

TEA RA agenda, candidate bios inside

Constitutional responsibility for public education jeopardized

Proposed amendment would weaken state supreme court's ability to rule on school funding

State Representative Bill Dunn of Knoxville continues to push his amendment to the Tennessee Constitution that would allow the General Assembly to determine what adequate and equitable school funding means.

The amendment seeks to prevent future lawsuits over school funding while limiting the ability of the state Supreme Court to rule that the General Assembly is not doing its constitutional job to support public schools. Dunn's amendment passed the Administration and Planning Committee on a 7-5 vote.

"In the future, if another General Assembly decided to cut education funding, there would be no redress for the citizens of our state to

petition the courts to say, 'Are we meeting the mandate?'" said Jim Wrye, TEA chief lobbyist, during testimony against the amendment last week. "We would argue that the courts would never prescribe policy, they would decide whether or not we are out of a constitutional balance. We believe the language of article 11, section 12 is a good marker for the General Assembly to meet."

Historically, the only time significant new investment reached our schools was when the Supreme Court found the state in violation of Article XI, Section 12 of the Tennessee Constitution which requires the General

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Constitution
 of the
 State of Tennessee

Bill attacking members by eliminating payroll dues deduction up for critical vote

A bill that would ban all payroll deduction for TEA dues is scheduled to go before the House Education Administration and Planning Committee on March 22.

The bill in its current form, sponsored by Rep. Billy Spivey of Lewisburg and Sen. Delores Gresham of Somerville, would eliminate payroll deductions for professional employee organizations, singling out TEA members.

The bill also eliminates dues deductions for all teachers at state special schools.

"There is no doubt TEA is the target, and the special interests pushing the bill have shown themselves as anti-teacher," said TEA chief lobbyist Jim Wrye. "We are working hard to defeat this punitive and petty bill."

This is the second bill to come

after payroll deductions for TEA this session. Supporters of the first bill, which included Sen. Todd Gardenhire and Gresham, rushed it through the Senate in a secretive manner, only to see it die in the House Education Instruction and Programs after a strong fight by TEA.

Statehouse observers believe the payroll deduction attack is in part a retribution for fighting vouchers, and the growing recognition that TEA can take on the out-of-state special interests and win.

"You can tell how effective you are by the enemies you make and the attacks against you," said Wrye.

If the bill gets out of this committee, it could go on to the floor quickly, especially as the legislative process pick us steam toward the end of the current

legislative session.

"Like with vouchers, calls and contacts from back home are critical to defeat bad bills like this," said Wrye. "Keep aware and look for automated calls from Barbara if it moves."

TEA members Lu Howard and Joe Crabtree (right) share their TNReady testimony during a House committee hearing last week. Howard and Crabtree spoke during an education committee vote on a bill that would allow teachers not to use TNReady scores in evaluation.

Hold harmless bill advances

Following the failed launch of TNReady on February 8, Gov. Bill Haslam and Education Commissioner Candice McQueen announced they'd be advancing legislation to hold teachers harmless from any negative impact TNReady scores may have on evaluations.

This week, legislation addressing the hold harmless provisions moved forward in a key House committee. The legislation says that if TNReady scores result in a lower overall

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With legislature and governor, persistence pays

Like our students, legislators often need to hear a new idea multiple times, in multiple ways, for the idea to really sink in and make sense – and sometimes you have to let them believe it was their own idea.



A perfect example of this is the test transparency bill quickly working its way through the General Assembly this session. The administration and Tennessee Department of Education introduced the proposal as though it was a new concept. You and I know the truth.

Test transparency is something teachers and parents have been clamoring for, and something TEA pushed during the 2015 legislative session. TEA's 2015 proposal was the first time test transparency was discussed in Tennessee. Our initiative was an important first step in paving the way to allowing parents and teachers to see questions from the state assessment.

Déjà vu must be the theme for this session, because testing transparency is not the only proposal from Gov. Haslam that closely mirrors a previous TEA bill. The same thing also happened with the moratorium on using TVAAS in teacher evaluations during the state's transition to TNReady.

For the past two years, long before TNReady completely fell apart, TEA has been pushing the governor and state legislators to hold our teachers harmless from test data in evaluations during the state's transition to the new assessment. While it did take the epic collapse of TNReady for the governor to come around, he has now introduced his own legislation this year to have a one-year moratorium on TVAAS in evaluations.

Other TEA proposals, including making sure teacher raises actually end up in paychecks and the state fully funding 12 months of teacher health insurance, have also been revived by the state this year.

The takeaway here is that it takes a lot of patience when you try to change the way things have always been done, especially when you aren't working with the most receptive audience. TEA and its members will never stop advocating for our students to have the very best public education possible.

I encourage you to not be discouraged when a piece of legislation isn't passed. Just as it does with some of your students, it sometimes takes a little patience and extra prodding to get to the desired outcome.

Together, we will continue the fight. Together, we will win.

Career educators and TEA members Rep. David Byrd (left) and Rep. Kevin Dunlap (right) sponsored TEA's 2015 bills to allow parents and teachers to see the tests students take. It was efforts like these that led the Haslam administration to make testing transparency a priority.

BOARD OF DIRECTORS

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Midterm grades should be given to state legislators

Legislation that would assign letter grades to schools based on student achievement, student growth data and other factors yet to be determined by the Tennessee Department of Education, was sent to the governor's desk from the Tennessee General Assembly.



A similar bill became law in my home state of Oklahoma a few years ago. It was pushed by the state superintendent of public instruction (a similar position to the commissioner of education in Tennessee).

The program did not accurately reflect what went on in either schools or communities and did nothing to improve student or school success. What it did do was bash teachers, schools and the most vulnerable communities in the state. The Oklahoma Education Association (OEA) decided to lead a community-wide campaign to assign and then publish grades regarding the performance of the

State Superintendent and her State Department of Education. The state superintendent position is an elected office in Oklahoma. This "grading campaign" was credited as leading to her defeat in the following election.

