Jan.-Feb. 2021

Vol. 52, Issue 3

TEACH

The teaching and learning journal of the Tennessee Education

Read Across Tennessee poster pgs. 4-5

Educators, schools to be held harmless from state testing data this year

Tennessee 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, as part of the hold-harmless legislation passed during the education special session in late January.

Modeled on TEA-backed legislation from years when TNReady failed, the hold-harmless legislation recognizes the problems of teaching during a pandemic and administering standardized tests. TEA proposed and continues to advocate for a suspension of standardized testing this year, citing the validity and reliability problems of test data.

"The hold-harmless bill was a step in the right direction, but the legislation counts on the idea the data from TNReady and EOCs will be useful and valid. We believe it will not," said TEA President Beth

Hold harmless
cont. page 8

As students, educators tackle disruptions, state acknowledges value of pre-test/post-test

New legislation passed during the special session establishes three mandated programs to help students overcome disruptions in learning during the pandemic. While there are flaws with the legislation, a bright spot is the state's move toward a pre-test/post-test assessment to determine students' academic performance in these programs.

"TEA has pushed for years to replace the state's high-stakes testing system with a pre-test/post-test assessment," said TEA President Beth Brown. "Any teacher will tell you this style of assessment is a far more accurate measure of students' mastery of the curriculum. It is encouraging to see the state adopt a pre-test/post-test assessment, even if it is only on a small scale for now."

Beyond the assessment, three new "camps" were established: an after-school learning mini-camp (which inexplicably is a summer program), a six-week summer learning camp and a four-week "bridge" camp.

Two camps are limited to two years, while the four-week bridge-camp will become a permanent program. State funds were appropriated for the six-week camps, yet questions remain about recurring expenditures for bridge camps.

Summer camps
cont. page 8

BLACK HISTORY MONTH

There is a wealth of resources available to teachers to integrate Black History Month curriculum into lesson plans, covering a variety of subjects and multiple grade levels.

TEA maintains a list online (**www.teateachers.org/Black-History-Month**) with links to various free resources for teachers, including the Civil Rights Museum in Memphis, the Coretta Scott King Book Awards for literature ideas, the Library of Congress and more.

NEA also has extensive resources for members available online. Among the lesson plans available at **www.nea.org/tools/lessons/black-history-month.htm**, you can find sections on African American scientists and inventors, the music of Harlem, the African American migration experience and many other topics grouped by grade levels K-12.

State adds paid professional development to phonics legislation after TEA push

For the first time, Tennessee teachers will be paid for professional development required under a phonics instruction bill passed in the January special session.

The "Tennessee Literacy Success Act" (SB7003/HB7002) codifies the administration push toward a phonics-first instruction method for reading instruction in early grades. A similar bill stalled in the last legislation session, with TEA voicing concerns on professional development compensation, licensure requirements for veteran teachers, and the problems of passing academic standards in law rather than adoption by the state board.

"The state board has the power to adopt phonics-centric standards for ELA for early grades as well as any other academic standard it chooses, and had the department pushed these new early literacy requirements last year, the board would likely have adopted them," said TEA President Beth Brown. "TEA will be engaged in the implementation process. We don't want another repeat of the problems with portfolios or the failures of TNReady."

Most parts of the legislation do not go into effect for classrooms or impact instruction until the 2023-2024 school year.

All K-5 teachers and administrators must complete at least one state-approved professional development course on "foundational

Phonics
cont. page 8

Educational justice is racial, social and economic justice

By TEA President Beth Brown

Marian Anderson, renowned African American singer, civil rights movement supporter, and Presidential Medal of Freedom awardee, said, "No matter how big a nation is, it is no stronger than its weakest people, and as long as you keep a person down, some part of you has to be down there to hold him down, so it means you cannot soar as you might otherwise."

The coronavirus pandemic has created many challenges, but racial, social, and economic injustice are not among them. No, those challenges have long existed, despite our reluctance (or refusal) to acknowledge them. Discussions about how to serve Tennessee's students during a pandemic have brought the inequities from the shadows into the light as we admit that our ability to teach students—whether in-person or remotely—depends largely on the resources and opportunities afforded to the schools and communities in which our students live.

> *For Tennessee to be the best, educational equity must be the pursuit of all of us who work for students, including policy makers and law makers.*

State leaders say they want Tennessee to be the best state in which to live, teach, and learn. That's a lofty goal and one that I can support. However, state leaders' decisions often do not walk the talk.

For Tennessee to be the best, public education funding must be a priority. Incremental increases just aren't cutting it. Students deserve clean, safe schools with up-to-date textbooks and technology, and the social and emotional health supports needed for them to be able to focus on academics. Educators deserve professionally competitive wages that allow them to focus on their chosen vocation, without having to work two and three side jobs, and educators should never be expected to accept substandard wages simply because they love their students. School districts deserve a school funding formula that doesn't force them to "rob Peter to pay Paul."

For Tennessee to be the best, educators' professionalism must be respected. Those of us who work most closely with students must be involved in the development and implementation of all facets of public education. No one knows better than we the practical applications of the laws and rules that are passed, and there should never be a time when education legislation is discussed or adopted without the input of educators.

For Tennessee to be the best, educational equity must be the pursuit of all of us who work for students, including policy makers and law makers. For too long schools that serve primarily students of color or students living in poverty have had to do more with less, and our students are suffering: their ability to live into their brilliance is strangled. This. Must. End.

