

Standing together in a difficult time

TEACH

The teaching and learning journal of the Tennessee Education Association



FAIRNESS



FUNDING



UNITY



HEALTH



TEACHING

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*



ENHANCE SECURITY



PROMOTE LEARNING

The effort to engage students without a classroom

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.

YOUR 10-DIGIT TEA MEMBER NUMBER (STARTING WITH THREE ZEROS) IS BELOW THE ADDRESS. PLEASE KEEP IT IF YOU ARE GOING TO PARTICIAPTE IN THE TEA RA AND ELECTIONS.



FOSTER UNITY

TEA RA to be virtual, elections held by mail

As Americans and Tennesseans, we demand elections take place and democratic institutions continue no matter the situation. As the state's oldest and largest democratically governed professional association, the TEA Board of Directors has taken steps to ensure TEA's representative process continues during the COVID-19 outbreak.

On March 25, the board voted to hold the 2020 TEA Representative Assembly virtually and conduct TEA elections by mail.

All TEA statewide offices and many TEA

*Elections
cont. page 3*

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

Evaluations and other accountability measures must be suspended

TEA calls for the suspension of all evaluation and accountability measures for the 2019-2020 school year, recognizing a basic fact: there is no way to implement them in a valid or fair manner this school year.

Many penalties and reporting requirements were halted along with state-mandated tests in emergency hold-harmless legislation (HB2818/SB2672) passed March 18. Yet the need for quick passage and the murkiness of when schools would return left evaluations and other statutes not covered in the comprehensive legislation.

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.

"TEA's 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 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

*Evaluations
cont. page 8*



ADVOCATE FAIRNESS

Parents realize teaching isn't for the faint of heart

By TEA President Beth Brown



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 the challenges of educating 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 that parents can post 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?

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.

Just today I saw these two homeschooling struggles posted 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 birthdate, 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 of common core [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 time to Google it.

The giggles, chuckles, and outright belly laughs elicited by these social 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. My hope is that the increased respect for the profession—and the professionals—doesn't dissipate; that the clarion calls for increased educator pay do not fade from memory; that the educational inequities that have been launched to the forefront of our conversations are remedied; and that the increased communication between educators and parents doesn't subside.

For now, though, let's continue to be like Laura Ingalls Wilder and find the humor when and where we can.

Advocacy in the time of COVID-19

By TEA Executive Director Carolyn Crowder



I can't seem to stop saying "It is such a weird time." We are living through a moment unlike anything we have experienced before. Little things we used to take for granted, like running to Target or making a grocery list without worrying what the store will actually have available, now give us pause and concern.

We have had a lot thrown at us in recent weeks between the global pandemic and the devastating Middle Tennessee tornadoes. In the midst of so much uncertainty and unfamiliar experiences, it has been comforting and inspiring to see educators and TEA staff continue the fight for great—and safe—public schools for all students and educators.

When it became clear widespread school closures were coming and the General Assembly was racing to finish the session early, TEA worked diligently and quickly to get legislation passed to order the cancellation of TNReady and put protections in place to ensure students and teachers were held harmless during this tumultuous time.

As notice of school closures rapidly began to spread across the state, TEA Legal started churning out one Q&A document after another—and continue to do so now—to provide members with the pertinent and accurate answers they need. The TEA website now lists 10 FAQs on a variety of topics, including pay for ESPs during COVID-19 closures, IEP reviews, teacher evaluations and more.

Once all schools statewide were closed and it became increasingly apparent this would be a long-term closure, reports started coming in from members, local association leaders and TEA UniServ staff that districts were jeopardizing educators' health and well-being with directives to report to school during the closure. Once again, TEA members and staff were the ones to step up to advocate for the best interests

of Tennessee educators. TEA UniServ and local leaders worked closely with district staff to find solutions to preparing resources for students to continue to learn at home, while also protecting educators from unnecessary risk and potential exposure to COVID-19.

