THE STATE OF SCHOOL FUNDING AND HOW IT IMPACTS YOUR PAYCHECK, POSITION AND SYSTEM

Ensuring funding for educator paychecks and benefits is a TEA priority. Amid historic economic uncertainty, it is critical that members understand the measures taken to ensure incomes and jobs continue regardless of school building status.

Prior to recessing until June, the General Assembly made certain that public schools would continue to be funded despite being closed. In the education hold-harmless bill worked on by TEA, a provision was included that no school system shall forfeit state education dollars if it doesn’t meet the 180 instructional day requirement. None will.

The legislature also increased the rainy day funding cont. page 3

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The legislature also increased the rainy day

The Tennessee Virtual Academy, run by a for-profit company through Union County, is one of the state’s worst performing schools five years running. This corporate model of distance learning has proven a failure, but it is also instructive.

The continuity, schedule, differentiation and in-person instruction of public schools keep students engaged in learning for six-plus hours a day. As teachers, parents, districts and the state try to implement home-based student engagement strategies for the foreseeable future, it is important to note the inherent hurdles.

TEA will be sharing online daily what is working, what isn’t and what are the next steps. The association is also compiling a broad array of research on the impact of extended absences from the classroom on student academic retention to help prepare for when school resumes.

Evaluations and other accountability measures must be suspended

However, the legislation provided the Commissioner of Education and State Board of Education broad powers to suspend any statute or rule dealing with evaluations and accountability measures. They need to act.

“TEAs position is LEAs cannot administer fair evaluations under the terms of the outbreak. Therefore, rules and statutes must be waived for the year,” said TEA President Beth Brown.

TEA Legal is compiling an exhaustive list of all state statutes and rules dealing with evaluations and accountability that TEA believes must be suspended or adjusted for the 2019-2020 school year. This list will be submitted to the department and board attorneys, along
Laura Ingalls Wilder said, “A good laugh overcomes more difficulties and dissipates more dark clouds than any other one thing.” Right now, the COVID-19 pandemic covers our world with a dark cloud, and many families are experiencing emotional challenges in their children at home. It appears, though, that a good number of Tennessee parents agree with Wilder, because social media has been flooded with videos and memes about the new homeschooling reality.

How many online support groups have been created so far to do so? How many pictures of homework problems or worksheets and solicit community help? How many parents are facing the “common core math versus the carry-the-one math” battle?

Just today I saw these two homeschooling support posts online: One parent was frantic because the internet was down (how many times have we teachers faced that struggle?) while another bemoaned the fact that her daughter “forgot” her login credentials (her birthday, by the way).

My favorite, though! The video of a Tennessee mother that has gone viral. In it, she offers a prayer that includes a request for divine intervention from “the spirit that’s running rampant here that has attacked [her] household” and ends with a call to “bless every teacher” for “they got a special place in heaven” as she proclaims “ain’t no way [she] could do it!” If you’ve not seen this one, I promise it’s worth the trip to Google it.

The giggles, chuckles, and outright belly laughs elicited by these media posts provide a much-needed respite from the struggles that parents and educators alike are facing. Our communities have learned—or are learning—some very important lessons.

Nothing can take the place of a dedicated, well-trained professional educator. And despite our end-of-the-year countdown or snow-day rituals, educators love their students. We are heartbroken at not seeing “our kids.” Educators across Tennessee are working diligently to ensure that students continue to receive meals, and they are exploring creative ways to interact with their students despite social distancing (a term that has all too quickly become part of our daily vernacular).

When we emerge from the COVID-19 crisis, my hope is that we are stronger, more compassionate, and more patient with all who impact students’ learning.

Have you seen the video of the father who calls his son’s teacher and apologizes for not believing her concerns about his son’s behavior at school? What about the meme that depicts the remarkably quick transformation of a homeschooling mom from Mary Poppins to Mrs. Hannigan?

For now, though, let’s continue to be like Laura Ingalls Wilder and find conversations are remedied; and that the increased communication still lies ahead, I am more confident than ever in the strength and advocacy for public education, and nothing ever will.

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2020 Virtual TEA RA and Elections by Mail

Local Delegate Selection for TEA RA
Delegate selection for the TEA Representative Assembly is governed by local association bylaws and processes. Some have already been completed. Delegate selection activities typically done at in-person meetings can no longer safely occur under CDC guidelines and the governor’s emergency proclamation. TEA is creating a toolkit with ways to make the delegate selection process electronic. UniServ Directors will assist any local that needs assistance in its delegate selection process. Delegate lists should be submitted no later than Wednesday, May 6, to jpos@tea.org.