Educational justice is racial justice. Educational justice is social justice. Educational justice is economic justice.

As Reverend Dr. Martin Luther King, Jr., said, "Injustice anywhere is a threat to justice everywhere." All of Tennessee's students deserve educational justice.

All of them.

Our words and actions must reflect our commitment to educational justice for every Tennessee student, regardless of their zip code, for as long as educational inequities exist, none of us can be our best.

We must all promote, advocate, lead

By TEA Executive Director Terrance Gibson

Out of the night that covers me/Black as the pit from pole to pole,/I thank whatever gods may be/ For my unconquerable soul.

In the fell clutch of circumstance,/I have not winced nor cried aloud./Under the bludgeonings of chance/My head is bloody, but unbowed.

Beyond this place of wrath and tears/Looms but the Horror of the shade,/And yet the menace of the years/Finds, and shall find, me unafraid.

It matters not how strait the gate,/How charged with punishments the scroll,/I am the master of my fate:/I am the captain of my soul.

In challenging times throughout my life I often refer to William E. Henley's timeless poem "Invictus." The tumultuous year of 2020 was certainly a time notable stanzas and verses were applicable in many ways.

Our communities and profession were covered in darkness of uncertainty. Educators faced difficult situations, and some of our colleagues paid with the ultimate sacrifice: their life. Educators never quit or bowed out, but instead faced the challenges, refused to give way to being conquered and are now marching forward for the benefit of students. True CAPTAINS!

As we start 2021, it is with hope and belief this year will be better than the preceding one, for us as a country and as a profession. We saw 2021 get off to a fast and furious start with the special legislative session on education. The session was billed as an opportunity to do what is right for students, educators and school communities. Unfortunately, it became more about attacking urban districts, introducing unfunded mandates, highlighting misleading data regarding reading and threatening districts to test as usual under a pandemic.

> *In 2021, our voices can't be by chance and we can't stand in the shade. It is imperative as educators we are promoters, advocates and leaders of the profession.*

TEA continued to ask the tough questions and promote the unmitigated facts. Educators never stopped the learning process throughout the pandemic, regardless of the setting or environment. Educators are continuing to deliver instruction in spite of the technological roadblocks, resource gaps and health risks. Educators stepped up to provide essential basic needs such as meals and social emotional supports. Testing and evaluations will yield invalid and skewed results under such a medical and community crisis. The state has the means to give educators a respectful raise to retain, attract and show that educators are valued. Coronavirus amplified to the public the disparities and gaps in communities of color and poverty. The state must fully fund and commit to long-term summer and enrichment programs, and not leave districts with unfunded mandates.

The rapid approach to taking up legislation designed to impact students, families and communities for decades to come illustrated that in 2021 our voices can't be by chance and we can't stand in the shade. It is imperative as educators we are promoters, advocates and leaders (PALs) of the profession. As we gear up for the next round of the legislative session, each of us must be deliberate and willing to share in our communities and with policymakers our facts and truths, about what is best for our schools and profession. Throughout the session your voice must be heard as you promote, advocate and lead!

Teach (USPS 742-450, ISSN 15382907) is published four times (July, October, Jan/Feb, March), by the Tennessee Education Association, 801 Second Avenue North, Nashville TN 37201-1099. Periodicals Postage Paid at Nashville, TN, and additional mailing offices. **POSTMASTER**: Send address changes to **TENNESSEE EDUCATION ASSOCIATION Teach**, 801 Second Avenue North, Nashville, TN 37201-1099. The subscription price of $3.06 is allocated from annual membership dues of $258.00 for active members; $129.00 for associate, education support and staff members; $16.00 for retired members; and $10.00 for student members. Member of State Education Association of Communicators (SEAC).

MANAGING EDITOR: Amanda Chaney
achaney@tnea.org
ASSISTANT EXECUTIVE DIRECTOR: Jim Wrye
EXECUTIVE DIRECTOR & PUBLISHER:
Terrance Gibson

Tennessee Education Association
801 Second Avenue North
Nashville, TN 37201-1099
Telephone: (615) 242-8392,
Toll Free: (800) 342-8367, (800) 342-8262
Fax: (615) 259-4581
Website: www.teateachers.org