We are far from the end of this pandemic and the disruption it is causing in our lives, but I hope you can find comfort in the certainty that your association has not stopped and will not stop advocating for our students, schools and members. TEA staff are working safely from home. TEA UniServ and TEA Hotline staff are still available to answer your calls and emails. Please do not hesitate to reach out to us.

After all we have been through in recent weeks, and the unknown that still lies ahead, I am more confident than ever in the strength and resilience of this organization and the educators of Tennessee.

Tornadoes and a worldwide health crisis haven't stopped TEA's advocacy for public education, and nothing ever will.

We are far from the end of this pandemic and the disruption it is causing in our lives, but I hope you can find comfort in the certainty that your association has not stopped and will not stop advocating for our students, schools and members.

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UniServ Staff contact information
can be found on page 6.



FOSTER UNITY

Funding
from page 1

fund from \$1.1 to \$1.45 billion as insurance for the 2020-2021 state budget. The final budget includes \$5.4 billion for K-12 with increases of \$59 million for salaries, \$20 million for TCRS and \$8.5 million for educator health insurance. Tennessee is in a better financial position than most states to weather this storm.

As revenue drops, local government finances remain a concern, especially considering that on average more than half of a local budget is dedicated to schools. Local dollars comprise 39% of overall education funding in Tennessee. The state increased financial assistance to local governments to \$200 million, which is still just a fraction of the \$3.5 billion local governments spent on Tennessee schools in 2019-2020.

\$ ENHANCE SECURITY

As was the case with the economic collapse of 2008, it may be the federal government that becomes the most important guarantor of Tennessee education funding and educator paychecks. The \$2 trillion rescue package expected to pass Congress at the time of publication has a \$30.7 billion Education Stabilization Fund, with \$3 billion for emergency relief and \$13.5 billion to K-12 for a variety of needs, including saving educator jobs. There is \$150 billion in emergency aid to state and local governments that could also bolster school system funding if revenues continue to slide. Tennessee's share of this local government aid is estimated at \$250 million.

"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 Wrye. "NEA was front and center in that effort, as they are now in advocating for essential aid during the COVID-19 emergency."

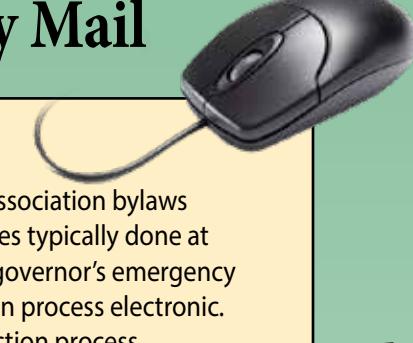
TEA is committed to making sure no stone is left unturned for resources to keep certified and classified employees on the job and with a paycheck.

"We will look at every reserve, every pot of money, at every level to make sure health and education are the priority," Wrye said.

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 jposs@tnea.org.



Local Association nomination letter.

Jane Doe is nominated for board seat X
President Secretary
[Signature]

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).



TEA offices and board nominations

For those interested but who did not file a petition, nominations for offices and board seats may be made with a local nomination letter up to May 15. For more information see page 4.

Budget Documents

The Tennessee Education Association 2020-2021 budget is published in this issue of *Teach* and will be sent to delegates electronically prior to the RA.

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.

BALLOT	
Office	_____
Office	_____
Budget	_____
<input type="checkbox"/>	<input type="checkbox"/>

SECRET BALLOT ENVELOPE

NO NAME OR OTHER IDENTIFICATION ON THIS ENVELOPE

RETURN BALLOT ENVELOPE

RETURN ADDRESS
SPECIAL P.O. BOX ELECTION ADDRESS
MEMBER #

Return ballot envelopes are then opened and secret ballot envelopes are compiled separately to ensure voting anonymity. Checks of delegate rolls and tallies of ballots will be under the direction of the TEA elections committee.

Elections from page 1

positions are up for election.

"It is essential elections take place when they are scheduled. In this critical time for education and our entire state, TEA must be ready to represent members and their interests moving forward," said TEA President Beth Brown. "Following our constitution and bylaws, even during a pandemic, is one important step to maintain and strengthen the association."