Virtual TEA Representative Assembly
The 2020 TEA Representative Assembly will be a tele-town hall, a format that lends itself to the standing rules. Unlike conference calls and other virtual meeting platforms, a tele-town hall provides opportunity for individual participation without background noise and other distractions. Login to the virtual TEA RA will require the delegate’s member number (in the address block on the cover of this issue of Teach).

The focus of the virtual TEA RA is to have a budget hearing and to accept nominations for TEA offices and board seats (see page 4).

Elections and Budget Vote by Mail
After the RA and as quickly as possible, every participating delegate will be mailed a ballot for TEA elections and a question on the TEA 2020-2021 budget. Using U.S. Department of Labor standards for association voting by mail, each ballot envelope will have an instruction letter and the items at right.

Once filled out, the ballot is placed into the secret ballot envelope and sealed. The ballot envelope is then placed into the pre-addressed postage-paid return envelope and sent to a TEA post office box designated solely for the election. All ballots will be held by the USPS until the voting period ends. Return ballot envelopes with member numbers are used to check delegate rolls and to ensure one vote per delegate.

The normal process for local delegate selection for the TEA Representative Assembly may also be disrupted due the COVID-19 outbreak. TEA is working to develop tools and systems to help local associations with delegate nominations and elections that had taken place in person to make them electronic. Local leaders may contact their UniServ coordinator for any assistance. The deadline for submission of RA delegates by local associations is May 6.

If you are considering participating as a TEA RA delegate, please keep this issue of Teach. In the address box on the cover page you will find your TEA member number. This 10-digit member code is needed for verification to participate in the virtual RA and elections by mail.

As was the case with the economic collapse of 2008, it may be the federal government that becomes the most important guarantor of state and local government finances. Spending by state and local governments nationwide to $150 billion in emergency aid to school systems nationwide to $200 million, which is still just a fraction of the $3.5 billion local governments spent on Tennessee schools in 2019-2020.

In 2009 and 2010, the federal government provided billions to school systems nationwide to prevent massive educator layoffs during the great recession,” said TEA Government Relations Manager Jim Wyre. “NEA was front and center in that effort, as they are now in advocating for essential aid during the COVID-19 emergency.”

TEA is committed to making sure no stone is left unturned for resources to keep certified and classified employees on the job and with a paycheck.

“We will look at every reserve, every pot of money, at every level to make sure health and education are the priority,” Wyre said.
2020 TEA Representative Assembly
Virtual meeting ★ May 16 ★ 9 a.m. CDT

TENTATIVE AGENDA
Saturday, May 16, 9:00 a.m. CDT
1. Call to Order
2. Adoption of Agenda
3. Approval of Elections Committee
4. Budget Hearing
5. Nominations*
   a. Board of Directors
      (1) TEA President for a two-year term
      (2) TEA Vice President for a two-year term
      (3) East Tennessee Administrator for a three-year term
      (4) East Tennessee Black Classroom Teacher for a three-year term
      (5) State Special Schools Teacher for a three-year term
      (6) New Teacher for a three-year term
      (7) Classroom Teacher Board members from Districts 1, 3, 5, 6, 7, 8, 10, 11, 12, 13, and 14 for a three-year term
   b. East Tennessee contact to the Board of Trustees of the Tennessee Consolidated Retirement System for a two-year unexpired term
   c. East Tennessee contact to the Local Education Insurance Committee for a two-year unexpired term
   d. West Tennessee contact to the Board of Trustees of the Tennessee Consolidated Retirement System for a three-year term
   e. West Tennessee contact to the Local Education Insurance Committee for a three-year term
   f. Middle Tennessee contact to the Local Education Insurance Committee for a one-year unexpired term
   g. Districts 1, 3, 5, 6, 7, 10, 12, 13, 14, and 15 TEA-FCPE Council for three-year terms
   h. Districts 4, 8, and 11 TEA-FCPE Council for two-year unexpired terms

6. Explanation of Election Procedures
7. Adjournment

*Elections will be held for board districts that are effective July 1, 2020.