BOARD OF DIRECTORS
PRESIDENT: Beth Brown* (800) 342-8367
VICE PRESIDENT: Tanya Coats* (865) 308-2787
SECRETARY-TREASURER: Terrance Gibson (615) 242-8392
DISTRICT 1 Joe Crabtree (423) 794-9357
DISTRICT 2 Michele Bowman (865) 679-6523
DISTRICT 3 Peter Blair (865) 806-2072
DISTRICT 4 Patricia Fontenot-Ridley (865) 406-1432
DISTRICT 5 Jeanette Omarkhail (423) 413-9114
DISTRICT 6 Lori Cleveland (423) 488-5826
DISTRICT 7 Brent Estes (931) 205-5297
DISTRICT 7 Emily Mitchell (615) 796-4093
DISTRICT 8 Arielle Dyer (919) 810-2226
DISTRICT 9 Paula Pendergrass (615) 604-6544
DISTRICT 10 Samantha Craig (615) 969-6935
DISTRICT 10 Brenda Munusamy (931) 433-0918
DISTRICT 11 John Friend (256) 275-7662
DISTRICT 11 Fred Riley (615) 525-9303
DISTRICT 12 Doris Morton (731) 394-3233
DISTRICT 12 David Ross (931) 305-8397
DISTRICT 13 Paige Neil (731) 607-3820
DISTRICT 14 Renee Baum (901) 604-2035
DISTRICT 15 Neshellda Johnson (901) 857-6042
ADMINISTRATOR EAST Shaunna Foster (865) 591-3536
ADMINISTRATOR MIDDLE Janolyn King (615) 203-5920
ADMINISTRATOR WEST Heather Heard-Davis (901) 230-4881
HIGHER EDUCATION Clinton Smith (731) 223-0080
BLACK CLASSROOM TEACHER EAST LaDawn Hudgins (423) 384-3585
BLACK CLASSROOM TEACHER MIDDLE Kenneth Martin (615) 243-4131
BLACK CLASSROOM TEACHER WEST LaTia Watson (901) 500-1006
STATE SPECIAL SCHOOLS Ginger Henderson (865) 548-4615
NEW TEACHER Jessica Barker (901) 282-9123
ESP Jacqueline Burton (931) 220-4384
TN NEA DIRECTOR Tiffany Reed (901) 416-2530
TN NEA DIRECTOR Randall Woodard (615) 594-5632
STEA MEMBER Derrick Sanders, Jr. (513) 418-8973
TN RETIRED Ron Pendergrass (931) 206-5331

AT LARGE ASPIRING DIRECTOR ON NEA BOARD CarVaughn Page (770) 743-2585

TEA HEADQUARTERS STAFF
EXECUTIVE DIRECTOR: Terrance Gibson; ASST. EXECUTIVE DIRECTORS: Steve McCloud, Jim Wrye; INTERIM DIRECTOR OF FINANCE & INFORMATION SYSTEMS: Tyra Holt; UNISERV FIELD MANAGERS: Jamye Merritt, Leigh Phillips; MEMBERSHIP PROCESSING MANAGER & TECH SPECIALIST: Vacant; STAFF ATTORNEYS: John Allen, Virginia A. McCoy; GOVERNMENT RELATIONS COORDINATOR: Drew Sutton; COMMUNICATIONS COORDINATORS: Amanda Chaney, Alexei Smirnov; INSTRUCTIONAL ADVOCACY & PROFESSIONAL DEVELOPMENT COORDINATORS: Alexandra Bonner, Tommie Leaders; ADVOCACY HOTLINE COORDINATORS: Mary Campbell, Cynthia Wood.

UniServ Staff contact information can be found on page 6.

Members voice opinions, set policy at NEA and TEA Rep Assemblies

TEA's strength comes from members willing to get involved and speak up on issues that matter to our students and our profession. Two of the best opportunities for TEA members to make their voices heard and have an impact on the future of the association are to be a delegate to the TEA and/or NEA representative assemblies.

The NEA RA convenes every July for delegates to debate issues that impact American public education, elect NEA officers, and set policy for the 3.2 million-member association. This is where Tennessee educators can voice their opinions on where our national affiliate should focus its time and resources.

Members vote on who represents them at each rep assembly. The first opportunity to vote is for delegates to the NEA RA. Biographical information and photographs submitted by candidates for state delegate positions to the virtual NEA RA**, July 2-6, 2021,** are published in this two-page section. All candidates will be listed on ballots which local association presidents will receive by March 1.

For Category 1, NEA members will vote for one or two district delegates depending on the district in which they teach. Category 1 includes candidates who are classroom teachers, education support professionals or persons who serve in other non-supervisory positions. In Category 2, NEA members may vote for one of the candidates.

This category includes members who are supervisors, administrators or retired NEA life members.

Any NEA-retired life, education support or active member not affiliated with a local association who wishes to vote in the election may receive a ballot by writing or calling TEA.

Run as a delegate to the TEA RA

TEA members who wish to represent their local association at the virtual TEA RA in April have until February 9 to be nominated. Please contact your local president or TEA UniServ coordinator for more information.

Category 1

District 1

Karen Anderson – Fourth grade English Language Arts, Science and Social Studies teacher at Lake Ridge School in Johnson City. Currently a member of the Johnson City Education Association, a member of several NEA Ethnic and Special Interest Caucuses, and a Lifetime member of the NEA Retired Teachers Association. Previously on the NEA Board of Directors, NEA Human & Civil Rights Comm., TEA Board of Directors, and TEA Executive Comm. Taught early childhood education courses at East Tennessee State University and Middle Tennessee State University; directed 3 early childhood programs in middle Tennessee; and served on several boards and committees for education. "I am committed to serving our members and will be honored to represent TN at the NEA RA."

Joe Crabtree*

LaDawn B. Hudgins – TEA Board Member: East TN. Black Classroom Teacher - July 2020 – current, TEA Board Member: District 1 July 2017 – July 2020, TEA Executive Board Committee Member: Sept. 2018 – July 2020, Co-Chair of TEA Racial & Social Justice Committee: 2020, Co-Chair of TEA Membership Committee: 2019, Elected Vice President of the Tri-Cities Women of Color: 2019, Member of Tri-Cities Women of Color: 2018 – current, Co-Chair of TEA Status of Women Committee: 2018, Member of JCEA PECCA team: Nov. 2018 – current, WCEA President: July 2014 - Jan. 2018, WCEA Vice President: 2012 – 2014, Member of WCEA PECCA team: 2012 – 2018, AR: 10+ yrs. (WCEA) AR: (JCEA) 2018 – current, TEA-RA Delegate: 15+ yrs. TEA State Delegate to NEA-RA: 7 yrs., 2018 as a Delegate to the NEA MLT/WLT, NEA Member of CEEC Caucus: 2016 - current, Member of NEA Black Caucus: 2016 – current, Married 39 yrs., School SLP: 34 yrs.