The authors and supporters of this bill should be held accountable during the rest of the session and the next election cycle. We should start "grading" their performance. This year's session is at the midterm point, so I suggest the following questions taken from student report cards be asked to determine midterm grades for our elected leaders:

1. Does the student do their own work? Proponents of this bill just copied an idea from other states.
2. Are homework assignments completed? If the correct amount of homework had been done on the bill, the problems that have arisen in other states (including Oklahoma, Florida, Virginia, North Carolina and Texas) would have been seriously considered before the bill's passage.
3. Does the student use listening skills appropriately? Proponents should have spent more time listening to those who elected them before pushing this concept. It was out-of-state interests, not Tennessee school districts and educators who originated this idea. This was also a problem with legislators in favor of the voucher bill. With 12 to 1 calls coming in from constituents against vouchers, there were still legislators who listened more closely to privatizers with deep pockets than their own constituents.

4. Does the student play well with others? The dirty tricks on display during the payroll bill deliberations have shown an inability of some to play fair with either their legislative colleagues or the voting public.

The result of this assessment will show some of our legislators need RTI (Response to Intervention). TEA members can give this much needed individual intervention by coming to Civication. Please take the time now to register. You might just be able to help bring a legislator's grade up to passing before the next election.

Those who do not show the "growth" necessary by the end of this session need not be promoted to the 2017 legislative session.

The result of this assessment will show some of our legislators need RTI (Response to Intervention). TEA members can give this much needed individual intervention while attending Civication.



2016 Assembly to convene in Cool Springs

Hundreds of delegates from local affiliates across Tennessee and student chapters on college campuses are expected to attend the annual business meeting of the Tennessee Education Association set for May 13-14 at the Franklin Marriott Hotel in Cools Springs.

The new location is expected to further ease access and comfort of attendees, as well as provide

them with better dining and entertainment options after the close of RA business on Friday night and Saturday afternoon.

Elections for the TEA Board of Directors top the convention agenda, along with announcing award winners and voting on new business items and proposed changes to the association's bylaws defining future TEA activities.

TENTATIVE AGENDA REPRESENTATIVE ASSEMBLY Tennessee Education Association

Friday, May 13, 5:15-5:45 p.m. - Delegates from the following districts will convene to nominate candidates for the TEA Board of Directors: Four (three-year term); Five (two-year unexpired term), Seven (three-year term), Ten (three-year term), Fourteen (three-year term) and Fifteen (two-year unexpired term). For TEA-FCPE Executive Council, the following districts will convene: Two (two-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 13, 6:00 – 8:00 p.m. First General Session

1. Invocation
2. Pledge of Allegiance
3. National Anthem
4. Seating of Delegates
5. Approval of Minutes
6. Approval of Agenda
 - a. Adoption of Standing Rules
 7. Appointment of Committees
 - Credentials Committee
 - Resolutions Committee
 - Elections Committee
8. Susan B. Anthony Award
9. E. Harper Johnson Human Relations Award
10. Friend of Education Awards
11. Presidential Merit Award

Candidates Run For TEA Positions

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 Franklin Marriott Hotel in Cool Springs on Saturday, May 14, between 7:30 and 9:15 a.m.

President Barbara Gray, Germantown-Arlington EA



An assistant principal in Arlington Community School is seeking re-election as TEA President. She has been an active member of the Tennessee Education Association since beginning her career and has remained a member because she believes that TEA is the voice for students and all educators including our ESPs (Educational Support Professionals).

Gray began developing her leadership skills by serving in a variety of leadership positions at both the local, state and national level. Some of those positions

include Shelby County Education Association President and Vice-President, TEA Vice-President, West TN Administrator, association representative as well as leadership positions on a variety of committees to help provide guidance to the association. While local president, she was successful in gaining an extra personal day for 18-year employees, monetary incentive for educators who had perfect attendance and inclusion of a group of educators who were left behind – our ESPs. Some of the committees include, but are not limited to, Member Benefits, Educator Benefits, Minority Affairs, Constitution & Bylaws, Administrator Task Force, Credentials, and Internal Organization Needs. As Vice-President, Gray was elected by her peers to serve on the Budget and Executive Committee, served on the NEA Concerns Committee and was assigned by the President to chair the Dues Task Force. As President, Gray has served on NEA360 Deployment Team, Dues Conversion Committee, ION Committee, Legislative Editing Committee, NEA ESSA Implementation Team, TN Assessment Task Force, and numerous other committees. She has been a delegate to numerous TEA & NEA RAs.

Gray has developed relationships with members across the state and many of our community partners.

2016 TEA RA Elections

President
Vice President

TEA Board of Directors

District 4	Three-year term
District 5	Two-year unexpired term
District 7	Three-year term
District 10	Three-year term
District 14	Three-year term
District 15	Two-year unexpired term

TEA-FCPE Executive Council

District 2	Two-year unexpired term
District 4	Three-year term
District 6	Three-year term
District 7	Three-year term
District 8	Three-year term
District 10	Three-year term
District 11	Three-year term
District 14	Three-year term
District 15	Three-year term

Saturday, May 14, 7:30 – 9:15 a.m. Election Polls Open

Saturday, May 14, 9:30 a.m. Second General Session

1. Membership Awards
2. Tennessee Retired Teachers Association (TRTA)
3. Report of the Executive Director
4. Update on the 2015-2016 Legislative Program
5. Adoption of the 2017-2018 Legislative Program
6. Distinguished Educator Awards
7. Memorial Recognition
8. Financial Report
9. Adoption of the 2016-2017 Budget
10. Continuation of any unfinished business from the Friday night agenda
11. Proposed Amendments to the TEA Constitution and Bylaws, Standing Rules and TEA-FCPE Bylaws
12. Action on Proposed Resolutions
13. Action on New Business Items
14. Report of the Credentials Committee
15. Report of the Elections Committee (to be given when vote count is completed)
16. Introduction of Elected Officials
17. Announcements
18. Adjournment

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

She has listened to our members and lobbied legislators and others at both the state and national levels. She feels that we should be united in these difficult times.

Gray is seeking re-election to the office of President. She is willing to Stand and Make a difference for all of our members and students. She will continue to build relationships that are indicative of TEA's stance in support of quality teaching that impact student learning. She plans to continue working to create Great Public Schools for all students and take to the public the good things our schools are doing. She is committed to continuing to build on the work we started with cementing our relationships with legislators, the state board, the commissioner, and other policy makers. She feels that we must have a voice in policies and practices that affect our profession. She feels that we must ASK, ENGAGE, and LEAD in our profession.

She is seeking your support and your vote because she can't do this alone.