Interested in running for a TEA office?
1. There are two ways to qualify as a candidate: submit a petition of 50 members’ signatures OR submit a nomination letter from your local. The deadline for qualifying by petition has passed, but interested candidates have until May 15 to submit a nomination letter.
2. Nomination letters must be signed by the local president and secretary and must affirm that the local affiliate has voted to nominate the candidate.
3. Nomination letters should be scanned and emailed to Jill Poss (jposs@tnea.org) no later than May 15.
4. During the virtual TEA RA on May 16, candidates will affirm their candidacy when nominations are taken by the chair. Candidates will need to have someone ready to verbally acknowledge their nomination during the virtual meeting. Here is an example:
   a.) Chairperson: The chair is now accepting nominations for the District 1 seat on the TEA Board of Directors for a three-year term. Who will nominate ___?
   b.) Nominator: ___ (name of nominator’s local) nominates ___ (candidate) from ___ (name of candidate’s local).
5. Ballots will be mailed to TEA RA delegates following the adjournment of the TEA RA.

2020 TEA Elections Candidates

TEA President (Two-year term)

Beth Brown, Grundy County – Two years ago, I shared my vision and top priorities for the Tennessee Education Association. I pledged that, if elected TEA President, I would work every day
   • to reestablish that TEA and its members are the undisputed experts in the field of education. During my first term as president, we have done this. TEA is the first stop for legislators and members of the media on public education issues.
   • to engage and support early career educators. During my first term as president, members and staff have had more one-on-one conversations with new educators than ever before, and as a result, membership is up in this category. In addition, TEA launched its first-ever Emerging Leaders School to ensure these early career educators not only join the association but become active members and leaders.
   • to increase TEA membership and empower members through organizing their collective voices and strengthening their instructional leadership. During my first term as president, TEA has grown in membership across all categories and seen increased instructional and political advocacy among members at the local and state levels.
   • to be a leader in racial and social justice. During my first term as president, TEA added a strategic goal that embeds racial and social justice into our instructional, political, and legal advocacy efforts. TEA has trained a cadre of members and staff to deliver cultural competence and social justice trainings across the state, and there has been an update to our governing documents to reflect our commitment to equity.
   • to lead the efforts for transformational community schools. During my first term as president, TEA moved lawmakers to pass a bill expanding community schools statewide. In addition, TEA is a leading partner within a statewide network to support schools who want to elevate their efforts to integrate a focus on academics, youth development, family support, and health and social services to the transformational level.
   • to strengthen our bipartisan relationships with legislators. During my first term as president, TEA has experienced both success and challenges within the legislature. We continue to work with all legislators in order to protect, preserve, and progress public education, for an advocate has permanent issues, not permanent friends or enemies.

My commitment to this vision and these priorities is unwavering. Like women’s rights activist Alice Paul, I believe 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, and I want to be a part of that work.
Entrepreneur and motivational speaker Jim Rohn said, “The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not a bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.” I strive for this balance daily. As we look ahead to the future, I can promise only one thing: if re-elected, I will continue my mission of bold and visionary leadership.

Two years ago, I asked for your support and your vote, and I now renew that request. Let’s continue our fight for the schools Tennessee’s students, educators, and communities deserve. I would be honored to continue working with and for Tennessee’s public schools as the president of the TEA.

TEA Vice President (Two-year term)

Tanya Coats, Knox County – I am proud to serve as the Vice President of our Union and wish to garner your support to continue to serve you this capacity. I’ve been a member since 1994 while in college as a student member. I am a 23+ year professional educator with the Knox County and Maryville City School Systems. Currently, I serve as the President of the Knox County Education Association (KCIA) & an Instructional Facilitator on leave from Farragut Intermediate; I’ve previously taught at Sam Houston ES, Maryville, TN, Lonsdale ES, Green Magnet ES, Bearden ES, Vine MS, Austin East HS all of Knoxville; I was one of the most Senior Tennessee Directors of the National Education Association (NEA). I am a running for re-election to the TEA Vice-President’s position of our union because I’ve demonstrated that I can get the job done! “I’VE GOT YOU COVERED!” My leadership qualities speak for themselves. I have been a worker bee all my life; serving as a Sunday school teacher, neighborhood babysitter coordinator in Europe to a volunteer and founder of MOM’s VIP. As Vice-President, I will continue to build a stronger union by organizing members concerns into action, leading by example, providing assistance to strengthen professional development and
Board District 1 (Three-year term)