Rhonda Lankford – Teacher with a Master of Secondary Education at Chuckey Doak High School, serving as President (2017-current) and elected on TEA Board of directors representing East Tennessee Black Classroom Teachers (2019-2020), TEA's Inaugural participant in NEA's TLI program (2018-2019),served as treasurer and membership chair of Greene County Education Association, RA, negotiations team, Special School Committee, Womens Issues, IPD Committee (2016-2017), delegate for TEA/RA, delegate for NEA/RA (since 2011), State delegate for NEA MLT/WLT (October 2014 & January 2017), ESSA Cadre, and attended civications, organizing summit, and leadership academy, LLI Academy (2018-2019).

District 2

Michele Bowman – Michele is currently serving on the TEA Board of Directors. She has been a member for more than 30 years. She is currently serving on the Sevier County Education Association's Leadership team and is a member of the Legislative Contact Team. Michele also is the Corresponding Secretary for the NEA Republican Educators Caucus. She is also a member of the TEA IPD Commission.

Melinda Reese – Currently presiding on the HCEA Executive Board, Serving as Recording Secretary and PECCA Chief Spokesperson; Served on the following HCEA committees: Negotiations/ PECCA, Membership, HCPACE, Legislative, Newsletter; Chairperson of TEA's 2009-2010 Professional Negotiations' Committee; Participant of many TEA sponsored events, such as Summer Leadership School, Bargaining Conferences, Area Cluster Meetings, TUEAC, Spring Symposium, Legislation/Lobbying days, local delegate to TEA RA; various workshops. Previous TEA state delegate to a NEA RA. Currently serving on the State Board Contact Team to the Tennessee State Board of Education, Kindergarten Teacher at Union Heights Elementary in Hamblen County, Morristown, TN, Thirty years of teaching; Ed. S./EAS in Administration and Supervision from Lincoln Memorial University; M.S. in Elementary Ed. from Tusculum College; B.S. in Elementary Ed. From UT; Mother to son Johnathan. PROUD member of my professional organization! I would again appreciate the opportunity to represent TEA District II at the 2021 NEA Representative Assembly.

Anna Wright – Current President of HCEA, serves on PECCA; Served on the following HCEA committees: Negotiations, Membership, HCPACE, Legislative, & Newsletter; Attended various TEA sponsored events such as a TEA delegate and as NEA delegate; local delegate to TEA RAs, & various workshops; ELL Teacher at Russellville Elementary and East Ridge Middle School in Hamblen County, Morristown, TN; Fifteen years of teaching; Bachelor's Degree in Interdisciplinary Studies from Johnson University, cum laude; Masters Degree in Elementary Education from Johnson University; PROUD member of my professional organization; I would again appreciate the opportunity to represent TEA District II at the 2021 NEA Representative Assembly.

District 3

Peter Blair*

Bryan Massengale – Band Director, Rhea Middle School, Rhea County Schools, Rhea-Dayton Education Association. The University of Tennessee, Knoxville in 1980 - B.S. degree in Music Education. The University of Tennessee, Knoxville in 1993 - M.S. degree in Administration &

Supervision. Tennessee Tech University in 2006 - Ed.S. in Educational Leadership. Band director in Rhea County since 1984. Bryan has been RDEA President 7 times, Past-President, Newsletter Editor, Chief Negotiator, Building Representative, Collaborative Conferencing. On the state level, Bryan has served on the TEA Board of Directors. Nationally, Bryan has served on the NEA Today Local Editor Advisory Board for the NEA Publication NEA Today. In 38 years of teaching, many previsions NEA-Representative Assemblies have been attended.

District 4

Tanya Coats – Tanya T. Coats, Vice President of the Tennessee Education Association – as well as presently serving as the KCEA President, Instructional Coach, 23+ years; Knox County School System & Maryville City Schools; KCEA: Executive Board Member, Collaborative Conferencing Team, former: Budget Chair, Constitution & By-Laws Chair, Minority Affairs Chair, Elections Chair; TEA: NEA Concerns, former Board of Director District 4 and former East TN Black Classroom Teacher, served on the following committees: Administrative Task Force, ION, IPD, Legislative Editing, Member Benefits, Membership, Minority Affairs and Resolutions; I have served TEA well. "My extensive experience in the Association makes me qualified to represent the Tennessee Education Association. When you do your homework on me, you will find me to be a strong, yet fearless leader who will work hard for the education professionals across the state. If your find in your any challenges that I may have missed, I will be willing and able to address those shortcomings soon. In the meantime, I would appreciate your support and vote. Therefore, I would appreciate your vote of confidence to ELECT me as a delegate to the NEA RA. Thank you to all who are willing to serve and considering me as a delegate!

