

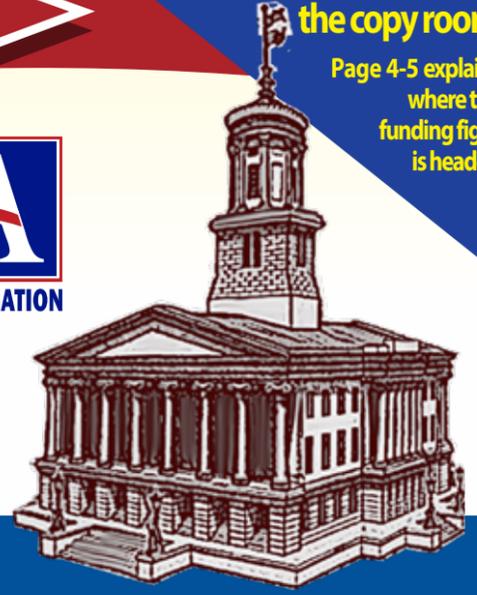
TENNESSEE EDUCATION ASSOCIATION PUBLIC SCHOOL ADVOCATE

LEGISLATIVE REPORT | Dec. 31, 2019 | VOLUME 5, ISSUE 8



You want better funding?
Put this poster up in
the copy room!

Page 4-5 explains
where the
funding fight
is headed



SURPLUS OVER STUDENTS



FROM 2015-2019,
TENNESSEE HAD
FOUR TIMES
MORE SURPLUS
REVENUE THAN
K-12 INCREASES

HOW? BY
LOWBALLING
REVENUE
GROWTH

(like they are
trying to do
right now!)

Despite bottom-ten K-12 funding, the state's budget process tries to keep revenue from reaching our classrooms

Fighting for funding begins with debunking an estimate

State officials and lawmakers often cite state rankings to highlight Tennessee schools as "the fastest improving in the nation."

There is one state ranking lawmakers and state officials never cite: *Tennessee is 45th in the nation for funding per student.* It is the state's only major education ranking in the bottom 10 states.

"Our education outcomes are at or better than the national average. It's clear public schools are doing their part," said TEA President Beth Brown. "State government is not doing their part to provide adequate funding. This is the year we need to change that equation and take a stand for the funding we deserve."

Tennessee's funding per student is so low the only bordering state investing less is Mississippi.

Tennessee is so far behind it would take \$1.2 billion annually to reach the Southeast average. The good news is Tennessee has the revenue available to make a \$1.2 billion investment in a few years *without raising taxes.* The bad news is the state follows a budget process that chronically underestimates revenue growth, thus

Budget fight
cont. page 3

2020 TEA Legislative Agenda

A focus on funding, testing, due process and privatization

Disruption. There's no worse a word when talking about children.

Yet Gov. Bill Lee said he wants to be "disruptive" in education during a state Senate Republican Caucus retreat in November.

"I just challenge all of us, as we work together to challenge public school systems, to be better and that we support them in ways that are innovative and creative, that we disrupt the status quo," Lee said, adding he thought teachers and school leaders wanted such moves.