To ensure election integrity, TEA will follow U.S. Department of Labor standards for conducting officer elections by mail. Ballots will be sent to delegates after the virtual TEA RA on May 16.

The virtual representative assembly will be conducted as a tele-town hall. TEA has had recent success using the format for statewide discussions, and the town hall process works favorably with the RA

standing rules.

"As more of us join conference calls and other virtual meetings, shortfalls in formats can become apparent," Brown said. "The tele-town hall provides participation in good order without extra sounds and distractions."

Because of the pandemic, the virtual RA will focus only on essential functions of the association: the TEA budget and nominations for association offices. Votes on the budget and candidates will then be done by mail.

While the petition deadline has passed, interested candidates have until May 15 to submit a nomination letter signed by the local president and secretary affirming a local nomination vote (for more information, see page 4).

Ballots will be mailed to TEA RA delegates following the adjournment of the TEA RA, along with return envelopes.

The normal process for local delegate selection for the TEA Representative Assembly may also be disrupted due to 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.

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

- i. District 2 TEA-FCPE Council member for a one-year unexpired term

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: ____ (nominator) from ____ (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 each 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 (KCEA) & 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

communicating more effectively and efficiently to all members as well as with your help. I have the confidence to stand strong, and the courage to make tough decisions as well as be humble enough to accept any shortcomings. As Vice-President, I have been fully capable of balancing budgets after serving as a Treasurer/Auditor for Clinton Chapel AME Zion Church for 20 years, Knoxville Branch of NAACP for over 15 years and several other organizations. As an Army "Brat", single mother, and third generation union leader, I know all too well about difficulties and hard times. Those times only made me stronger. I've fought for and lead our members at rallies for EPNA in the quest for better contracts, marched alongside women fighting for the rights to equality and equitable pay and laid alongside students in support to promote safe schools and communities for all students. I've made very difficult decisions and I am proud of every one of those decisions. Many decisions and hard work are yet to be done. I have also upheld and promoted principles of fiscal transparency, openness, integrity and honesty at every capacity I have served. I pledge to continue to uphold these principles. I am beyond ready to continue to KEEP YOU COVERED; COATS will always have you covered by being Collaborative Optimistic Available Task driven and Strategically savvy at engaging all members. I humbly ask for your vote to RE-ELECT me as your Vice President of the Tennessee Education Association so that we together can continue to improve our union and sustain our standings in communities across the state. Thank you in advance for your consideration and vote of confidence.

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 President of the Johnson City

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 others. 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 Association of members who share 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 across the state. 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 3 (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 degrees. 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 because I am in 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. I would love to represent more teachers on the TEA board for District 3.

Board District 7 (Three-year term)



Brent Estes, Warren County – Born and raised in DeKalb County. He is a 1997 graduate from DeKalb County High School. He has an Associate's degree from Motlow State Community College, Bachelor's

and Master's degrees at Tennessee Tech. In 1997 Brent began his career in education as a substitute teacher and later as an educational assistant in DeKalb County. For the 2004-2005 school year, he worked as a 4th/5th grade teacher at Tucker's Crossroads Elementary in Wilson County. In 2005, he was hired as a 4th grade teacher at Hickory Creek Elementary in Warren County. Recently Brent was asked to teach kindergarten which he accepted with much trepidation but today couldn't imagine teaching anything other than the "littles". Brent believes that this has been the most important move in his career. Brent became part of the Warren County EA leadership team in 2017 serving for two years as the president. His main goals during his leadership were to build and maintain a strong relationship with district administration and the school board and to grow membership. Membership grew by 10% each year he was president and the foundation he laid for membership growth and for working with district leadership has strengthened the local association. He currently serves as the immediate past president and advises current Association leadership. His input, expertise, and knowledge are respected. During his leadership of the WCEA, Brent discovered his passion for the profession. He knew he loved teaching, but his experiences as president of the Association led him to better understand the need to protect and promote the profession.