Vice President Beth Brown, Grundy County EA

Beth Brown, an English teacher at Grundy County High School, has been an active member of the Tennessee Education Association since she began her career

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UniServ Staff contact information can be found on page 6.



and has remained a member because she realizes that TEA is the voice for students, educators, and education support professionals in Tennessee.

Beth has served in a variety of roles in her local association, including President, Vice-President, Membership Chair, Grievance Chair, Chief Negotiator, Collaborative Conferencing Chair, Building Representative, and local FCPE Chair. As a local association leader, Beth transformed a contentious and highly volatile relationship between the Grundy County Education Association and the local school board into a healthy working relationship built on mutual respect.

While serving on the TEA Board of Directors from 2009-2012, Beth served as the Board liaison to the IPD Commission and chaired the Credentials Committee. In addition, Beth was elected by her peers on the Board to serve on the Executive and Budget Committees from 2011-2012. After her term as the District 6 Board Director, Beth co-chaired the Educator Advocacy Committee and was assigned by the President to the Dues Task Force. As Vice President, Beth has worked on the Dues Conversion Committee and the NEA 360 Deployment Team as well as the Legislative Editing Committee, ION Committee, Executive Committee, Budget Committee, and the NEA Concerns Committee. Beth has represented Tennessee as a state delegate to the NEA Representative Assembly since 2009.

In 2012, TEA named Beth a Middle Tennessee Distinguished Educator. She was a 2014 awardee for the NEA Foundation's Award for Teaching Excellence, and represented Tennessee during a global learning fellowship in China.

Beth is an effective communicator and outspoken leader who has developed relationships with educators across the state. A good listener, she has learned that the challenges faced by the local education systems across the state are as varied as Tennessee's landscape. As TEA faces those challenges, leaders must recognize the need to balance aggression and finesse as we continue to develop relationships with legislators from both parties as well as community partners.

Beth seeks re-election to the office of TEA Vice President. Like women's rights activist Alice Paul, Beth believes that "When you put your hand to the plow, you can't put it down until you get to the end of the row." There is still much work to be done on behalf of Tennessee's students and educators, and Beth would like to continue to be a part of that work.

District Four (three-year term)

Sherry Morgan, Knox County EA



Sherry J. Morgan – Karns Middle Special Education teacher – Resource, CDC, Inclusion – 1989-present, Student Council sponsor – 1995 -present.

KCEA Member since 1989; Area Representative – Karns Middle 1992-2011, 2015 - present.

KCEA Secretary 1992-1994; KCEA Ex. Bd. member – 2000-2003, 2006-2009; KCEA Vice – President – 2009-2011; KCEA President – 2011-2013.

KCEA Committees: Human Relations (past chair), County Commission Contact Team (past chair), Elections (past chair), Legislative, Knox County Political Action Committee for Education (KC-PACE).

TEA Committees: Communication, Legislative Editing, Special Education Voucher Committee; Legislative Contact Team; NEA Emerging Leaders Training.

TEA Representative Assembly – 1991 – present; NEA Representative Assembly – 2003 – present; NEA Concerns 2016.

Community Involvement – Past Board Member-Teacher Supply Depot, Great Schools Partnership, Thank a Teacher Week; Charter Member –SPEAK – Students, Parents, Educators, Across Knox County.

Volunteer – Teacher Supply Depot, Special Olympics, Little River Railroad Museum – Townsend, Tenn.

Member – Church Street United Methodist Church (Usher coordinator and Worship Committee); Mary & Martha United Methodist Women, Partners Sunday School Class.

I will work to make changes for our students, teachers and others.

District Five (two-year unexpired term)

Jeanette Omarkhail, Hamilton Co. EA

Hamilton County classroom teacher. Educator for 30 years. I have worked with private, public and government agencies in Georgia, California, Massachusetts, and now Tennessee. I have worked with learners of all ages. I have been a member of HCEA since 2006.



I have attended 2 Tennessee RA meetings and last year's NEA meeting in Orlando. I have served as Association Building Representative for 2 years with 100% attendance. I have been involved on the State level as a member of the Human Relations Committee, Teacher Leader Organizer training and was asked by TEA to attend the NEA Women's Leadership Training in New Orleans. This summer I joined my Association leadership team for state training in Pigeon Forge.

I want to help support a Strong, Positive, Active awareness that TEA is alive and well and working together. I believe we need to take back our profession and take a stand for what is right and for best practices. We need fresh faces, and strong leaders of all ages. I believe this can be done by increasing member involvement at the State and Local levels and by maintaining a magnetic, dynamic community. I want to help us remind our members that we are ALL TEA and have a voice. I would be honored to continue to serve on the TEA Board of Directors as your representative. I will bring 100% to supporting the task of stoking the energy and drive of TEA.

District Seven (three-year term)

Emily Mitchell, Rutherford EA



Emily Mitchell is a kindergarten teacher at David Youree Elementary School in Smyrna, Tennessee, where she has taught for the past 12 consecutive years. She received a Bachelor of Science in Early Childhood Education from Middle Tennessee State University in December, 2000. She currently serves as grade level member on the school leadership team as well as an assigned mentor to a newly hired first grade teacher.

At the local level, Mitchell currently serves as the Rutherford Education Association Membership Co-Chair. Her local association involvement includes serving as President for two consecutive terms (2013-2015), Professional Educators Collaborative Conferencing Act team member for Rutherford County educators and being an active association event organizer. Local recognitions include both Rutherford Education Association's Association Representative of the Year award (May 2011) and the Presidential Merit award (April 2013).

At the state level, Mitchell has served several years as a TEA Legislative Contact for State Representatives Joe Carr and Rick Womick. In May 2015 (on the 150th anniversary of the Tennessee Education Association), she was the recipient of the Susan B. Anthony award. Recently, she filled a one year unexpired term on the TEA Board of Directors (2015-16). During this term, Mitchell was chosen to represent the TEA Board during contract negotiations held in February and March of 2016.

West Tennessee Administrator (three-year term)

Dennis Kimbrough, United EA



Dennis L. Kimbrough currently serves as a school principal at Southwind Elementary. He helps students reach their full potential by investing in people to give them the proper tools and techniques needed in order to be effective in the classroom. Dennis L.

Kimbrough has always enjoyed working with children and he has proven that he has the ability to get students to succeed by simply looking at his track record as a classroom teacher. Education has played a big part in his career. He has also served as an administrator for over 9 years.