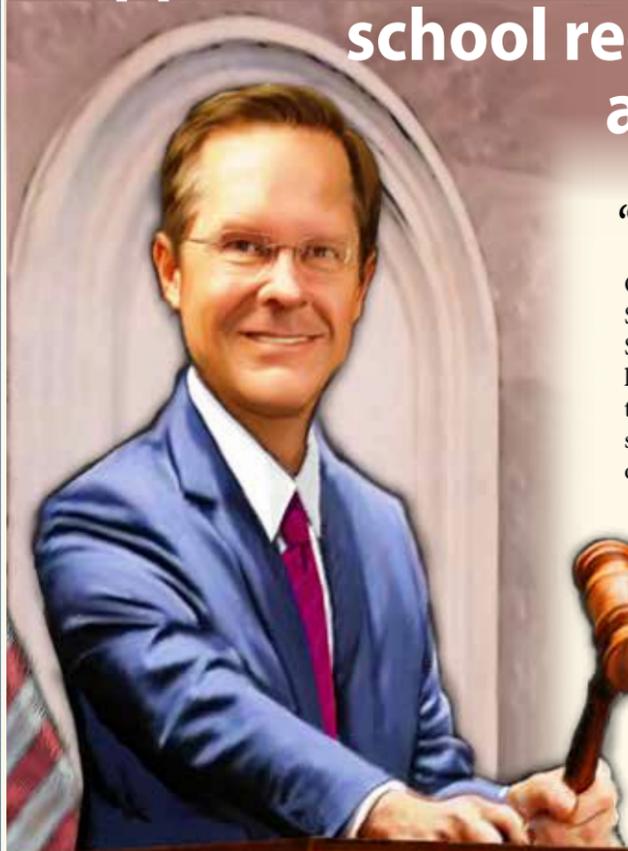
Teachers and school leaders have a challenge to Gov. Lee and lawmakers: adequately fund

Tennessee's public schools. It would certainly be innovative if the administration got the state out of the bottom 10 in funding.

Legislative agenda
cont. page 6



Elected Speaker in August, Cameron Sexton opposes vouchers, has a strong pro-public school record and his mother was a local association leader



"We are better served when teachers are engaged."

On August 23, Rep. Cameron Sexton (R-Crossville) was elected Speaker of the House in a special legislative session. It was the first time in more than a century a new speaker was elected in the middle of a biennial General Assembly session.

Former Speaker Glen Casada (R-Franklin) resigned the position over controversies with office staff, personal conduct, and troubles in the House during the ugly voucher fight.

Speaker Sexton repeatedly voted against vouchers and

has a strong pro-public education legislative record. He was the only candidate for Speaker that opposed the voucher legislation.

Sexton has strong bonds to public schools, attending in Knox County before graduating in 1989 from Oak Ridge High School and on to the University of Tennessee. His mother was a public school kindergarten teacher for more than 30 years, and his grandfather was a principal. His children attend public schools.

His family history and experience informed his consistent position against voucher bills. He has pragmatic reasons as well.

"We should do everything we can to
New Speaker Sexton
cont. page 3



THE STRONGEST VOICE FOR SCHOOLS AND EDUCATORS

525,600 minutes to fight for our students, schools, and profession

By TEA President Beth Brown



During college, I saw the musical Rent, the story of a group of impoverished young artists struggling to survive in the face of a looming crisis. One of the most memorable songs in the musical is “Seasons of Love” (if you know it, sing along):

525,600 minutes

525,600 moments so dear

525,600 minutes

How do you measure, measure a year?

Twenty years later, I am struck by the parallels depicted in that production and the current reality for Tennessee’s students, educators, and schools: Tennessee’s public schools face a funding crisis. Schools do not have the resources they need to adequately meet the various and growing needs of our students, and the majority of educators must have at least two jobs in order to provide for their own families, and are often forced out of the profession altogether. The result is a resource shortage that is hurting our kids.

Legislators need to stand with our public schools now—to vote for their districts—so that we can stand with them in November when we vote in their districts.

So, what do we do about it?

Let’s spend some of our 525,600 minutes educating our colleagues, families, and friends about the challenges—and opportunities—ahead of us. Share about the real problems we face in our schools when students do not have access to counselors,

nurses, or other specialists; to current and meaningful curriculum; and to clean, safe learning spaces. Share with everyone in your personal and professional circles about the opportunities we have in 2020. Instead of stuffing state tax revenue into reserves, Tennessee should be investing in our public schools. For the past five years, Tennessee has generated huge revenue surpluses and is on track to do it again this year; these are millions that could be going into our classrooms.

Let’s spend some of our 525,600 minutes communicating with legislators. It is critical that those elected to represent us hear from us...often. Call. Email. Visit, both at home and in Nashville. Join us in Nashville for Civication. Legislators need to know that we expect them to do what’s right for our public schools. They need to stand with our public schools now—to vote for their districts—so that we can stand with them in November when we vote in their districts.