Joe Crabtree, Johnson City - I am blessed to be in my 15th year as a 7th grade social studies teacher at Liberty Bell Middle School in Johnson City. I am humbled to serve as the District 1 member of the Tennessee Education Association and as a member of the Collaborative Conferencing team. At the state level, I currently serve as the District 1 member of the Fund for Children and Public Education Executive Council. Formerly, I have served as a member of the TEA Executive Committee, Board of Directors (District 1), chair of the Internal and Organizational Needs (ION) Committee, chair and member of the Instructional and Professional Development Commission, and other boards during my time as a member of the Tennessee Education Association, I have come to better understand that it is our united voice that can move mountains for public education. We are a family! We strive to build an understanding of various backgrounds, years of experience, and unending amounts of knowledge to help improve the lives of our students and educators in public education. I am asking for your vote for the District 1 seat on the TEA Board of Directors because I believe in our mission of creating great public schools for every student in Tennessee. I will work to stand as a voice not only for the students and members of District 1 (NE TN), but for all members of TEA. I want to work for you to carry our mission and vision to all legislators and decision makers in our beautiful home state of Tennessee and beyond.

Board District 2 (Three-year term)

Peter Blair, Oak Ridge - My name is Peter Blair. I am currently a 4th grade teacher at Willow Brook Elementary in Oak Ridge. I am also the current president of the Oak Ridge Education Association. I have taught previously in Anderson, Knox, and Charlotte, North Carolina. I have taught 2nd, 4th, 6th, and 8th grade. I went to Maryville College for my Bachelors degree. I also went to Lincoln Memorial University for my Master and Eds degree. I have a wonderful wife that is also a teacher in Oak Ridge. I have two incredible boys. I would love to represent district three where I am teaching to help as many students as possible. I think it would be fantastic to have a bigger impact on education throughout the entire state. I have taught in my classroom for 21 years and have had an incredible time in the Oak Ridge School system as the current president. And I would love to represent more teachers on the TEA board for District 3.

Board District 7 (Three-year term)

Brenda Munusamy, Lincoln County - I would appreciate your vote for district 8 teacher representative. I am an early childhood special educator and teacher in Lincoln County. There are many improvements to be made in our great state of Tennessee. I want to be an advocate for our profession.

Board District 13 (Three-year term)

Renee Baum, Bartlett - Twenty-one-year professional educator presently a middle school teacher at Ron Lin Middle in Bartlett, TN. Currently serving at state level on the TEA Board of Directors (District 13), Executive Board Member, and co-chair of TEA Organizing Committee. Voted the Bartlett Express 2018 “Woman of the Year”. Middle School Director-Bartlett Education Association 2014-2016, and Secretary, 2018-2019, and Elected Bartlett Education Association Vice-President 2019. Received Ed.S at Arkansas State University 2017. Beta sponsor, tutor, and Bartlett City Schools district calendar and sick bank committee member. “It is my honor to serve the educators and students of Tennessee.” I look forward to using my experience as a TEA Board Member, as well as my passion for students and my profession to continue to lead in organizing and advocating for all students, teachers, and public educators in Tennessee.

LaDawn B. Hodges, Washington County - TEA District 1 Board Member: July 2017 – current; TEA Executive Board Committee: Sept. 2018 – current; Co-Chair of TEA Membership Committee: 2019; Member of the Tri Cities Women of Color 2018 – current; Vice President of the Tri-Cities Women of Color: 2019; Co-Chair of TEA Status of Women Committee: 2018; Member of JCEA PECCA team: Nov. 2018 – current; WCEA President: July 2014 - Jan. 2016; WCEA Vice President 2012 – 2014; Member of WCEA PECCA team: 2012 – 2018; AR: 10+ yrs; (WCEA) AR: JCEA 2018 – current; TEA-RA Delegate: 14 yrs.; TEA State Delegate to NEA-RA: 6 yrs.; 2018 as a Delegate to the NEA MTL/WLT; NEA Member of CCEC Caucus: 2016 – current; Member of NEA Black Caucus: 2016 – current; Married 38 yrs, 11 yrs. NLP.

Oliver Parks, Knox County – TEA family, I am a twenty-two years teacher running for the East Tennessee Black Classroom Teacher. I currently teach in the Knox County Schools district, where I teach seventh grade mathematics at Northwest Middle School. During my twenty-two years as an educator, I have taught every grade between second and eighth, including second and eighth grades. I did my undergraduate studies at the University of Tennessee at Chattanooga, and my graduate work at Tennessee Technological University, where I earned a Masters and a Educational Specialist Degree in In Instructional Leadership. If you want to know what the board is going to do, I am going to give you an opportunity to continue my work as an advocate for strong public schools and continued advocating for public school teachers. State Special Schools (Three-year term)