Board District 8 (Three-year term)



Brenda Munusamy, Lincoln County – I would appreciate your vote for district 8 teacher representative. I am an early childhood special education 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 14 (Three-year term)



Renee Baum, Bartlett – Twenty-one-year professional educator presently a middle school teacher at Bon 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 2014-2018 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.

East TN Administrator (Three-year term)



Shaunna Foster, Knox County – My name is Shaunna Foster and I am seeking election to the TEA Board of Directors as an East TN Administrator representative. I have been an educator in Knox County for 16 years and this

is my third year as an elementary administrator. As a member of the Knox County Education Association, I have served on the following committees: Budget (2012-2013), Finance (2012-2013), Minority Affairs (2011-present), and KC-PACE - Secretary (2019-present). I also serve as a building representative and have attended the regional TEA AR Retreat the past two years. At the TEA level, I have served on the Minority Affairs (2011-2013) and Internal Organizational Needs (2018-2019) Committees. I am an Emerging Leader of the 2013 TEA Summer Leadership Academy and have been a delegate six times to the TEA-RA and twice to the NEA-RA (2016 and 2019). I believe in what TEA stands for and what we are striving for across our state: quality education for students; opportunities for professional development for educators; competitive wages and benefits; fair evaluation system; conducive and safe learning environment for students and working environment for educators. As an administrator representative, I will advocate for our profession as we "FOSTER" excellence in education. Thanks for your support!

East TN Black Classroom Teacher (Three-year term)



LaDawn B. Hudgins, 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. 2018; 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 MLT/WLT; NEA Member of CEEC Caucus: 2016 – current; Member of NEA Black Caucus: 2016 – current; Married 38 yrs.; School SLP: 33 yrs.



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

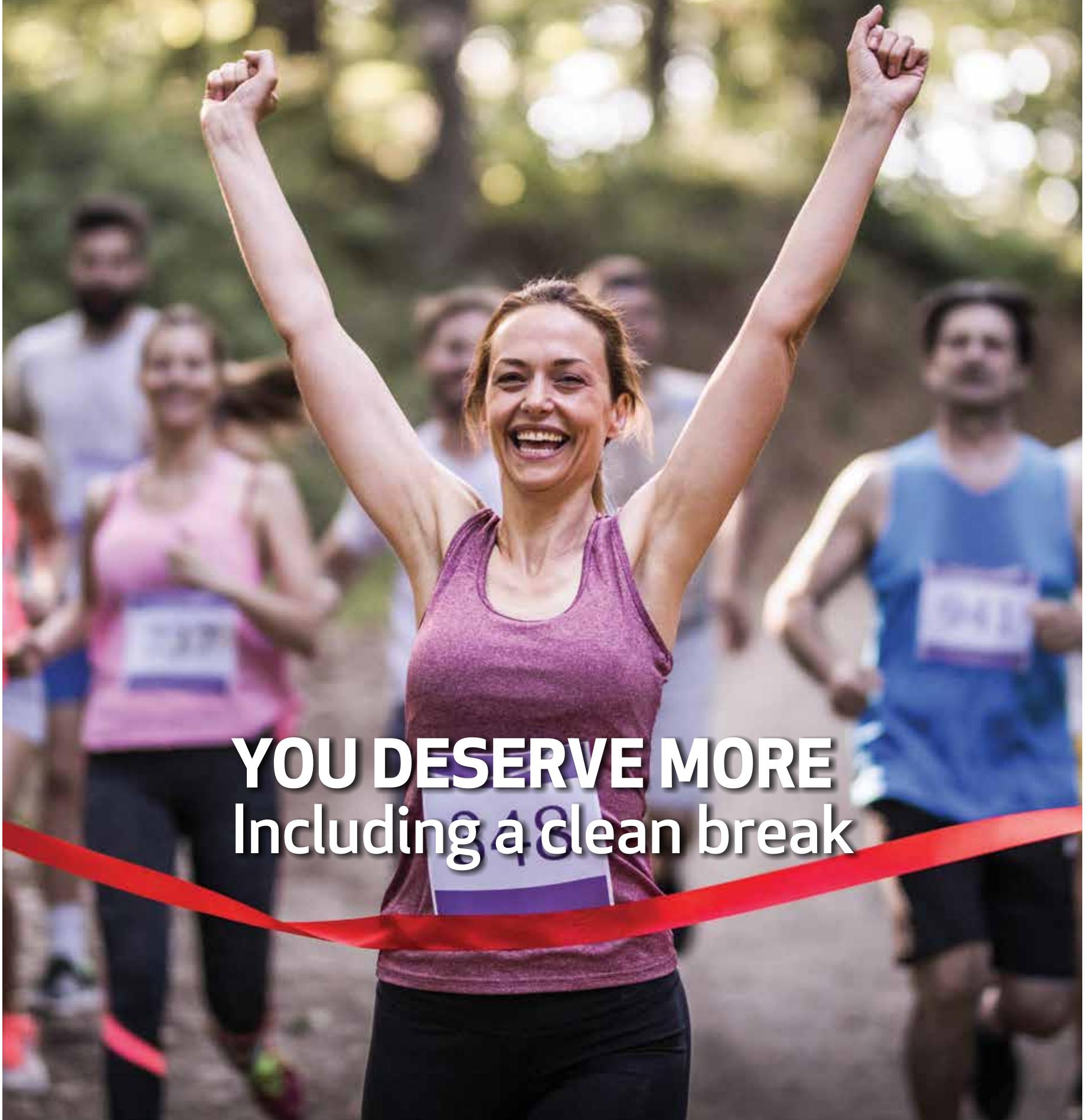
mathematics at Northwest Middle School. During my twenty-two years as an educator, I have taught every grade between second and eighth, including second and eighth grades. I did my undergraduate studies at the University of Tennessee at Chattanooga, and my graduate work at Tennessee Technological University, where I earned a Masters and a Educational Specialist Degree in Instructional Leadership. My desire for this seat on the board is to give me an official 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)

