                                            |                  |                  |
| **TEA provides automobiles for staff in accordance with TEA policy. Automobiles are usually traded after 100,000 or more miles.                                                |                  |                  |
| <b>BUSINESS OPERATIONS TOTALS</b>                                                                                                                                              | <b>7,947,408</b> | <b>7,955,338</b> |
| <b>NON-CASH EXPENSES:</b>                                                                                                                                                      |                  |                  |
| A. Computers Depreciation                                                                                                                                                      | 30,000           | 30,000           |
| B. Office Furniture and Equipment Depreciation                                                                                                                                 | 6,700            | 14,000           |
| C. Automobile Depreciation                                                                                                                                                     | 80,000           | 80,000           |
| <b>TOTAL NON-CASH EXPENSES</b>                                                                                                                                                 | <b>(116,700)</b> | <b>(124,000)</b> |
| <b>BUSINESS OPERATIONS TOTALS (EXCLUDING NON-CASH EXPENSES)</b>                                                                                                                | <b>7,830,708</b> | <b>7,831,338</b> |

## NBI Process for Virtual RA

Delegates may submit New Business Items and Resolution Amendments until 7 p.m. CDT on Friday, April 9. Delegates will receive a link to submit NBIs via webform. Any forms received after the deadline will not be considered.

### NBI Deadline: 7 p.m. CDT, Friday, April

## Candidate Speeches via Video

Candidates running for statewide and district positions may submit a prerecorded video for their candidate speech. The videos for statewide office will be played for delegates during the First General Session on Friday, April 9. Videos for district candidates will be played during district meetings on Saturday, April 10 at 8 a.m. CDT.

### Videos should adhere to the following guidelines:

1. Video must be no longer than three minutes.
2. Deadline to submit candidate speech video is 5 p.m. CST, Thursday, April 8, 2021.
3. No TEA or local association logos may be visible in the video.
4. Record video in front of a plain background with good lighting.

Candidate videos will be shared online with delegates as they are received by TEA. Please submit all videos to Jessica Holmes at [jholmes@tnea.org](mailto:jholmes@tnea.org). No live candidate speeches will be conducted during the RA.

### Video Deadline: 5 p.m. CST Thursday, April 8

**Standing Rules**  
*cont. page 8*

5. No delegate shall speak twice on the same subject if another member who has not spoken claims the floor, and in no event shall a member be recognized more than twice on any one subject.

6. In case a delegate is recognized to speak more than once on any question, the three-minute rule shall apply to each subsequent recognition.

7. Each motion must be seconded; however, the name and local association of those seconding a motion shall not be required for the minutes.

8. Any motion under consideration by the delegates will be displayed so that it is visible by delegates.

9. Delegates seeking recognition from the Chair must “raise their hand” using the “raise hand” feature in the virtual platform.

10. Delegates will be recognized in the order in which they raise their hand.

11. When a vote is required, voting will be conducted using the polling feature of the virtual platform. The Chair will announce how long the poll will remain open. The results will be displayed and announced once the poll is closed.

**RULE 7. Amendments to Constitution, Bylaws, and Standing Rules**

1. The submission of proposed amendments to the Constitution shall be governed by the provisions of Constitution Article XVI.

2. The submission of proposed amendments to the Bylaws shall be governed by the provisions of Bylaws Article XVI.

3. The standing rules of the Assembly may be amended at any time by a two-thirds (2/3) vote of the delegates present and voting. They may also be amended by a majority vote if:

a. The amendment is acted upon a year in advance of the effective date, or

b. The amendment is submitted to the executive director sixty (60) days prior to the convening of the Assembly and is printed in a publication of the Association at least twenty (20) days prior to the annual meeting of the Representative Assembly.

**RULE 8. Resolutions**

1. A resolution is defined as a formal expression of opinion, intent, belief, or position of the Association adopted by the Representative Assembly and providing the direction in which the Association should be moving.

2. All resolutions to be considered by the TEA Operations and Rules Committee shall be submitted in writing to the committee by an individual member, an affiliate, or the TEA Board of Directors no later than three (3) weeks prior to the date of the first session of the Representative Assembly for that year.

3. Any proposed resolution that is not a part of the Operations and Rules Committee report shall be submitted in writing by a delegate to the president or the executive director by the deadline designated in the approved agenda and made available in writing to delegates prior to action by the Assembly.

4. Any resolutions proposed after the established deadline shall require a two-thirds vote of the voting delegates present and voting to be considered.

5. Immediately prior to consideration of any resolution which is not a part of the Operations and Rules Committee report, the Operations and Rules Committee chairperson shall report to the delegates whether the resolution had been submitted to the committee and the committee's reason for not submitting it to the Assembly.

6. Prior to the vote on each resolution which is not a part of the Operations and Rules Committee report, the executive director shall explain whether it is in conflict with existing governance

documents, whether it will modify or preempt any existing policy, the impact, and the cost of implementing the item.