Ginger Henderson, TN School for the Blind New Teacher (Three-year term)

LaDawn B. Hodges, Washington County - TEA District 1 Board Member: July 2017 – current; TEA Executive Board Committee: Sept. 2018 – current; Co-Chair of TEA Membership Committee: 2019; Member of the Tri Cities Women of Color 2018 – current; Vice President of the Tri-Cities Women of Color: 2019; Co-Chair of TEA Status of Women Committee: 2018; Member of JCEA PECCA team: Nov. 2018 – current; WCEA President: July 2014 - Jan. 2016; WCEA Vice President 2012 – 2014; Member of WCEA PECCA team: 2012 – 2018; AR: 10+ yrs; (WCEA) AR: JCEA 2018 – current; TEA-RA Delegate: 14 yrs.; TEA State Delegate to NEA-RA: 6 yrs.; 2018 as a Delegate to the NEA MTL/WLT; NEA Member of CCEC Caucus: 2016 – current; Member of NEA Black Caucus: 2016 – current; Married 38 yrs, 11 yrs. NLP.
You deserve to celebrate life, without the looming stress of student debt. Get a fresh start with NEA Member Benefits. You’ll have access to tools made to help members repay student loans, and resources to help navigate the forgiveness process. Which means you can focus on what’s ahead.

Prepare for your future at neamb.com/studentloandebt
### Tennessee Education Association

**Proposed Budget for 2020-2021**

#### Anticipated Income for 2020-2021

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<tr>
<th>Description</th>
<th>2019-2020</th>
<th>2020-2021</th>
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<td>Membership Income</td>
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<td>Miscellaneous</td>
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<td>Other Income</td>
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<td>Operational Efficiency</td>
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**Total Membership Income**

$7,699,118

#### Instructional Advocacy

The Instructional Advocacy Core Function focuses on Goal II (TEA will nurture a culture of organizing and empowerment). Goal IV (TEA will promote racial and social justice).

#### Organizing

The Organizing Core Function focuses revenue on Goal I (TEA will increase member recruitment and retention through engagement). Goal IV (TEA will build coalitions and strengthen partnerships). And Goal V (TEA will promote racial and social justice).

### Budget

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Proposed Budget</th>
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<tbody>
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<td>Governance</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$9,639,118</td>
<td>$9,453,018</td>
</tr>
</tbody>
</table>

### Membership Income

Based on dues of $289.02 for TEA budget + $11.99 pass-through TEA-FCPE (/): Active Members: 25,223 x $289.02 = $7,289,834

<table>
<thead>
<tr>
<th>Income Source</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Members</td>
<td>3,200 x $10</td>
<td>32,000</td>
</tr>
</tbody>
</table>

### Total Membership Income

$7,699,118

### (b) This is based on 26 units at $41,714 each

### (c) In addition, $331,031 pass-through funds will go to TEA-FCPE based on the above membership projections.

### Core Functions

- Governance: 296,490, 318,500
- Organizing: 410,500, 395,000
- Instructional Advocacy: 70,000, 80,000
- Legal Advocacy: 515,000, 555,000
- Political Advocacy: 103,278, 103,278
- Government Relations: 165,012, 170,512
- Business Operations: 8,071,938, 7,830,708

### Total Expenses

$9,639,118

### Formal Functions

- Governance: 296,490, 318,500
- Organizing: 410,500, 395,000
- Instructional Advocacy: 70,000, 80,000
- Legal Advocacy: 515,000, 555,000
- Political Advocacy: 103,278, 103,278
- Government Relations: 165,012, 170,512
- Business Operations: 8,071,938, 7,830,708

### Total Expenses

$9,639,118

### 1. Travel, President and Board

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

<table>
<thead>
<tr>
<th>Amount</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Travel</td>
<td>132,500</td>
<td>149,500</td>
</tr>
</tbody>
</table>

### 2. Housing Allowance

President: 15,000

### 3. Departments and Sections

This line item contains funds for activities of affiliated departments and sections according to a funding formula based on attendance at their annual meetings. Sessions are organized by education specialty (English, science and job assignments) - Elementary principal, high school teacher - Departments encompass broad areas (higher education, rural education, etc.).