Let’s spend some of our 525,600 minutes at the Rally for Our Schools on March 16th. We are taking action to fight for equitable and adequate funding for ALL public schools. We are taking action to fight for the professional, living wage educators deserve. We are taking action to put an end to the test-and-punish system that unfairly targets teachers, students, and schools based on TNReady scores. We are taking action to get back to focusing on what is best for students: More time for one-on-one attention and instruction, learning critical thinking and problem-solving skills, and creativity through a well-rounded education will set our children up for academic success.

The year 2020 will be critical to the future of public education in Tennessee. We have 525,600 minutes. Let’s make them count.

Nearly a decade later, we still refuse to be silenced

By TEA Executive Director Carolyn Crowder



Each year I get to give an update to the TEA Board of Directors and TEA staff on the status of TEA membership. For the past few years, this report has been one of the highlights of my year because I get to share with our leaders and staff that TEA has had another year of membership growth.

The association growing larger and stronger each year is something to celebrate, but it is also something that increases the size of the target on our back. When anti-public education legislators voted to end collective bargaining in 2011, they expected TEA to crumble and get out of their way. While that vote did cause a drop in membership in the years immediately following, the vote more significantly ignited a passion in educators statewide to become strong, vocal advocates for their students and the profession they love.

The legislators who led that attack on public education - and the out-of-state interests backing them - quickly realized taking bargaining away did not have the desired outcome, but instead strengthened the advocacy efforts of educators and TEA. Since then, anti-public education lawmakers have looked for other avenues to weaken the voice of Tennessee educators and the association through attacks on payroll deductions, limiting TEA access to school buildings, requiring annual reauthorization of membership, and more.

To date, their efforts have been unsuccessful, but we expect to see a familiar round of attacks again in the 2020 session. As long as TEA remains the largest and strongest advocate for public education, anti-public education lawmakers will continue to come after us.

After a tumultuous session in 2019, bogged down by numerous scandals and a voucher vote so suspicious that the FBI is said to have opened an investigation, many legislators are on edge heading into the 2020 session and looking ahead to the state legislative races later this year. TEA has proven in recent years that when legislators stand with public education during the session, educators will stand with them during election season, and, conversely, that we will work diligently to defeat lawmakers who consistently vote against the best interests of their students, schools and educators back home.

The legislators who led that attack on public education quickly realized taking bargaining did not have the desired outcome, but instead strengthened the advocacy efforts of educators and TEA.

We need all educators and public education advocates engaged and ready to tell those who wish to destroy public education that we will not be silenced, and we will never stop fighting for our students. TEA will be asking a lot of you this year as we work to obtain significant increases in school funding and teacher salaries, reduce high-stakes testing and defend educators’ rights to be vocal participants in the legislative process and elections.

The first step you can take right now as you are reading this publication is to go to the TEA website, TEAteachers.org, and click the box to RSVP for the Rally for Our Schools scheduled for Monday, March 16. We need hundreds of public education supporters in Nashville that day to pressure legislators to do the right thing and stand with public education!

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UniServ Staff contact information
can be found on page 6.

New speaker Sexton has strong public education background and perspective

New Speaker Sexton from page 1

improve all public schools in Tennessee so they can be successful,” Sexton said. “My belief is public schools are the bedrock of our communities and state. Educators should be supported as best we can and trusted to do the important work they are given. We will always have public schools in Tennessee. I want to focus on giving our students the same opportunities in their public schools, regardless of if it is in the city, suburbs or a rural area. Geography shouldn’t be a limiting factor.”

Sexton’s mother was a TEA member and, for a time, a leader in her local association. Seeing how dedicated she and her colleagues were to their students and profession gives him a unique perspective at the state level.

“We are better served when teachers and their organizations are engaged during the legislative process. What passes in the General Assembly affects every aspect of the classroom. It makes sense to have teacher knowledge and



House Speaker Cameron Sexton

perspective as part of the deliberations on bills and rules,” he said.