Mr. Kimbrough has served on the TEA Board of directors for the past two years as the West Tennessee Administrator. I also currently serve on the board of my local organization. I truly believe that education is the key and we can only make a difference if we get involved.

In addition to serving on various committees and organizations in the field education Mr. Kimbrough also runs a successful used car dealership located in the northern part of Mississippi since 1998.

He became a business owner from a conversation between colleagues as we were standing in the hallway waiting on our students to arrive.

Currently serves as a deacon at St. Matthew M. B. Church where he has been a member for the past 19 years. Also loves going to church as he continues learning and growing about God. He also love reading, traveling,

hanging out with friends, working with students, and spending time becoming the best person he can be in life.

His idea of the perfect day would start with a nice workout early in the morning followed by a delicious breakfast. Then he would take a nice hot shower and finish off by riding his motorcycle down a quiet reserved road that has no traffic. The kinds of people he'd like to meet are ones who are energetic and goal-oriented. That's important to him because no one wants to be around someone who is always negative.

Mr. Kimbrough's motto in life is to be the best you can be and remember that tomorrow is an opportunity for you to try to be an even better you than the day before.

West Tennessee Black Classroom Teacher (three-year term)

Tiffany Reed, United EA



Founding member of the United Education Association of Shelby County; currently serving on United Education Association of Shelby County (UEA) Board of Directors (Secretary) and TEA Board of Directors (District 14); current UEA Emerging Leader; current TEA

New Teacher Committee Chair; TEA Teacher Leader Organizer; TEA Summer Leadership Academy attendee; TEA Advocacy Conference attendee; TEA Minority Affairs Conference attendee; TEA Civication attendee; TEA Spring Symposium attendee; NEA Minority and Women's Leadership Training attendee; attended the TEA RA since 2010; attended the NEA RA since 2012

I am a teacher and I love what I do! I am also a strong and passionate education advocate and local, state, and national association member. I was not active at the beginning of my teaching career 12 years ago, but when I realized that my profession, our profession, was under attack, I got busy. Being a member of the Association adds a lot of value to the teaching profession. Once I got engaged in the Association, I realized that I could have an impact beyond my classroom, which is good for all students. As a teacher, it's important that you broaden your scope outside your silo and make a difference for more students by being a member of your Association.

As a candidate for West Tennessee Black Classroom Teacher, I would greatly appreciate your support! As West Tennessee Black Classroom Teacher, I will continue to advocate for quality public schools for every child in Tennessee. My work includes advocating for better working conditions for teachers and learning conditions for students, providing professional growth opportunities, and networking and sharing the best teaching practices for the betterment of public schools in Tennessee.

I know that working together we can change the direction and perception of our profession. It takes all of us to stand together. We can do it!

ESP (three-year term)

William "Joe" Sumter, Knox County EA

NEA Director (three-year term)

Karen Anderson, Johnson City EA



Karen Anderson is currently a member of the National Education Association (NEA) Women's Issues Committee, as well as an Association Representative and Political Action Committee member of the Johnson City Education Association (JCEA). She has served

on the Tennessee Education Association (TEA) Board of Directors for District 1, and was chosen to work on the Executive Committee by her peers. While on the board, she served on the Elections, Membership, Resolutions, and NEA Concerns Committees. Karen was also elected to serve on the NEA Resolutions Committee.

Karen has been a committed advocate for her profession since she began her education career. In addition to membership in JCEA/TEA/NEA, she is active in the National Association for the Education of Young Children (NAEYC), the Southern Early Childhood Association (SECA), the Tennessee Association for the Education of Young Children (TAEYC), and the Appalachian Association for the Education of Young Children (AAEYC). Karen is also a former instructor of Early Childhood Education courses at East Tennessee State University (ETSU) and Middle Tennessee State University (MTSU), and former director of the MTSU Child Development Center and two other early childhood programs in middle Tennessee.

**TENNESSEE EDUCATION ASSOCIATION
ANTICIPATED INCOME FOR 2016-2017**

	BUDGET 2015-16	BUDGET 2016-2017
1. Membership Income	\$ 7,813,777	\$ 7,555,800 (a)
2. Rent	\$ 10,908	\$ 10,908
3. Interest projections	\$ 355,000	\$ 5,000
4. UniServ Grants from NEA to TEA	\$ 891,434	\$ 1,081,708 (b)
5. Miscellaneous		
-Legal Fee Recoveries, etc.	\$ 55,000	\$ 55,000
-Underspent approved funds from previous budgets		\$ 796,594
Grand Totals	\$ 9,126,119	\$ 9,505,010 (c)

(a) Membership Income based on dues of \$276.50 (\$272.00 for TEA budget + \$4.50 as pass-through TEA-FCPE) [c]

Active Members - 27,100 x \$272.00	\$ 7,371,200
Education Support - 1,100 x \$136.00	\$ 149,600
Student Members - 3,500 x \$10.00	\$ 35,000

Subtotal	\$ 7,555,800
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(b) [This is based on 27 units x \$38,804 + \$34,000 special one time grant]

	\$ 1,081,708
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(c) \$124,445 pass-through funds will go to TEA-FCPE based on the above membership projections. If bylaw amendment 3 passes, the amount will equal \$211,500.

Proposed Budget for 2015-2016

Governance
TEA will develop, in partnership with elected leadership, professional development and decision making processes that clearly advance the association's mission and vision.

Description	Budget 2015-2016	Proposed 2016-2017
1. Travel, President and Board	\$ 133,500	\$ 133,500
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.		

2. Housing Allowance - President	\$ 15,000	\$ 15,000
If the home of the 2015-2016 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	\$ 2,000	\$ 2,000
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).		

4. Committees and Commissions*	\$ 31,990	\$ 31,990
Adm. Task Force (1)*	\$ 1,000	\$ 1,000
Communications (1)	\$ 1,000	\$ 1,000
ESP (1)	\$ 1,000	\$ 1,000
Human Relations (2)	\$ 1,810	\$ 1,810
Internal Organizational Needs (1)	\$ 1,000	\$ 1,000
IPD Commission (2)	\$ 2,350	\$ 2,350
Membership (1)	\$ 1,000	\$ 1,000
Member Benefits (1)	\$ 1,000	\$ 1,000
Minority Affairs (2)	\$ 1,810	\$ 1,810
NEA Concerns (2)	\$ 1,810	\$ 1,810
Organizing and Advocacy (1)	\$ 1,000	\$ 1,000
Resolutions (1)	\$ 1,000	\$ 1,000
State Special Schools (1)	\$ 1,000	\$ 1,000
Status of Women (2)	\$ 1,810	\$ 1,810
Career and Tech (1) [Vocational]	\$ 1,000	\$ 1,000
New Teacher Committee	\$ 1,000	\$ 1,000
Miscellaneous	\$ 3,400	\$ 3,400
Presidents Council	\$ 8,000	\$ 8,000
*Number of Meetings		

5. TEA Representative Assembly	\$ 55,000	\$ 55,000
Auditorium rental, credentials, services of parliamentarian, required liability insurance, audio visual equipment, awards luncheon and awards.		