Shannon Tester, Knox County*



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Contact TEA

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

UniServ Coordinators

District 1 — Harry Farthing, P.O. Box 298, Elizabethton, TN 37644; phone: (423)262-8035, fax: (866)379-0949; Assns: Bristol, Carter Co., East Tennessee State University, Elizabethton, Johnson City, Johnson Co., Kingsport, Northeast State Community College, Sullivan Co., Washington Co. **District 2 — Jennifer Gaby**, P.O. Box 70, Afton, TN 37616; (423)234-0700, fax: (855)299-0723; Assns: Cocke Co., Greene Co., Greeneville, Hamblen Co., Hancock Co., Hawkins Co., Jefferson Co., Newport, Rogersville, Unicoi Co., **District 3 — Tina Parlier**, P.O. Box 70288, Knoxville, TN 37938-0288, (865)688-1175; fax: (866)518-3104; Assns: Campbell Co., Claiborne Co., Grainger Co., Oneida, Scott Co., Sevier Co., TSD, Union Co., Walters State Community College. **District 4 — Jason White**, KCEA, 2411 Magnolia Avenue, Knoxville, TN 37917; (865)522-9793; fax: (865)522-9866; Assns: Knox, Pellissippi State Comm. College, UT-Knoxville. **District 5 — Tom Hopkins**, P.O. Box 5502, Oak Ridge, TN 37831; (423)416-7330; fax: (855)301-8366; Assns: Alcoa, Anderson Co., Blount Co., Clinton, Maryville, Monroe Co., Oak Ridge, Polk Co., Sweetwater. **District 6 — Shannon Bain**, P.O. Box 3452, Lebanon, TN 37088, phone: (615)547-7769; fax: (844)274-0765; Assns: Cannon Co., Cumberland Co., Cumberland University, DeKalb Co., Lebanon, Putnam Co., Van Buren Co., Warren Co., White Co., Wilson Co., T TU. **District 7 — Vacant**, 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 — Vacant**, (615)242-8392; 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 — Loranzo Andrews**, Metro Nashville, 531 Fairground Court, Nashville, TN 37211; (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