Sexton describes himself as a common-sense conservative. His goal as speaker is to have “consistency and stability, which means you have to be fair and consistent.”

As for the voucher measure, Sexton is keeping an eye on lawsuits being filed against the state by districts targeted by the legislation.

He has voiced his displeasure with the governor’s plan to launch the voucher program a year earlier than expected. Lawsuits could negate the time and funds used to set up the program early.

He is evenhanded to the growing legislative movement to repeal the voucher law, saying repeal bills are up to the committees whether to pass it on.

“Speaker Sexton is honest and fair. He is someone who wants to know the facts,” said TEA Chief Lobbyist Jim Wrye. “His care for public education is deep, and even amid the heaviest political pressure, he sticks to his knowledge and beliefs.”

Fighting for funding begins with debunking an estimate

Budget fight from page 1

withholding billions from classrooms.

For educators and parents, the revenue projections are where we need to fight.

For five years actual revenue growth was more than double state estimates, leaving \$3 billion in surplus while public schools remain underfunded. While state K-12 funding did increase by \$700 million over those years, had the state doubled K-12 investment to \$1.4 billion, a substantial surplus would still have remained while also moving Tennessee schools out of the bottom 10 in funding.

Make no mistake, bottom-10 funding hurts students.

“It’s good our state is financially strong, but it is immoral to have massive surpluses while education needs go unmet,” said Brown. “Tennessee can be fiscally sound and make substantial investments in education. The low revenue estimates must stop. It hurts students and it starves our schools.”

There is already a problem with this year’s estimates. The State Funding Board, a panel of constitutional officers and the state finance director, recently approved a growth rate of between 2.7% and 3.1%, well below even the most pessimistic predictions by economists hired by the state.

It is the lowest rate since 2014, when the board predicted little to no growth. This led then-Gov. Haslam to eliminate a promised \$50 million state teacher raise. Actual revenue grew 5% in 2014-2015, leading to a \$552 million surplus while teachers got nothing.

The board also had to increase its growth estimate for 2019-2020, predicting a general fund surplus of \$430 - \$500 million. Even this upward revision may be far too low. First-quarter general fund growth was 8.1%, more than double the revised estimate, which could generate a surplus up to \$900 million. Teachers got \$72 million for salaries in this budget. It could have been \$272 million.

“When teachers have to dig into their own pockets for classroom supplies and hold second and third jobs to make ends meet, seeing these kinds of surpluses makes me see red,” Brown said.

“Knowing so many student needs go unmet just because someone lowballs a number for six straight years is unconscionable. We’ve seen this before and it’s time to fight.”

Small changes to the growth estimate can have a huge impact, with 1% generating \$230 million. Had the funding board used state economists’ predictions and factored growth of the current year, a revenue growth rate of between 3.75% and 4.25% would be more realistic.

The funding board underestimated growth by 3% on average for five years. Tennessee schools missed out on billions in needed and deserved funding during that time.

It’s clear the funding board is trying again to set pessimistic growth estimates that will rob classrooms of investment. The General Assembly can adjust growth estimates, and the governor can revise them too. It is a question of will, or what kind of political pressure can be brought to bear by supporters of public education.

“We’re not pessimistic about our students, nor about the job teachers do,” said Brown. “We will, however, be more than pessimistic about the governor and lawmakers if they prefer to put money into reserves and fancy state buildings in Nashville rather than invest in our classrooms and students. We’ll be fighting mad.”

Remember, we’re only ahead of Mississippi in school funding. Tennessee is better than that.



ASK TEA

ANSWERS FROM THE EXPERTS AT THE TEA HOTLINE

Q: What’s the difference between my evaluation or effectiveness score and my overall-observation score?