### 4. Standing and Adhoc Committees/Commissions and State Board Contact Team

<table>
<thead>
<tr>
<th>Amount</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact Team</td>
<td>23,990</td>
<td>20,000</td>
</tr>
</tbody>
</table>

### 5. TEA Annual Meeting

<table>
<thead>
<tr>
<th>Amount</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funding for audit, rental, credentials, parliamentarian, required liability insurance, audio-visual equipment and awards</td>
<td>60,000</td>
<td>64,000</td>
</tr>
</tbody>
</table>

### 6. NBA Annual Meeting

<table>
<thead>
<tr>
<th>Amount</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meals, lodging, travel for non-board state delegates and other expenses according to established policies</td>
<td>83,000</td>
<td>80,000</td>
</tr>
</tbody>
</table>

### 7. NCSEA Dues

<table>
<thead>
<tr>
<th>Amount</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dues paid to the National Council of State Education Associations</td>
<td>10,000</td>
<td>10,000</td>
</tr>
</tbody>
</table>

### 8. Membership Recruitment

A. New Educators Events / Membership Events / Trainings / Field Organizing Events / District Visits
B. New Member Recruitment

### 9. Workshops and Conferences

A. ESP Leadership Track
B. Administrator Leadership Track
C. New Teacher Track

### 10. Leadership Meetings / Trainings

A. Presidents Council
B. Organizing Summit
C. Unit/Loud Meetings / Trainings / In-Unit District
D. PECCOA Training
E. Summer Leadership Academy
F. Emerging Leaders School
G. Ethnic Minority Affairs Conference

### 11. Local Membership Organizing Flies

<table>
<thead>
<tr>
<th>Amount</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flies may include funding for retired recruiters, AFT offices or other elements to train, recruit, record, or engage membership</td>
<td>100,000</td>
<td>100,000</td>
</tr>
</tbody>
</table>

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**TEA Teach** 7

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### Instructional Advocacy

The Instructional Advocacy Core Function focuses on Goal II (TEA will nurture member recruitment and retention through engagement). Goal IV (TEA will build coalitions and strengthen partnerships). Goal V (TEA will lead the profession through advocacy), and Goal VI (TEA will promote racial and social justice).

### Organizing

The Organizing Core Function focuses revenue on Goal I (TEA will increase member recruitment and retention through engagement). Goal IV (TEA will build coalitions and strengthen partnerships). And Goal V (TEA will promote racial and social justice).

### Educational Support

- 151,000 x $144.26 = $21,926

### Student Members

- 3,200 x $10 = $32,000

### Total Membership Income

$7,699,118

---

### Legal Advocacy

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

### Budget

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governance</td>
<td>296,490</td>
</tr>
<tr>
<td>Core Functions</td>
<td>410,500</td>
</tr>
<tr>
<td>Organizing</td>
<td>70,000</td>
</tr>
<tr>
<td>Instructional Advocacy</td>
<td>80,000</td>
</tr>
<tr>
<td>Legal Advocacy</td>
<td>555,000</td>
</tr>
<tr>
<td>Political Advocacy</td>
<td>103,278</td>
</tr>
<tr>
<td>Government Relations</td>
<td>165,012</td>
</tr>
<tr>
<td>Business Operations</td>
<td>7,830,708</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$9,453,018</td>
</tr>
</tbody>
</table>

---

### 15. Legal Services Budget

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Fees</td>
<td>300,000</td>
</tr>
<tr>
<td>Legal Services</td>
<td>500,000</td>
</tr>
<tr>
<td>Litigation</td>
<td>10,208</td>
</tr>
<tr>
<td>Legal Expense</td>
<td>15,000</td>
</tr>
<tr>
<td><strong>Total Legal Services</strong></td>
<td>$516,008</td>
</tr>
</tbody>
</table>

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### 16. Membership Relations

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Information Programs</td>
<td>30,000</td>
</tr>
<tr>
<td>Funds for public education through various media</td>
<td>30,000</td>
</tr>
<tr>
<td>Polling to determine positions of members and voters on candidates and political issues</td>
<td>5,000</td>
</tr>
<tr>
<td>Member Lobby Activities</td>
<td>35,375</td>
</tr>
<tr>
<td><strong>Total Membership Relations</strong></td>
<td>$120,475</td>
</tr>
</tbody>
</table>

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### 17. Public Relations

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campaign Promotions</td>
<td>1,000</td>
</tr>
<tr>
<td>Training for outside consultants to assist with campaign strategy, public relations programs, media, and design of materials</td>
<td>1,000</td>
</tr>
<tr>
<td>Fund Support</td>
<td>30,000</td>
</tr>
<tr>
<td>Workshops, communications, special events, lobbying registration, phone banks plus other supplies and materials needed</td>
<td>30,000</td>
</tr>
<tr>
<td><strong>Total Public Relations</strong></td>
<td>$120,475</td>
</tr>
</tbody>
</table>