Tennessee Education Association

Proposed Budget for 2020-2021

Anticipated Income for 2020-2021

	Proposed	
	Budget	Budget
	2019-2020	2020-2021
Membership Income	\$ 7,497,831	\$ 7,480,810
Rent	236,390	294,149
UniServ Grants from NEA to TEA	980,375	1,084,564
Miscellaneous		
-Other Income & Legal Fee Recoveries, etc.	50,000	53,437
-Investment Income	290,000	212,574
-Operational Efficiency Funds	584,522	327,484
Sources of Cash	\$ 9,639,118	\$ 9,453,018
(a)	(a) Membership income based on dues of \$289.02 for TEA budget + \$11.99 as pass-through TEA-FCPE [c]	
	Active Members - 25,223 x \$289.02	
	Education Support - 1,102 x \$144.26	
	Student Members - 3,200 x \$10	
Total Membership Income	\$ 7,480,810	
(b)	(b) This is based on 26 units at \$41,714 each	
(c)	(c) In addition, \$313,031 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	75,000	80,000
Legal Advocacy	515,000	555,020
Political Advocacy	103,278	103,278
Communications	167,512	170,512
Business Operations	8,071,338	7,830,708
Total Expenses	9,639,118	9,453,018

Description	Budget	Proposed
	Budget	Budget
Governance		
The Governance Core Function focuses revenue on Goal II (TEA will nurture a culture of organizing and empowerment) and Goal VI (TEA will promote racial and social justice).		
1. Travel, President and Board	133,500	148,500
Funding for travel for the president and the Board, including board meetings and NEA Annual Meeting under the same policies as apply to state delegates (except for the TEA Committee expenses that are charged to the respective committee).		
2. Housing Allowance - President	15,000	15,000
If the home of the president is more than 50 miles from Nashville, it is necessary for the president to live in Nashville. This item is to cover rent and utilities. If the president lives within 50 miles, this item will not be expended, but the president may commute daily at TEA expense.		
3. Departments and Sections	1,000	1,000
This line item contains 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, high school teacher). Departments encompass broad areas (higher education, retired teachers).		
4. Standing and Adhoc Committees/Commissions and State Board Contact Team	23,990	20,000
5. TEA Annual Meeting	60,000	64,000
Funding for auditorium rental, credentials, parliamentarian, required liability insurance, audio visual equipment and awards.		
6. NEA Annual Meeting	53,000	60,000
Meals, lodging, travel for non-board state delegates and other expenses according to established policies.		
7. NCSEA Dues	10,000	10,000
Dues payments to the National Council of State Education Associations		
Governance Summary	296,490	318,500
Organizing		
The Organizing Core Function focuses revenue on Goal I (TEA will increase member recruitment and retention through engagement), Goal II (TEA will nurture a culture of organizing and empowerment), Goal IV (TEA will build coalitions and strengthen partnerships), and Goal VI (TEA will promote racial and social justice).		
8. Member Recruitment	116,000	116,000
A. New Educators Events / Membership Events / Trainings/ Field Organizing Events / School Visits	56,000	56,000
B. New Member Rebates	60,000	60,000
9. Workshops and Conferences	12,000	18,000
A. ESP Leadership Track	-	8,000
B. Administrator Leadership Track	-	2,000
C. New Teacher Track	12,000	8,000
10. Leadership Meetings / Trainings	157,500	136,000
A. Presidents Council	8,000	8,000
B. Organizing Summit	-	-
C. UniServ Council Meetings / Trainings in UniServ District	49,500	49,500
D. PECCA Training	50,000	-
E. Summer Leadership Academy	50,000	50,000
F. Emerging Leaders School	-	10,000
G. Ethnic Minority Affairs Conference	-	18,500
11. Local Membership Organizing Plans	100,000	100,000
Plans may include funding for retired recruiters, AR retreats or other elements to train, convert, recruit, or engage membership.		