6. NEA Convention	\$ 63,000	\$ 63,000
Meals, lodging, travel for non-board state delegates and other expenses according to established policies.		

7. Publications and Association Dues	\$ 10,000	\$ 10,000
Dues payments to the National Council of State Education Associations and other approved professional organizations. Certain education related publications and materials are included.		

Governance	\$ 310,490	\$ 310,490
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Organizing
TEA will aggressively advance an association-wide culture of organizing and engage members as a collective, in pursuit of TEA's vision of great public schools that prepare students for success in a diverse and interdependent world.

Description	Budget 2015-2016	Proposed 2016-2017
8. Workshops and Conferences Membership		
A. New Educators Events / Membership Events / Trainings	\$ 42,000	\$ 42,000
(This above line includes the former Association Rep. Membership Training within UniServ District)		
B. ESP Conference	\$ 2,000	\$ 2,000
C. Field Organizing Events / School Visit	\$ 14,000	\$ 14,000
D. Administrators' Conference	\$ 2,000	\$ 2,000
E. New Teacher Conference		\$ 2,000

9. Leadership Meetings / Trainings		
A. Organizing Summit	\$ 25,000	\$ 30,000
B. UniServ Council Meetings / Trainings in UniServ District	\$ 56,500	\$ 49,500
(Regional and Local Affiliate Training)		

10. TEA Summer Leadership Training Summer Leadership Education Summer	\$ 38,000	\$ 38,000
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11. Local Membership Organizing Plans		
Plans may include funding for retired recruiters, or other elements to convert, recruit, or sustain membership.	\$ 72,500	\$ 80,000

12. Member Assistance Program	\$ 20,000	\$ 25,000
Members Assistance Program provides professional counseling to TEA members.		

Organizing	\$ 272,000	\$ 284,500
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Business Operations
TEA will administer the business operations in a manner that supports the changing needs and priorities of TEA and ensures efficient and effective infrastructure that supports good fiscal management and uses technology for innovation that strengthens the Association.

Description	Budget 2015-2016	Proposed 2016-2017
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13. Salaries and Benefits for President and Staff	\$ 6,401,329	\$ 6,734,230
Includes retirement, Social Security, insurance, Workers Compensation, federal and state unemployment taxes for professional staff, associate staff and president.		

14. Audit and Tax Reporting	\$ 25,000	\$ 25,000
TEA retains the services of a local accounting firm for this purpose.		

15. Liability Insurance	\$ 9,000	\$ 9,000
Liability insurance for educational support members who are not NEA members, and association liability insurance for local and state officers. (NEA provides the \$1 million liability insurance on individual UEP members.)		

16. Travel Staff	\$ 260,000	\$ 260,000
Work-related expenses for in and out-of-state travel including NEA Convention and TEA-funded workshops, conferences. Expenses include food, lodging, air travel, car rental, and fleet automobile expenses.		

17. Computer Operations	\$ 70,000	\$ 70,000
Computer supplies, some equipment items and software licensing fees.		

18. Telephone	\$ 54,000	\$ 54,000
Telephone service for the TEA headquarters and UniServ staff including toll free lines for the TEA building.		

19. Office Supplies	\$ 35,400	\$ 35,400
a. Membership Forms & Cards b. Other office supplies and envelopes		

20. Postage	\$ 70,000	\$ 70,000
Postage for all mailings, including UPS, except Member Publications (teach, Advocate)		

21. Printing	\$ 75,000	\$ 50,000
Paper and printing supplies for TEA printing.		

22. Insurance: Travel and Automobiles	\$ 30,000	\$ 30,000
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.		

23. Miscellaneous	\$ 15,000	\$ 15,000
Moving expenses for the TEA President. TEA staff who are required to move, and unanticipated expenses.		

24. Utilities	\$ 95,000	\$ 95,000
Electricity, water, and sewer		

25. Building and Equipment Maintenance Contracts	\$ 115,000	\$ 115,000
Maintenance and service contracts on equipment, building and grounds.		

26. Building Repairs, Maintenance, and Supplies	\$ 45,000	\$ 25,000
Repair and maintenance of building, grounds, furniture, and equipment not covered by maintenance contracts and janitorial supplies.		

27. Taxes (Property)	\$ 132,000	\$ 132,000
Taxes on the TEA building, land, and personal property.		

28. 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.		

29. Office Furniture and Equipment	\$ 3,000	\$ 3,000
Replacement of furniture and small office machines and the purchase of additional items as needed.		

30. Automobiles	\$ 80,000	\$ 80,000
TEA provides automobiles for staff in accordance with TEA policy. (Automobiles are usually traded after 100,000 or more miles).		

31. Fixed Asset Replacement		
A. Computers	\$ 10,000	\$ 10,000
B. Miscellaneous	\$ 50,000	\$ 50,000
C. Building Depr. Res.	\$ 71,010	\$ -

32. NEA 360		\$ 6,000
The NEA 360 website will allow		

A special offer for TEA members:

\$100

Cash Rewards Bonus**



Plus, earn more cash back for the things you buy most with

1%

**Cash Back Everywhere,
Every Time**

2%

**Cash Back
At Grocery Stores**

3%

**Cash Back
On Gas**

Grocery store and gas bonus rewards apply to the first \$1,500 in combined purchases in these categories each quarter.*

The NEA® Cash Rewards Visa Signature® credit card — available to TEA members and their families



Learn More or Apply Today
1-888-758-7946 or www.newcardonline.com
Mention Priority Code VACFU4

Receive a Low Intro APR† Offer • Earn Rewards Automatically on Purchases • Rewards Do Not Expire