Patricia Fontenot-Ridley – I would appreciate your vote to represent you and TN as a State Delegate to the 2021 NEA Representative Assembly. I am a veteran Physical Education teacher of 27 years; am currently serving representing District 4 (Knox County) on the TEA Board of Directors; and in my local association, KCEA, on the Executive Board as an Elementary Teacher. I share KCEA, TEA, and NEA's determination to fight for all Tennessee teachers through affecting legislation that looks out for your rights to a safe and equitable workplace, as well as a safe place for your students to learn in this difficult time. I have previously served as the Membership Chair of KCEA. Your success as an educator is important to me, and I would appreciate your vote to represent you in Denver!

Ginger Henderson*

District 5

District 6

Lori Cleveland*

Jeanette Omarkhail*

District 7

Beth Brown – TEA President; English teacher, 19 years, Grundy County High School; Local: Association Representative, President-Elect, President, Chief Negotiator, Grievance Chairperson, Membership Chairperson, Collaborative Conferencing Chairperson; State: TEA President, TEA Vice President, TEA Board (2009-2012, 2014-Present), Executive Committee, Budget Committee, Organizing Advocacy Committee, Dues Task Force, Credentials Committee, IPD Commission, Internal Organizational Needs Committee, Legislative Editing Committee, Mission, Vision, and Core Values Committee, NEA Concerns Committee, ESSA Implementation Team, NEA 360 Implementation Team, FCPE Council; National: NEA RA Delegate (2009-2020), National Council of State Education Affiliates (2014-Present), NCSEA Regional VP (2019-present), NEA PAC Advisory Council on Recommendations, Professional Standards and Practice Committee

Brent Estes*

District 8

Samantha Craig*

Arielle Dyer – I am a history teacher at Springfield High School, a member of the Robertson County Education Association, and a proud 16-year NEA member. My advocacy and organizing experience include Association Representative, Secretary, Vice-President, President, Region 4 Director on the North Carolina Board of Directors, Rally & Membership Organizer for RCEA, and currently RCEA's Communications Chair and TEA District 8 Director. I'd appreciate your vote to represent TEA as a State Delegate. I've represented North Carolina and Tennessee in previous years and commit to do so with advocacy and engagement again. I've served on NEA Communications and Resolutions, as well as NEA Concerns Committee for TEA. My number one responsibility will be to listen, engage, and vote on behalf of Tennessee educators and students. NEA must be focused on advocating for our schools, our students, and every single educator. I would appreciate your vote to represent TEA in 2021.

Randall Woodard*

NEA delegate bios
cont. page 7

Grrreat things happen when we

READ ACROSS TENNESSEE

March 2, 2021

A statewide celebration of reading in coordination with NEA's Read Across America.

TEA
TENNESSEE EDUCATION ASSOCIATION

FOR MORE CLASSROOM MATERIALS GO TO

TEATEACHERS.