Description	Budget	Proposed Budget
12. Membership Assistance Program	25,000	25,000
Membership Assistance Program provided to TEA members.		
Organizing Summary	410,500	395,000
Instructional Advocacy		
<i>The Instructional Advocacy Core Function focuses on Goal I (TEA will increase member recruitment and retention through engagement); Goal II (TEA will nurture a culture of organizing and empowerment), Goal V (TEA will lead the profession through advocacy), and Goal VI (TEA will promote racial and social justice).</i>		
13. Instruction and Professional Development	42,000	40,000
A. IPD Symposium	-	34,000
B. Ethnic Minority Affairs Conference	15,000	-
C. Online IPD Program Offerings	27,000	6,000
14. Aspiring Educator Programs	33,000	40,000
A. Student TEA	28,000	35,000
Funding for leadership training, allowable expenses to TEA and NEA annual meetings, STEA annual convention, travel for state officers, and special projects.		
B. Future Teachers of America	5,000	5,000
Funding for three regional college career days and annual convention, a summer briefing for FTA sponsors, and special projects.		
Instructional Advocacy Summary	75,000	80,000
Legal Advocacy		
<i>The Legal Advocacy Core Function focuses on Goal II (TEA will nurture a culture of organizing and empowerment), Goal V (TEA will lead the profession through advocacy), and Goal VI (TEA will promote racial and social justice).</i>		
15. Legal Services Summary	515,000	555,020
A. Legal Fees Representation	500,000	500,000
Funding to represent TEA members under the Educators Employment Liability (EEL) Policy		
B. Legal Advocacy Conference & Training	-	5,000
Funding for the PECCA conference track and other Legal Advocacy trainings		
C. Legal Publications & Reporting Services	16,288	
D. Expanded Assistance	15,000	15,000
Funding to assist members who are exonerated through claims outside the EEL policy		
E. Legal/Research Technology Support	-	18,732
Funding for software programs that support the Advocacy Hotline, PECCA, and document research		
Political Advocacy		
<i>The Political Advocacy Core Function focuses on Goal II (TEA will nurture a culture of organizing and empowerment), Goal III (TEA will enhance its visibility), Goal IV (TEA will build coalitions and strengthen partnerships), Goal V (TEA will lead the profession through advocacy), and Goal VI (TEA will promote racial and social justice).</i>		
16. Government Relations	30,000	30,000
A. Public Information Program	30,000	30,000
Funds to promote public education through various media		
B. Polling (Issues, Candidate)	5,000	5,000
Polling to determine positions of members and voters on candidates and political issues		
C. Member Lobby Activities	35,278	35,278
Travel expenses for members to lobby in the state legislature plus training and lobby activities at the local level		
D. Legislative Functions -- Legislative leadership meetings, Funding for local and state legislative meetings	2,000	2,000
E. Campaign Promo Activities -- Outside consultants Funding for outside consultants to assist with campaign strategy, public relations programs, media, and design of materials	1,000	1,000
F. Program Support	20,000	-
Workshops, communications, special subscriptions, lobbyist registration, phone banks plus other supplies and materials when needed		
G. Committees	10,000	-
Legislative Committee and other ad hoc issue committees when needed		
H. Program Support and Legislative Committees	-	30,000
This is a combination of lines F and H in the 20-21 budget.		
Political Advocacy Summary	103,278	103,278
Communication		
<i>The Communications Core Function focuses on Goal II (TEA will nurture a culture of organizing and empowerment), Goal III (TEA will enhance its visibility), and Goal IV (TEA will promote racial and social justice).</i>		
17. Public Relations	17,700	17,700
This line item supports the following: Image Campaign (radio spots, billboards, bumper stickers, newspaper ads, branding program through various media methods), Local Newsletter Contest, News Clipping Service, Photography (processing, equipment, repair), School Bell Awards Program, Cavit Cheshire Local/Assn Award, and Video Supplies & Production		
18. Member Publications	149,812	152,812
The Advocate and TEACH are sent to active, retired, aspiring educator, and educational support members. This item includes cost of paper, printing, art work, non-profit second-class mailing.		
Communication Summary	167,512	170,512
Business Operations		
<i>The Business Operations Core Function includes the administration of financial resources needed to create and maintain the human resources and infrastructure needed to support all strategic goals connected to the other core functions of the budget.</i>		
19. Salaries and Benefits for President and Staff	6,859,968	6,692,199
Plans may include funding for retired recruiters, AR retreats or other elements to train, convert, recruit, or engage membership.		