† For more information about the rates, fees, other costs and benefits associated with the use of the credit card visit newcardonline.com.
* The 2% cash back on grocery store purchases and 3% cash back on gas purchases apply to the first \$1,500 in combined purchases in these categories each quarter. After that, the base 1% earn rate applies to those purchases.
** You will qualify for \$100 bonus cash rewards if you use your new credit card account to make any combination of Purchase transactions totaling at least \$500 (exclusive of any fees, returns and adjustments) that post within 90 days of the account open date. Limit one (1) bonus cash rewards offer per new account. This one-time promotion is limited to new customers opening an account in response to this offer. Other advertised promotional bonus cash rewards offers can vary from this promotion and may not be substituted. Allow 8-12 weeks from qualifying for the bonus cash rewards to post to your rewards balance. The value of this reward may constitute taxable income to you. You may be issued an Internal Revenue Service Form 1099 (or other appropriate form) that reflects the value of such reward. Please consult your tax advisor, as neither we nor our affiliates, provide tax advice.

The credit card program has been developed for members and their families only. Eligible family members include parents, spouse (or domestic partner) and children. If a member decides not to renew membership, that person and his/her family will no longer be eligible to receive the preferential rates, fees and special promotions offered through this credit card program. If eligible, a replacement card will be offered.
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Need information, services?

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: Carter, Hancock, Hawkins, Rogersville, Johnson, Northwest Comm. College, Sullivan, Bristol, Elizabethton, Kingsport. **District 2 — Jennifer Gaby**, P.O. Box 70, Afton, TN 37616; (423)234-0700, fax: (855)299-0723; Assns: Cocke, East TN State Uni., Newport, Greene, Greeneville, Unicoi, Washington, Hamblen, Johnson City. **District 3 — Tina Parlier**, P.O. Box 70288, Knoxville, TN 37938-0288,

(865)688-1175, fax: (866)518-3104; Assns: Claiborne, Grainger, Jefferson, Sevier, Union, Scott, Campbell, Oneida (In Scott Co.), Walters State Comm. College. **District 4 — Duran Williams**, KCEA, 2411 Magnolia Avenue, Knoxville, TN 37917; (865)522-9793, fax: (865)522-9866; Assns: Knox, Pellissippi State Comm. College, UT-Knoxville, TSD. **District 5 — Jason White**, P.O. Box 5502, Oak Ridge, TN 37831; (615)521-1333, fax: (855)301-8366; Assns: Anderson, Clinton, Oak Ridge, Blount, Alcoa, Maryville, Lenoir City, Loudon. **District 6 — Jim Jordan (interim)**, P.O. Box 3629, Chattanooga, TN 37404, (423)956-2984, fax: (866)483-2514; Assns: Bradley, Cleveland, Cleveland State Comm. College, McMinn, Athens, Etowah, Meigs, Monroe, Sweetwater, Polk, Rhea-Dayton, Roane. **District 7 — Theresa Turner**, HCEA P.O. Box 21267, Chattanooga, TN 37424; (423)429-0567, fax: (855)301-8457; Assns: Chattanooga State Comm. College, Hamilton, UT-Chattanooga. **District 8 — Josh**

Trent, P.O. Box 451, Livingston, TN 38570, (931)279-9530, fax: (855)299-5674; Assns: Clay, Cumberland, Fentress, Jackson, Morgan, Pickett, Putnam, Overton, York Institute, TN Tech, Univ. of Blount, Sequatchie, Van Buren, White. **District 9 — Jackie Pope**, 2326 Valley Grove Dr., Murfreesboro, TN 37128; phone: (615)898-1060, fax: (855)301-8214, Assns: Bedford, Moore, Cannon, DeKalb, Coffee, Franklin, Grundy, Manchester, Tullahoma, Marion, Warren. **District 10 — Jeff Garrett**, P.O. Box 1326, Lebanon, TN 37088-1326; (615)630-2605, fax: (855)320-8755; Assns: Rutherford, Murfreesboro, Sumner, MTSU, Macon, Smith, Trousdale. **District 11 — Antoinette Lee**, P.O. Box 1412, Antioch, TN 37013; (615)308-5293, fax: (888)519-7331; Assns: FSSD, 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: Giles, Lawrence, Lewis, Lincoln, Fayetteville, Maury, Marshall, Motlow State Comm. College, Perry, Wayne.

District 13 — Mary Campbell, Susan Dalton, Metro Nashville, 531 Fairground Court, Nashville, TN 37211; (615)347-6578 (Campbell), (615)476-3161 (Dalton), fax: (855)299-4968 (Campbell), (855)299-5837 (Dalton); Assns: Cumberland Uni., Dept. of Higher Ed., Metro Nashville, TN School For The Blind, Lebanon, 1060, fax: (855)301-8214, Assns: Bedford, Moore, Cumberland City, TN 37050; phone: (931)827-3333, fax: (855)299-4925; Assns: Austin Peay State Uni., Clarksville-Montgomery, Robertson. **District 15 — Cheryl Richardson**, P.O. Box 354, Goodlettsville, TN 37070; phone: (615)630-2601, fax: (888)519-4879; Assns: Benton, West Carroll, Central, Clarksburg, Huntingdon, McKenzie, Henry, Paris, Houston, Humphreys, Stewart, Cheatham, Dickson, Hickman. **District 16 — Lorrie Butler**, P.O. Box 387, Henderson, TN 38340; (731)989-4860, fax: (855)299-4591; Assns: Chester, Hardeman, West TSD, Henderson, Lexington, Jackson-Madison, Jackson State Comm. College,

McNairy, Decatur, Hardin. **District 17 — Terri Jones**, P.O. Box 2140, Cordova, TN 38088; (901)258-3902, fax: (844)270-8083; Assns: Crockett, Dyer, Dyersburg, Dyersburg State Comm. College, Gibson, Humboldt, Milan, Trenton, Haywood, Lake, Lauderdale, Obion, Union City, UT-Martin, Tipton, Weakley. **District 18 — Zandra Foster**, 3897 Homewood Cove, Memphis, TN 38128; (901)377-9472, fax: (855)320-8737—Assns: Bartlett, Collierville, Fayette, Germantown-Arlington-Lakeland, Millington, Southwest State Comm. College, Uni. of Memphis. **District 19 — Assns: TEA West — Karla Carpenter, UniServ Field Manager; UniServ Directors: Glenda Jones, Tom Marchand, Terri Jones**, 6520 Stage Road, Bartlett, TN 38134; phone/fax (901)379-6939; www.unitedtshelby.org.
www.teateachers.org
www.nea.org