**RULE 9. New Business Items**

1. An item of new business shall relate to substantive policies or programs for the Association, shall be specific in nature, and terminal in application.

2. New business items shall be submitted only by an individual voting delegate, an affiliate (through a voting delegate), or the TEA Board of Directors.

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 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 to be considered.

4. Each new business item shall be accompanied by a brief rationale.

5. Prior to the vote on each new business item, the executive director shall explain whether it is in conflict with existing governance documents, whether it will modify or preempt any existing policy, the impact, and the cost of implementing the item.

6. The TEA Board of Directors will receive a brief written report on the status of action on each new business item adopted by the most recent Representative Assembly at its January meeting and a copy of the report sent to the maker of the motion on the new business item.

**RULE 10. Elections Procedures**

The nomination, campaign, and election of candidates to TEA offices and TEA contacts to the Tennessee Consolidated Retirement System Board of Trustees and Local Education Insurance Committee shall be governed by the provisions of Bylaws Article X.

**RULE 11. Candidate Publicity**

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

**RULE 12. Campaign Expenditures**

A public disclosure of campaign expenditures in accordance with Board policies shall be made by the deadline designated in the approved agenda and made available in writing to delegates.

**RULE 13 Nominations**

1. All state and district nominations made by petition must be received by the executive director of the Association sixty (60) days prior to the representative assembly.

2. Nominations made sixty (60) days prior to the Representative Assembly will be announced by the chair.

*Additional nominations for statewide positions may be made by affiliated local associations by 5 p.m. on the day before the scheduled start of the Representative Assembly provided each nomination is accompanied by a written certification from the president and secretary of the affiliated local association making the nomination. Additional nomination of candidates 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.*

3. Nomination acceptance speeches for positions of president and vice president shall be limited to four (4) minutes. Nomination acceptance speeches for other positions filled by statewide vote of the Assembly, shall be limited to three (3) minutes. Acceptance speeches of nominees elected by acclamation shall be limited to one-half the time allotted for the office sought. If a nominee cannot be present to accept the nomination, a member designated by the nominee may speak on his or her behalf for the same amount of time allowed the

nominee.

**RULE 14. Board District Meetings**

1. The TEA Board district meetings during the Representative Assembly shall be used for nominations and speeches of candidates seeking the position of district Board member or FCPE representative from their respective districts. *The incumbent Board members, or in the absence of the incumbent a Board member named by the president, shall preside at these district meetings.*

2. Display and distribution of materials on behalf of said candidates shall be acceptable at these meetings.

3. Statewide candidates (or their representatives) shall not be introduced, shall not speak, and shall not distribute materials at these Board district meetings.

4. The Standing Rules which govern the Representative Assembly shall also govern the Board district meetings held for the purpose of nominating district Board members. The TEA Board of Directors is also authorized to develop any other necessary rules to ensure the orderly procedures of these meetings.

**RULE 15. Voting**

1. *All positions to be filed by election shall be voted upon by secret ballot by official delegates to the representative assembly. In the event the name of only one nominee is presented, said nominee shall be elected by acclamation.*

2. *District Positions- The district board member will be voted upon by the delegates of the district that said nominee is to serve, but will be voted upon at the same time and same manner as the statewide nominees, except that in the event the name of only one nominee is presented, said nominee shall be elected by acclamation at the district meeting.*

3. *All positions to be filled by election shall be filled by majority of the total votes cast for the position, except state NEA directors shall be according to NEA requirements. If no candidate receives a majority of the total votes cast for the position, there shall be a runoff election between the two candidates receiving the largest number of votes. In case of tie votes or disputed elections, the Board of Directors shall be empowered to act.*

4. The names of the candidates shall be placed on the ballot in alphabetical order.

5. The date, location, and voting time shall be established by the Board of Directors.

6. The votes received by each candidate shall be announced by the Elections Committee chairperson when the election results are announced. In any election in which the top two (2) contenders are separated by five (5) or fewer votes, the votes shall be recounted before any announcement of results is made.

7. Challenges of accuracy or improper procedure registered by the poll watchers shall be made prior to the announcement of election results. Challenges by the candidate should be made prior to the close of the Representative Assembly. However, a candidate may officially register a challenge any time within thirty (30) days after adjournment of the Representative Assembly. All challenges shall be made to the Elections Committee chairperson, except that those challenges made after adjournment of the Representative Assembly shall be made to the TEA president.

8. As soon as feasible after the results of the elections are certified, the results will be presented to the delegates.

9. All ballots, credentials, stubs, registration books, and other election records shall be kept for one year after the election. Thereafter, only a record of the election results shall be kept.

*\*Italicized sections are excerpts from TEA Bylaws. Last amended 5-17-2019*