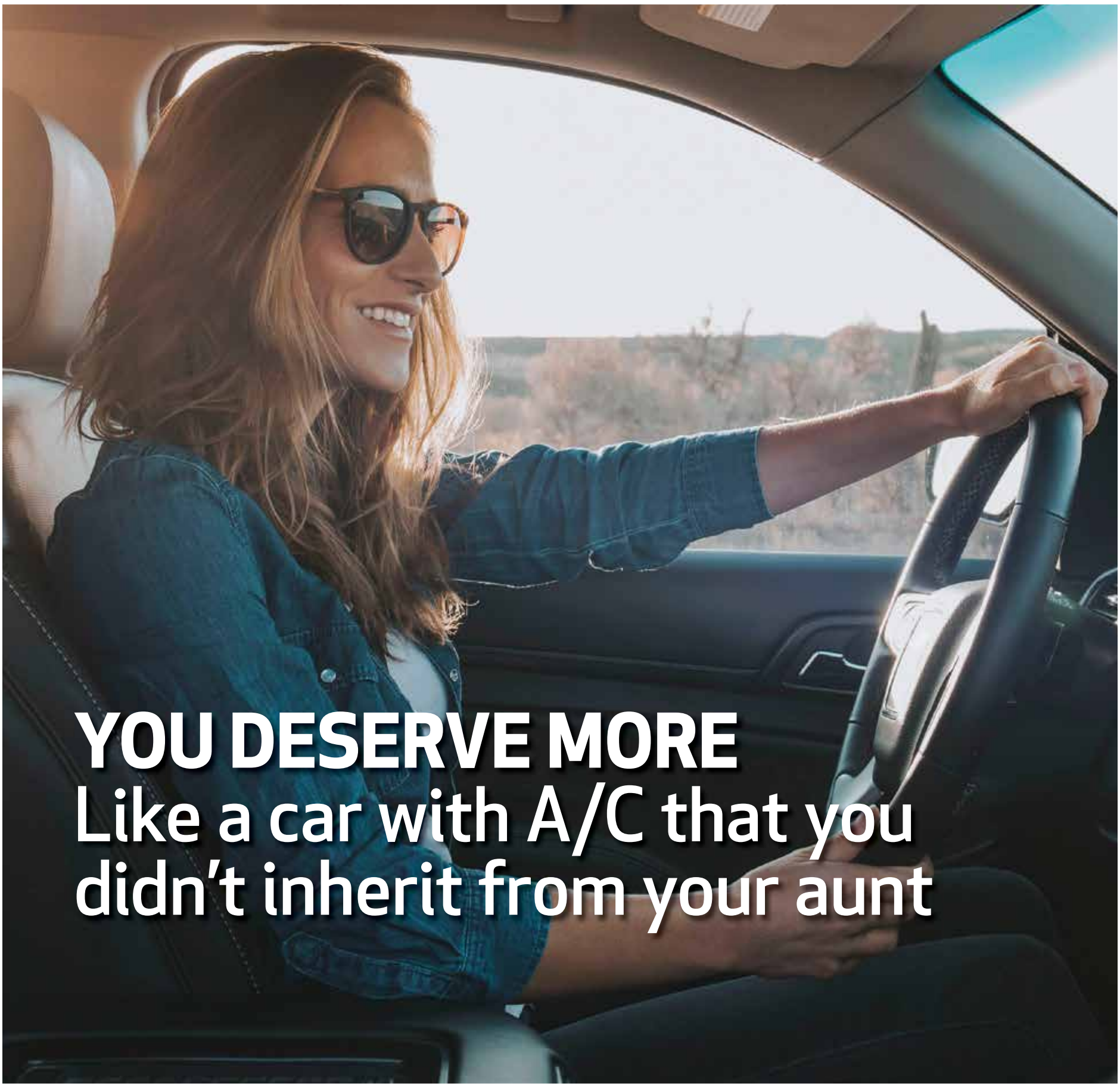
NATIONAL EDUCATION ASSOCIATION

Read across America

e

READ

ORG



YOU DESERVE MORE
Like a car with A/C that you didn't inherit from your aunt

SCAN & GO

You deserve savings on coverage for a new ride. Before you head out to a dealership, reroute to savings at NEA Member Benefits. It's the first stop for educators to get insurance discounts, tips to buy and sell a car, and more. In other words, members can find auto-related savings at every turn.

Find the resources you deserve at **neamb.com/your-car**

nea Member Benefits

YOUR CAR

/neamemberbenefits @NEABenefits 800-637-4636

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, Pellisippi 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@tnea.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.teateachers.org
www.nea.org

NEA delegate bios
from page 3

District 9

Sara Duran*

Amanda Kail – Amanda Kail is the President of the Metropolitan Nashville Education Association. She believes unions need to make a difference in their members' lives every day. Her current work is focused on uniting local labor, racial justice and equity, and pro-public education forces to fully fund her local school system and creating structures that increase the membership, capacity, and power of her local. She believes in the power of everyday people working together to make positive change.

Laura Leonard*

Kenneth Martin*

Paula Pendergrass*

District 10

Emily Mitchell*

Brenda Munusamy – "I am an early childhood teacher for children with disabilities in Lincoln County. I have 25+ years of experience. I advocate for my students to be included and accepted. I support and represent my colleagues in decisions concerning our profession. I am a building representative and the treasurer of my local association. I would be honored to serve as a delegate to the 2021 NEA RA."

District 11

Fred Riley*

District 12

Jacqueline Burton – I have been in the school system 15 years. I am a SPED assistant at Hazelwood Elementary School in Clarksville, TN. I enjoy doing what I do for all students on a daily basis. I am an EMERGING LEADERS student through TEA and an ESPLI student through NEA. I'm the Classified Rep on the TEA Board of Directors and the Classified Rep on CMCEA Executive Committee. I am an Area Rep in my building. I speak for all educators and students. The information obtained from seminars, trainings, conferences RA's, NEA's and webinars, I utilize it in my building and local whenever the opportunity arises.

David Ross*

District 13

John Friend*

Doris Morton*

Paige Neill*

District 14

Jessica Barker*

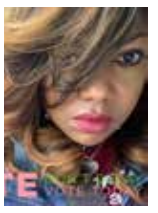
Renee Baum*

LoMay Richmond – Germantown Arlington Lakeland Education Association (GALEA); I work in the Arlington Community Schools district as a Special Education Consulting Teacher. I have served in various capacities within the association at the local, state, and national levels. Most recently, I am the past president of the GALEA association. I have served a member of various committees and caucuses- locally- Minority Affairs Committee, Membership, District Collaborative Conferencing Team, IPD, Steering Committee; state- IPD, Legislative Editing Committee, Special Ed Ad Hoc Committee, Read Across America; national- Black Caucus member, and Council of Educators for Exceptional Children member. I have served as a representative to the TEA and NEA Representative Assemblies. Also, I have been able to participate in NEA Leadership Summit, NEA Minority Leadership Training, TEA Summer Leadership Academy, TEA Symposium, and TEA Political Academy.

Clinton Smith – Dr. Clinton Smith serves as Associate Professor of Special Education at the University of Tennessee at Martin. He has been a TEA member since 2002. He is currently serving on the TEA Board of Directors representing higher education. He currently serves on the TEA Operations and Rules Committee and as President of the Tennessee Council for Higher Education. Clinton also serves as the chair for the NEA Caucus for Educators of Exceptional Children, is a trainer for the NEA IDEA Resource Cadre, and is a member of the NEA Resolutions Committee. He has previously served on the TEA Board, TEA Resolutions, chair of the TEA Individual Education Act workgroup, and chair of the TEA Career and Technical Education committee.