TEA PROPOSED BUDGET
from page 5

34. Human Resource Project		\$ 5,000
TEA will be developing an employee handbook and other new employee orientation materials.		
Business Operations	\$ 7,685,739	\$ 7,953,630
Instructional Advocacy		
TEA will advocate educators' positions to national, state and district policymakers, education stakeholders and the public in order to influence policy development and debates to achieve equity of opportunity, access, and quality in public education in accordance with TEA's core values.		
Description	Budget 2015-2016	Proposed 2016-2017
35. Instruction and Professional Development		
A. IPD Symposium	\$ 22,000	\$ 22,000
B. Minority Affairs Conference	\$ 15,000	\$ 15,000
36. Student Programs		
1. 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.		
2. Future Teachers of America	\$ 6,500	\$ 5,000
Funding for three regional college career days and annual convention, a summer briefing for FTA sponsors, and special projects.		
Instructional Advocacy	\$ 71,500	\$ 70,000

Legal Advocacy		
TEA will advocate educators' positions to national, state and district policymakers, education stakeholders and the public in order to influence policy development and debates to achieve equity of opportunity, access, and quality in public education in accordance with TEA's core values.		
Description	Budget 2015-2016	Proposed 2016-2017
37. Legal Services	\$ 515,000	\$ 615,000
This amount is to pay the legal firm retainer, lawyer fees, court costs, and other legal services in accordance with the reimbursement agreement of the NEA DuShane Fund to cover approved legal expenses of UEP members. Costs of subscriptions to legal publications and reporting services are also included in this amount.		

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Political Advocacy		
TEA will advocate educators' positions to national, state and district policymakers, education stakeholders and the public in order to influence policy development and debates to achieve equity of opportunity, access, and quality in public education in accordance with TEA's core values.		
Description	Budget 2015-2016	Proposed 2016-2017
38. Government Relations		
A. Public Information Program -- Funds for a media campaign to promote public education.	\$ 62,590	\$ 52,278
B. Polling (Issues, Candidate) -- Polling to determine positions of members and voters on candidates and political issues.	\$ 35,000	\$ 5,000
C. Member Lobby Activities -- Travel expenses for members to lobby in the state legislature, participation in the annual Black Legislative Caucus retreat, plus training and lobby activities at the local level.	\$ 13,000	\$ 13,000
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. The Advocate The Advocate is sent to active, retired, student, and educational support members. This item includes cost of paper, printing, art work, non-profit second-class mailing. The Advocate was moved from Communications. Funds from TEA's Image Campaign, Clipping Service, and Polling are being moved to fund the Advocate.	\$ 16,188	\$ 78,000
H. Miscellaneous and Committees Legislative Editing Committee	\$ 10,000	\$ 10,000

(TEA-FCPE Funds are not included in the TEA budget as pass-through funds.)

Political Advocacy	\$ 159,778	\$ 181,278
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Communication

TEA will utilize the best communication strategies to engage members, partners, parents and communities.

Description	Budget 2015-2016	Proposed 2016-2017
39. Public Relations	\$ 39,800	\$ 18,300
A. Image Campaign: (radio and TV spots, billboards, bumper stickers, newspaper ads, branding program)	\$ 30,000	\$ 10,000
B. Local Newsletter Contest	\$ 600	\$ 600
C. News Clipping Service	\$ 1,500	\$ -
D. Photography (processing, equipment, repair)	\$ 1,200	\$ 1,200
E. School Bell Awards Program	\$ 1,000	\$ 1,000
F. Cavit Cheshire Local/Assn Award	\$ 1,000	\$ 1,000
G. Video Supplies & Production	\$ 1,500	\$ 1,500
H. Miscellaneous Communications	\$ 3,000	\$ 3,000
40. Member Publications (teach, etc.)	\$ 71,812	\$ 71,812
TEACH is sent to active, retired, student, and educational support members. This item includes cost of paper, printing, art work, non-profit second-class mailing.		
Communication Totals	\$ 111,612	\$ 90,112

Page 7

NEA RA DELEGATE NOMINEES
from page 4

A strong believer in the power of collective action, Karen has served as a delegate to the TEA and NEA Representative assemblies since 2008. She has been a member and leader for her local association, serving as President, Vice-President, Membership Chair, and member of the Collaborative Conferencing Team and former Negotiations Team. Karen works continually on issues related to women and children, and is a member of several NEA Special Interest Caucuses, working to improve opportunities for her students.

Karen 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 wants to be your voice and is willing to work tirelessly to promote and advocate for strong public schools in Tennessee and the nation.

Becky Jackman, Clarksville-Montgomery County EA



Becky has been involved in public education for the past 20 years. First as an ESP, working in the front office and then as a school librarian. She has worked in an elementary school, a high school, and most recently, a middle school.

She has been active in her local association, serving as a building representative, area representative, chief negotiator, vice president, and as president. She has attended numerous TEA Representative Assemblies and NEA Representative Assemblies. She has been a member of the Local Education Committee representing Middle Tennessee for the past 4 years.

Becky has been on several TEA committees including, Retirement and Insurance, NEA Concerns, and Credentials committee. She is currently a member of the TEA Board of Directors and the Executive Committee.

Becky has also been taken leadership positions at the state and national levels with various library associations. She served on several Tennessee Association of School Librarians committees as chair and also is a Past President of the organization. She was on the Tennessee Library Association's Executive Board for two years. Becky has been on numerous national committees for the American Library Association and its youth divisions, including serving as Chair of the YAL-SA Quick Picks for Reluctant Young Adult Readers Committee. She was also a member of the 2015 Caldecott Committee.

Becky believes that the only way to make things better is to get involved and be part of the solution. She believes that a strong public education system is in everybody's best interest. She is running for the NEA Director position because she believes she can represent Tennessee and all of its diversity.

Anthony Hancock, Hamilton Co. EA



Special education teacher, Comprehensive Development Classroom (CDC), Bearden Middle School. Knox Co. EA: KCEA Executive Board, parliamentarian, Legislative Contact TEAM (LCT), Membership committee, Minority Affairs Leadership committee, association representative. TEA: Board of Directors, district 4, co-chair of 2015 and 2014 Minority Affairs committee, TEA Resolutions, Southeast Regional Minority Leadership Training Committee, Minority Affairs Leadership committee, New Teachers Training committee, state delegate – RA; NEA Resolutions committee.