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### 18. Member Publications

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Advocate and TEACH are sent to active, retired, aspirant educators, and educational support members. This item includes cost of paper, printing, art work, non-profit second class mailing</td>
<td>8,808,980</td>
</tr>
</tbody>
</table>

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### 19. Balance and Benefits for President and Staff

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits and Compensation for the President</td>
<td>7,700,000</td>
</tr>
<tr>
<td><strong>Total Benefits and Compensation</strong></td>
<td>$16,500,980</td>
</tr>
</tbody>
</table>
### TEA election bio from page 5

**East TN TCRS (Two-year unexpired term)**

Sherry Morgan, Knox County – I will retire sometime and want to make sure our retirement system is protected. Special Education Teacher at Karns Middle for 31 years – Total years teaching 36; Knox County Education Association: Chair – Human Relations Committee, Chair – Elections, Chair- County Commission Contact Committee, Chair- Constitution and By-Laws, Chair - Legislative Committee, Chair- Knox County Political Action Committee, Secretary; Executive Board Member, Vice-President, President; Tennessee Education Association: Communication Committee, Legislative Editing Committee, Numerous School Boards, Numerous Political Academics, Tennessee Political Action Committee for Children and Education, Legislative Contact Team, National Education Association Concerns Committee for Tennessee

**East TN Insurance (Two-year unexpired term)**

Anthony Hancock, Knox County – Special Education Teacher, Comprehensive Development Classroom (CDC), Bearden Middle School; Knox County Education Association: Executive Board, Parliamentarian, Legislative Contact Team (LCT), Membership Committee, Minority Affairs Leadership Committee, Association Representative; Tennessee Education Association: TEA Board of Directors, District 4, Co-Chair 2014-2015 TEA Minority Affairs Committee, Resolutions committee, Southeast Regional Minority Leadership Training Committee, Minority Affairs Leadership Committee, New Teachers Training Committee, East Tennessee Consolidation Retirement System (TCRS), State Board of Education Contact Team (2019-Present); National Education Association: Resolutions Committee; "Vote for Anthony Hancock to serve you with Dignity and Worth."

### TEA-FCPE District 4 (Two-year unexpired term)

David Gorman, Knox County - I'm Dave Gorman, and I am running to be the District 4 Representative on the TEA Fund for Children and Public Education (TEA-FCPE). I am in my 19th year as a 7th grade science teacher in Knox County where my wife has also taught for 26 years. I understand the value of service and commitment to improve public education. I currently serve as the building rep at Cedar Bluff Middle School, I am on the Knox County Education Association PECCA Negotiations Team as well as the KC-PACE team, and have attended numerous state and national conferences as a representative of RCEA. I served one term as our Association Vice-President and am the Middle School representative on our Executive Board. I serve on several local and state-wide coalition groups that work together to improve public schools and I am the co-chair of our local Jobs With Justice chapter. Promoting and supporting legislators and office holders who truly value and support public education is crucial. As a member of the TEA-FCPE, I will advocate for those who will consistently advocate for us. I would appreciate your vote to represent the 4th District on the TEA-FCPE.

The following positions did not have any nominations submitted prior to the Teach publication deadline: (Nominations may be made during the virtual RA meeting on Saturday, May 16, following the process outlined on page 4.)

**TEA Board of Directors** districts 5, 6, 10, 11, 12, 13 (All three-year terms)

**West TN TCIRS (Three-year term)**

**West TN Insurance (Three-year term)**

**Middle TN Insurance** (One-year unexpired term)

**TEA-FCPE District 1 (Three-year term)**

**TEA-FCPE District 2 (One-year unexpired term)** District 3 (Three-year term), District 5 (Three-year term), District 6 (Three-year term), District 7 (Three-year term), District 8 (Two-year unexpired term), District 10 (Three-year term), District 11 (Two-year unexpired term), District 12 (Three-year term), District 13 (Three-year term), District 14 (Three-year term), District 15 (Three-year term)