District 15

Donna Goings – I am an experienced School Social Worker, advocate, and trusted voice for all educators. I have served in many leadership roles including the following: Mental Health Director-UEA Board, PECCA Chair, and Minority Affairs Committee Chair. I am also on the following committees and activities: TEA Minority Affairs Committee, UEA PECCA/Advocacy Committee, and the Collaborative Conferencing Team. I continue to be very involved in the local, state, and national initiatives to ensure that all educators have a voice and a seat at the table.



Neshellda Johnson – Neshellda Johnson- BS/MAT, 16 yr educator, Shelby County. TEA Board member 2016-present, UEA board member inception-present, former UEA communications chair, TEA-RA del. 2 yrs, NEA RA del. 2 yrs, TEA membership committee, Board liaison to IPD committee. Attended NEA leadership summit, NEA pre uniserv fellow, NEA organizing institute, and STEA presenter. My goal is serve the members of this esteemed association with professionalism, a growth mindset, and collaborative spirit. Vote Neshellda Johnson, Public Education Advocate.

Facishon Moore*

Tiffany Reed*

Danette Stokes*

La Fonde Wooden – General Elementary (8 Yrs.), ESL teacher (5 Yrs.), SCS District ESL Peer Coach (2 Yrs), 2nd Year Instructional Facilitator, TEA/RA Delegate (13 Yrs.), NEA/RA Delegate (11 Yrs.), TEA member (17 Yrs.); Committees and/or positions: Constitution & By-laws, Human Relations (local (chaired) & state), Local Photographer, Minority Affairs (local (chaired) & state), Membership, New Teacher, Professional Rights & Responsibilities (chaired), Status of Women; Conferences: Civication, MAC (state & regional), NUEAC, Organizing Summit, Spring Symposium, TUEAC

LaTia Watson*

Category 2

Shaunna Foster – Knox County Education Association, educator in Knox County - 17 years, elementary administrator – 4th year. As a member of the KCEA, I've served on the following committees: Budget (2012-2013) and Finance (2012-2013). I currently serve on the following: Executive Board (2020-present), Minority Affairs Committee (2011-present) and Knox County Political Action Committee for Education – Secretary (2019-present). I've also served on the Minority Affairs (2011-2013) and Internal Organizational Needs (2018-2019) Committees at the TEA level. Presently, I'm on the TEA Board of Directors as the East Tennessee Administrator representative and the Membership committee. I'm an Emerging Leader of the 2013 TEA Summer Leadership Academy and have been a delegate seven times to the TEA-RA and twice to the NEA-RA (2016 and 2019). I would appreciate the opportunity to advocate for our profession at the 2021 NEA-RA. Please elect me as a delegate to the NEA-RA. Thanks for your support!

Heather Heard-Davis*

Janolyn King – My name is Dr. Janolyn Jones King and my local education association is Bedford County. As a member of the Bedford County EA, I have served as an association representative and I am the Membership Chair. I have served in this position for 8 years. I am currently in my third year of a three-year term on the TEA Board of Directors in the middle Tennessee Administrator seat. For 2020-2021 year for the Board of Directors, I was elected to serve on the Executive Committee. I have had the pleasure of serving on the IPD commission and am currently on the NEA RA Concerns Committee. It will be an esteemed honor to represent Tennessee's members for the 2021 Representative Assembly whether face-to-face in Denver or virtually.

Melinda Pruitt –Special Education Supervisor-Greene County Schools, 38 years: 17/teacher, 21/administrator; B.S./M.S. UT-K, Doctorate ETSU; GCEA: Treasurer 2004-2006; President 2011, 2001, 1995; President-Elect 2000, 1994; Vice President 2013, 1999, 1993; Executive Board 24 years. TEA: Status of Women Committee 2006-2007; Administrator Task Force 2006 and 2009: ION Committee 2004, 2013, 2015; Membership Committee 2002, Members Benefits Committee 2009-2012; Insurance Committee 2000, Negotiations Committee 1998; TEA/RA (28); NEA/RA (19); Honors: TEA Distinguished Administrator 2001-2002; Who's Who in American Education 1989-2019. I have gained experience and leadership skills working for the Association through the years. I am committed to helping my local, state, and national organization. I am a strong advocate for public education and would appreciate your vote for state NEA RA delegate. I would represent you to the best of my ability. Every voice counts and I can be your voice at the next NEA-RA.

*** No photo or bio submitted.**

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 of TEA publication): _____

_____ Active Member

_____ Education Support Professional

_____ Student Member

School System _____

Signature _____

Mail to: Tennessee Education Association
801 Second Avenue North
Nashville, TN 37201-1099.

This form must be postmarked no later than April 15, 2021.

ASK TEA

ANSWERS FROM THE EXPERTS AT THE TEA HOTLINE

Q: Can I receive an accommodation under the ADA to teach in a virtual setting?

A: Possibly. Under the Americans with Disabilities Act (ADA), a qualified individual with a disability is one who can do the essential functions of the job with or without accommodation. A disability is a physical or mental impairment that affects a major life function, like seeing, walking, or breathing. Although individuals with disabilities must be afforded reasonable accommodations, precisely what that means often depends on expense and disruption to the workplace.

To seek an accommodation, first the employee must notify the employer, who is then obligated to engage in an interactive process to identify a reasonable accommodation. In conjunction with that process, the employer is entitled to request certain medical documentation concerning the disability. For assistance in seeking an accommodation, contact your UniServ Coordinator or Association Rep.

Q: In lieu of teaching in person at the height of the pandemic, can I take paid leave instead?