Rebate application deadline for student members May 1

Student members seeking a membership fee rebate must submit completed Student Rebate Applications for fiscal year 2015-16 by May 1.

Active members who in 2015-16 were in their first year of educational employment are eligible for a rebate of \$20.00 per year of paid student membership, up to four years.

The application is available on the

NEA website: <http://www.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 form).

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

CONSTITUTIONAL AMENDMENT
from page 1

Assembly to provide for the support and maintenance of a “system of free public schools.”

If Dunn’s proposal became law, it could likely insulate the state from future lawsuits similar to the ones currently pending by Shelby, Hamilton and other counties about the adequacy of state funding. This amendment would prevent districts from seeking relief in the courts for inequitable or inadequate funding.

The BEP law that generates and distributes state funds for education came about because of a Small Schools lawsuit in the early 1990s and 2000s. Rural schools saw the bulk of \$1 billion of new investment in our state’s schools over a six-year period. Small Schools II and III also resulted in additional funds flowing to our rural schools.

“TEA opposes any effort that puts school funding in jeopardy, and we believe in the long run an amendment like this could jeopardize state resources,” said TEA President Barbara Gray. “We believe all Tennessee schools should receive fair and adequate funding. This constitutional amendment would eliminate an important part of how we’ve come to fund schools, namely when the state courts have told the General Assembly they haven’t done their job. We believe protecting the Tennessee Constitution means we are protecting our students and our public schools.”

During last week’s deliberations, Rep. Kevin Dunlap (D-Rock Island) said Tennessee Supreme Court rulings in the original Small Schools lawsuit in the early 1990s and two subsequent rulings were critical in requiring state lawmakers to fix funding inequities that had hurt students in rural Tennessee.

“Here are the facts as I see them,” said Dunlap, a career

teacher and TEA member. “Education in the state of Tennessee in 2015 is much, much better than where it was before the Small Schools lawsuit.”

Tennessee state government provides far less funding as a percentage of overall K-12 investment than most neighboring states. While Alabama, Kentucky and other state governments provide the majority of school funding, Tennessee provides less than half. It is why Tennessee gets poor grades for funding by national groups, but often receives high marks for how equitably it distributes those state funds.

Dunn’s proposal has a long way to go to become law. First, he must succeed in getting the bill through the House committee process. This step alone will require convincing rural legislators to abandon the best interest of their local schools and potentially put the funds for those schools at serious risk. If he succeeds, the bill must also make its way through the Senate committee process.

Even if the legislation passed both chambers this session, it must come back again and receive two-thirds support from both bodies in 2017 before it can be placed on the ballot for Tennesseans to vote on the amendment in 2018.

If the initiative succeeds, the earliest time this proposed change could have any impact on Tennessee schools would



TEA chief lobbyist Jim Wrye testifies against the constitutional amendment proposed by Rep. Bill Dunn (R-Knoxville), which would weaken the Tennessee Supreme Court’s ability to rule on school funding.

be the 2019 session of the Tennessee General Assembly.

“We believe the public will stand with our state’s schools and against this radical departure from our state’s Constitution,” Gray said. “The Tennessee Constitution is clear: the General Assembly must support and adequately fund our schools. We are urging legislators to reject this change that could have devastating long-term consequences, especially for our poorest school districts.”

While the threat of a funding hit is at least three years away, we should all be aware of what’s happening and we should all take a stand to preserve adequate and equitable funding for Tennessee schools.



Summer

Leadership Academy



HOLD HARMLESS
from page 1

evaluation score, those scores will not be used in a teacher’s evaluation. Conversely, if including TNReady scores improves a teacher’s overall score, the scores may be included. The goal is to provide maximum flexibility during the transition to the new test.

“TEA pushed for a complete waiver of TNReady scores even before the technical problems with test administration,” said TEA President Barbara Gray. “We are pleased to see Gov. Haslam and Commissioner McQueen now supporting a position that will help ease the transition to the new test.”

TEA has also been calling for a hold harmless provision for schools and districts. That policy is not included in the administration’s bill. It’s still not clear how the new tests will impact accountability measures tied to schools and districts.

During the hearing on the hold harmless legislation, TEA members Joe Crabtree and Lu Howard testified about their experiences with TNReady.

Crabtree said his students had spent hours preparing for computer tests that ultimately never

happened. He also said that there were no materials provided to assist teachers in preparing their students for the constructed-response tests in a written format.

Howard said there was confusion created by the transition to pencil and paper tests due to formatting differences between the computer version and the paper version. She said students felt like they had lost time due to test prep.

“We are glad these legislators took the time to hear from teachers,” said TEA Chief Lobbyist Jim Wrye. “It’s critical that policymakers hear what’s happening in our classrooms. This bill’s passage in committee demonstrates that when teachers talk, lawmakers listen.”

HB 1419 will continue through the legislative process and is expected to have broad support. Teachers are encouraged to contact their hometown lawmakers and urge them to support this bill. Be sure to tell them your TNReady stories so they understand the impact this year’s testing troubles have had on your students.

96% of TEA Dues Tax Deductible, PAC Contribution Voluntary

The portion of TEA dues expended for government relations activities for 2015/2016 is 3.82 percent and is not tax deductible.

TEA members can deduct 96.18 percent of their dues for IRS income tax purposes.

TEA provides a pass-through procedure whereby members contribute to TEA-FCPE (Tennessee Education Association Fund for Children and Public Education).

The amount of TEA-FCPE (a political action committee) pass-through for the current year is \$4.50 per active member and \$2.25 per ESP staff member.

Members who do not desire to participate may divert these funds to other government relations activities — such as promotion of the TEA legislative program and lobbying — by completing and mailing the accompanying form, postmarked no later than April 22, 2016.

I request that the portion of my dues eligible to be passed through to TEA-FCPE be used in other TEA Government Relations activities.

Name (please print)

Address

City State ZIP

Member number (refer to label on front page)

School System

Signature

Active Member

Education Support Professional

Student Member

**Mail to: Tennessee Education Association,
801 Second Avenue North, Nashville, TN
37201-1099. (This form must be postmarked
or received no later than April 22, 2016.)**