A: The confusion between these terms is the result of those who use them interchangeably. To clarify, your evaluation or effectiveness score is generally composed of three things: 35% student-growth data (TVAAS); 15% student achievement; and 50% classroom observations. Together, they provide an educator with a level of effectiveness (“LOE”), which is broken down into five effectiveness groups: “significantly above expectations” (which equates to a score of “5”); “above expectations” (a “4”); “at expectations” (a “3”); “below expectations” (a “2”); and “significantly below expectations” (a “1”). Other terms that are synonymous with evaluation or effectiveness score include LOE, annual-evaluation score, overall-effectiveness score, overall-evaluation score, and overall performance-effectiveness level.

Your overall-observation score, however, refers to your classroom observations. Scores from your observations produce numbers such as 2.75, 3.25, 4.00, and 4.50. They account for 50%, or more in some cases, of your evaluation or effectiveness score.

In sum, an overall-observation score accounts for only a portion of your evaluation or effectiveness score, but it is the evaluation or effectiveness score that is used to make employment decisions, such as promotion, retention, termination, compensation, and the attainment of tenure status.

Q: I keep hearing about changes to the Teacher Code of Ethics. Why is this so important?

A: There are two very good reasons why the Teacher Code of Ethics is important. First of all, you are required to comply with the Teacher Code of Ethics as a public school teacher in Tennessee. Violation of the Code of Ethics in such a manner as to render one obnoxious as a member of the profession is a statutory example of conduct unbecoming a member of the teaching profession and is grounds for discipline, up to and including dismissal.

Second, as a result of changes that were made to the State Board of Education’s licensure rules recently, any violation of the Code of Ethics is grounds for licensure action, including the denial, formal reprimand, suspension, or revocation of a Tennessee educator license.

If you are interested in more information about the changes to the Teacher Code of Ethics, please contact your UniServ Director.

Q: Can “stockpile days” be used for things other than closures due to winter weather?

A: Yes; however, approval from the commissioner of education is required in order for a district to use its so-called “stockpile days” for purposes other than meeting instructional time requirements missed due to dangerous or extreme weather conditions. With the commissioner’s approval, stockpile days can be used to meet instructional time missed due to natural disasters, outbreaks of illness, and unsafe structural or environmental conditions. And, with approval, the time also may be used for certain types of meetings and trainings held over the course of a school year.

If you have specific concerns about how your district is using its stockpile days, contact your UniServ coordinator or local association president for assistance.



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

HOW TENNESSEE CREATED **MORE SURPLUS**



GOV LEE,
WE HAVE ONE
SHOT A CHILD'S
EDUCATION!

LET'S STOP STUFFING
MILLIONS IN
MATTRESSES WHILE
THE STATE IS
UNDERFUNDING OUR
SCHOOLS!

TENNESSEE HAS MORE THAN

\$5.5 BILLION
STATE CASH RESERVES
ALREADY!

\$3 BILLION



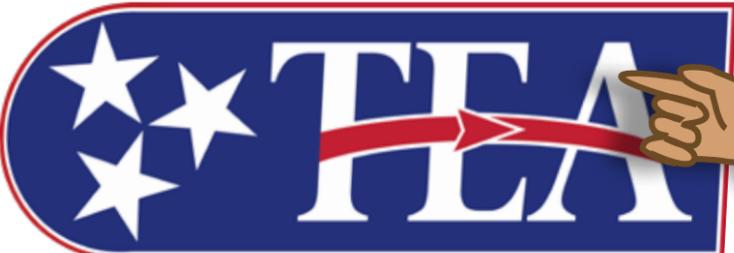
SURPLUS FROM
LOW ESTIMATES

THE STATE USED **F**
\$700 MILLION IN
SURPLUS FOR THE
NEW STATE MUSEUM,
LEGISLATIVE OFFICES,
STATE ARCHIVES & MORE.