A: Depending on your circumstances, yes. For each year of employment, teachers earn two days of paid personal/professional leave, and a total of 10 paid sick leave days, which accrue at a rate of one per month over a regular 10-month contract. Sick leave can be used for absences due to illness, injury, or quarantine of the employee, as well as illness, injury, or death of an employee's immediate family member. Unlike sick leave, personal/professional days can be used at a teacher's discretion, subject to advanced approval when 10% of teachers seek to be absent on the same day, a student exam day, a day immediately before or after a holiday or break, an in-service/PD day, or a parent-teacher conference day.

Q: According to news reports, teachers in other states have been disciplined in conjunction with recent political protests. Don't teachers have a right to protest on our personal time?

A: Yes, teachers have a First Amendment right to engage in lawful protests on their personal time, but they do so subject to laws governing their employment as teachers. As a general rule, to be protected under the First Amendment, protest activity and related speech must involve a matter of public interest and be done in your personal capacity as a private citizen, as opposed to in your capacity as a teacher or other school employee. If school officials can establish that your speech was of a nature that would adversely affect school functions, or your effectiveness as an employee, the First Amendment may not protect your speech and other protest-related activity.

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.

Summer camps
from page 1

"We've seen this before," Brown said. "When the state implemented RTI, it took four years to add the program to the BEP and still only provides one-tenth of what is needed."

TEA had the bill amended to prioritize licensed teachers for the summer programs and ensured there is a $1,000 per week minimum for pay. The legislation allows unlicensed personnel to provide instruction in the new camps.

"Classroom teachers are best to provide additional student instruction because at the end of the day we are held accountable for student performance. There is no mandate for teachers to work these summer programs, but it is important it is offered to us first and that non-certified persons are used only when a licensed teacher cannot be found."

The legislation included controversial additions to the third-grade retention law which could result in a greater number of students being held back each year. This part of the law does not go into effect until 2023, and there are bills already filed to amend it.

"Ramping up the testing stakes for 8-year olds won't help us get students where they need to be," said Brown.

TEA supports efforts to provide additional learning opportunities for students when it is implemented in a way that does place additional burden on educators while being effective for students.

Phonics
from page 1

literacy skills instruction" by August 1, 2023. The state outlined a two-course training sequence with one delivered virtually and asynchronously, and the second in-person at state-selected sites. The estimated number of hours for completion of both courses has not been set.

However, the state did set a minimum $1,000 stipend per teacher for the training completion, utilizing $20 million in federal CARES Act funding.

Earlier versions of the phonics bill required veteran teachers to complete a course and take a comprehensive state test to maintain endorsements and for license renewal, something TEA opposed.

"Experienced teachers know how to teach phonics and reading, and training can certainly help improve practices. What we didn't want is veteran teachers to show they know the jargon, acronyms and abstract theories often associated with reinventions of old concepts," said Brown.

The law does not affect licenses or endorsements, compensates teachers for training competition, requires courses to count for professional development points, and provides extensive classroom materials at no charge.

While TEA was adamant the new early literacy professional development would not threaten licenses and careers, there is still much to be done on implementation. TEA will work to ensure training is relevant and concise, and that state-purchased materials are useful and fully integrated with training and teaching practices. Past state missteps provide a cautionary tale that TEA – and legislators — are concerned with.

The bill requires the state to develop a literacy (and a companion math) universal screener to be administered three times a year in grades K-3. TEA voiced concerns about the time required to administer these state screeners and the usefulness of the data. Lawmakers noted the state's poor record on developing assessments with the failures of TNReady and the portfolio. While systems are not required to forgo using current benchmark assessments for RTI, common sense indicates most systems will use the free mandated state screener and not want duplicative assessments for young students.

Other parts of the law codify how parents will be notified if the screener identifies reading problems, how LEAs submit foundational literacy plans and how the state can provide waivers if reading scores are strong or phonics instruction is already in use. The bill also provides emergency rule power to the state board, the next step in implementation.

Hold harmless
from page 1

Brown. "The fact is we would better serve our students if we use the time taken for testing to provide instruction."

The hold-harmless bill 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. TVAAS is a statistical model requiring three years of concurrent data to generate scores. Tennessee has not generated three years of continuous test data since 2015.

An aspect of the bill opposed by TEA is an 80% threshold for student participation in testing. If districts meet the threshold, data will not be used to place schools on the priority list or for school A-F grading. The federal government requires 95% participation on standardized tests to maintain validity and reliability of testing data, and the state will have to seek a waiver for the much lower participation rate. There is no data or research indicating 80% participation is an important or valid threshold in testing.

"The idea this data would be used for any type of punishment or labeling of schools is wrong. Pushing districts to get parents to have their children take the tests, including the large percentage of families who have chosen virtual instruction for the entire year, is misguided and will certainly make parents angry. Parents will certainly need to know the pressure comes from the state, not the local school board," said Brown.

The Department of Education told legislators the testing window will be expanded from three weeks to six to accommodate the possible disruptions of the coronavirus. After hearing this, several lawmakers questioned why testing was going forward at all.

"These tests take weeks of instructional time for students, so we'll slow our kids down even more for no necessary reason, and endanger some of the educators with underlying conditions," said Rep. Bo Mitchell.

There is opportunity to amend the hold-harmless law during the regular session that begins February 8. TEA will be working with legislators on this issue and many others.