**TEA budget
cont. page 8**

**TEA budget
from page 7**

Description	Budget	Proposed Budget
20. Audit and Tax Reporting Federal, State, LMRDA reporting and Auditing services	30,000	30,000
21. Travel, Staff Work-related expenses for in and out-of-state travel including NEA Annual Meeting and TEA-funded workshops and conferences. Expenses include food, lodging, air travel, car rental, and fleet auto expenses.	260,000	260,000
22. Computer Operations Computers, supplies and equipment, software licensing fees, IT help desk and special projects as needed.	70,000	158,109
23. Telephone, Cellular, Wireless, and Internet Services Cellular, wireless and internet services for phones, computer work stations and laptops used by TEA headquarters and field staff. Some phone related equipment is also covered in this line item.	64,000	80,000
24. Office Supplies	30,400	30,400
25. Postage Postage for all mailings, including UPS, except Member Publications (Teach, Advocate)	50,000	50,000
26. Printing	35,000	35,000
27. Insurance: Travel and Automobiles 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.	26,000	50,000
28. Miscellaneous A. Bank Fees and Charges B. Staff Moving Expenses Moving expenses for the TEA President and TEA staff who are required to move, and unanticipated expenses.	28,000 23,000 5,000	49,000 29,000 20,000
29. Utilities Electricity, water, and sewer	95,000	100,000
30. Building and Equipment Maintenance Contracts Maintenance and service contracts on equipment, building and grounds.	115,000	115,000
31. Building Repairs, Maintenance, and Supplies Repair and maintenance of building, grounds, furniture, and equipment not covered by maintenance contracts and janitorial supplies.	15,000	25,000
32. Taxes (Property) Taxes on the TEA building, land, and personal property.	100,000	90,000
33. Liability Insurance Liability and Employment Ins. Dir&Officer Liab- Emp P Liability insurance for educational support members who are not NEA members. Association liability insurance for Staff, and local and state officers.	16,000	-
34. Insurance TEA building and contents and an umbrella excess provision for covering personal injury, property, and advertising liability; additional coverage as required.	40,000	61,000
35. NEA 360 costs	19,970	5,000
36. Building Fund Contribution	95,000	-
37. Fixed Asset Depreciation A. Computers B. Miscellaneous C. Office Furniture and Equipment* D. Automobiles**	122,000 20,000 20,000 2,000 80,000	116,700 30,000 - 6,700 80,000
*Replacement of furniture and small office machines and the purchase of additional items as needed. **TEA provides automobiles for staff in accordance with TEA policy. (Automobiles are usually traded after 100,000 or more miles).		
Business Operations Summary	7,976,338	7,947,408
NON-CASH EXPENSES : COMPUTERS OFFICE FURNITURE AND EQUIPMENT - DEPRECIATION AUTOMOBILE DEPRECIATION FIXED ASSET REPLACEMENT DEPRECIATION TOTAL NON-CASH EXPENSES	30,000 6,700 80,000 116,700	
Business Operations Summary (Net of Depreciation Expense)	7,830,708	

**TEA election bios
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 Leadership Schools, 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 KCEA. 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 TCRS (Three-year term)

West TN Insurance (Three-year term)

Middle TN Insurance (One-year unexpired term)

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

**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 need to be completed. TDOE responded it is actively working to provide a guidance document

that reflects the changes in the teacher evaluation system based on the hold-harmless legislation.

“It was clear the General Assembly knew it couldn’t cover every contingency

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.”

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 COVID-19 and schools at teateachers.org.



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