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### TEA budget from page 7

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Proposed Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>20. Audit and Tax Reporting</td>
<td>30,000</td>
<td>30,000</td>
</tr>
<tr>
<td>21. Travel, Staff</td>
<td>280,000</td>
<td>280,000</td>
</tr>
<tr>
<td>22. Computer Operations</td>
<td>70,000</td>
<td>158,109</td>
</tr>
<tr>
<td>23. Telephone, Cellular, Vehicles, and Internet Services</td>
<td>64,000</td>
<td>50,000</td>
</tr>
<tr>
<td>24. Office Supplies</td>
<td>30,400</td>
<td>30,400</td>
</tr>
<tr>
<td>25. Postage</td>
<td>50,000</td>
<td>50,000</td>
</tr>
<tr>
<td>26. Printing</td>
<td>38,000</td>
<td>38,000</td>
</tr>
<tr>
<td>27. Insurance: Travel and Automobiles</td>
<td>28,000</td>
<td>50,000</td>
</tr>
<tr>
<td>28. Miscellaneous</td>
<td>20,000</td>
<td>49,000</td>
</tr>
<tr>
<td>29. Staff Moving Expenses</td>
<td>5,000</td>
<td>20,000</td>
</tr>
<tr>
<td>30. Building and Equipment Maintenance Contracts</td>
<td>115,000</td>
<td>115,000</td>
</tr>
<tr>
<td>31. Building Repairs, Maintenance, and Supplies</td>
<td>15,000</td>
<td>25,000</td>
</tr>
<tr>
<td>32. Taxes (Property)</td>
<td>100,000</td>
<td>90,000</td>
</tr>
<tr>
<td>33. Liability Insurance</td>
<td>18,000</td>
<td>-</td>
</tr>
<tr>
<td>34. Insurance</td>
<td>40,000</td>
<td>61,000</td>
</tr>
<tr>
<td>35. NEDA 380 costs</td>
<td>19,970</td>
<td>5,000</td>
</tr>
<tr>
<td>36. Building Fund Contribution</td>
<td>98,000</td>
<td>-</td>
</tr>
<tr>
<td>37. Fixed Asset Depreciation</td>
<td>122,000</td>
<td>116,700</td>
</tr>
<tr>
<td>A. Computers</td>
<td>30,000</td>
<td>30,000</td>
</tr>
<tr>
<td>B. Miscellaneous</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>C. Office Furniture and Equipment*</td>
<td>2,000</td>
<td>8,700</td>
</tr>
<tr>
<td>D. Automobiles**</td>
<td>80,000</td>
<td>80,000</td>
</tr>
</tbody>
</table>

*Replacement of furniture and small office restrictions and the purchase of additional items as needed.

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

Business Operations Summary | 7,976,333 | 7,947,400 |

**NON-CASH EXPENSES : COMPUTERS** | 30,000 |

**OFFICE FURNITURE, EQUIPMENT - DEPRECIATION** | 8,700 |

**AUTOMOBILE DEPRECIATION** | 5,000 |

**FIXED ASSET REPLACEMENT DEPRECIATION** | 116,700 |

**TOTAL: NON-CASH EXPENSES** | 116,700 |

Business Operations Summary (Net of Depreciation Expense) | 8,705,700 |

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**Evaluations from page 1**

with explanations why these rules and statutes are untenable or must be altered due to the COVID-19 outbreak and the suspension of schools until April 24 at the earliest.

The state board has called for an emergency rulemaking meeting on April 9.

“There are so many laws and rules that need prompt and fair attention from the state board and commissioner,” said Steve McCloud, head of TEA Legal Services.

“Everything from granting tenure and continuing employment to the teacher evaluation system itself must be addressed in light of these extraordinary circumstances. We expect state officials to act in good faith and put themselves in the position of a teacher. The best and quickest solution is a complete suspension of the evaluation system.”

In a March 20 Department of Education call with superintendents, the first question was how systems should handle teacher evaluations that are in-progress and whether second-semester teacher observations and evaluations should be completed. TDOE responded that the quickest solution is a complete suspension of the evaluation system. ”

“Considering the shifting landscape around evaluations, TEA recommends that all teachers log into their TNCompass account, make note of—and screenshot, if possible—evaluation information for the 2019-2020 year and Level of Effectiveness (LOE) for past years. TEA Legal has comprehensive FAQs on all things in legislation. That is why it gave the commissioner and board the power to waive any state board rule or statute that inhibits or hinders a school system to meet goals or comply with its mission due to the virus outbreak,” said TEA Government Relations Manager Jim Wrye. “Treating teachers with dignity, respect and fairness is within the mission of every Tennessee school system. That is why state officials should take the burden of worry off teachers and administrators, and suspend evaluation and other rules.”

**ADVOCATE FAIRNESS**

This page is being replaced by a new page that was not available at the time of publication.

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