STUDENTS INSTEAD OF
THE FUNDING

JOIN

THE ONLY ORGANIZATION FIGHTING
FOR THE FUNDING WE DESERVE



TENNESSEE EDUCATION ASSOCIATION



- SHARE THIS INFO
- JOIN TEA'S LEGISLATIVE COUNCIL
LET LAWMAKERS KNOW
"IT'S TIME FOR T
- PLAN TO ATTEND
OUR SCHOOLS,
NOON, STATE

FOR MORE INFO: **TEA**

LESS THAN K-12 FUNDING INCREASES

FROM 2015-2019, TENNESSEE HAD **FOUR-TIMES MORE SURPLUS REVENUE** THAN K-12 INCREASES.

HOW? BY UNDER-ESTIMATING REVENUE GROWTH. **F**

\$750 MILLION

TENNESSEE SCHOOL BUDGETS

ACTUAL GROWTH STATE ESTIMATES

REAL REVENUE GROWTH HAS BEEN **DOUBLE** THE LOWBALL STATE ESTIMATES.

TN SCHOOLS ARE **45th** IN THE NATION IN FUNDING.

DELIBERATELY LOW ESTIMATES LEAD TO:

SURPLUSES; HOW TO FIGHT FOR THE FUNDING WE DESERVE

TN SCHOOLS ARE SHORT THOUSANDS OF LIBRARIANS, COUNSELORS, NURSES, RTI POSITIONS & COUNTLESS OTHER CRITICAL NEEDS.

FOR MORE INFORMATION IN YOUR SCHOOL!

LEGISLATIVE EFFORT TO GET OUR STATE AND THE GOV. KNOW THE FUNDING WE DESERVE!"

JOIN THE **RALLY FOR** MONDAY, MARCH 16 AT THE TENNESSEE CAPITOL, NASHVILLE

FOR MORE INFORMATION VISIT TEACHERS.ORG



#REDforED
#TN2020Vision



CONFERRING CORNER

PECCA elections

TEA continues to be the only educator voice in Tennessee petitioning districts to vote on collaborative conferencing.

Teachers in Tennessee trust the expertise of TEA as TEA won the majority, if not 100%, of the available conferencing seats in petitioning districts.

Congratulations to the following locals for winning their collaborative conferencing elections this fall:

Bedford County EA, Benton County EA, Campbell County EA, Coffee County EA, Franklin County EA, Jackson-Madison County EA, Marion County EA, Metropolitan Nashville EA, Trenton EA, and Weakley EA.

Thanksgiving blessings

Right before Thanksgiving, leaders from 11 different locals spent a Saturday sharing their experiences around collaborative conferencing at the Advocacy Bootcamp held in Johnson City. What made this event so valuable was the time leaders spent with each other, comparing notes from their efforts and progress around collaborative conferencing. Members who conferenced before shared their tips for success with other attendees who are just beginning the process. The event illustrated how TEA is not just a building in Nashville but a mighty network of dedicated professionals who put others above self.

Legislative agenda from page 1

Funding is the only major education statistic where Tennessee is in the bottom 10.

Teachers are committed to doing their job to educate our children, and the administration should do its job and get schools the resources our students need.

The fight over funding is the number one priority for TEA this legislative year.

There are other important battles to be waged on a variety of issues such as testing, professional rights, and the continued battle over vouchers and charters.

At right is the TEA legislative agenda poster for the 2020 session. Please post a copy in your school breakroom to let others know how TEA advocates for members and our students.

State licensure actions skyrocket

The state board of education is requesting funding in this year's budget to more than double its legal staff to handle an enormous spike in teacher licensure actions it is pursuing. The request comes after a series of bills passed in 2018 that greatly increased the board's power to suspend teacher licenses.

As predicted by TEA, the board currently has nearly 250 open cases, an increase of 66% since the law was passed.

While most news coverage and public discussion centers around teachers who commit offenses involving students, a substantial portion of the license actions by the board are for issues not involving students. The new law gave the board broad authority to determine what local reprimands and short term suspensions must be reported to the state, which explains why such a large rise in cases under state review.

"Nobody cares more about the health, safety, and welfare of children than teachers, but personnel decisions about matters unrelated to that should be made at the local level," said Steve McCloud, TEA assistant executive director of Legal Services. "It's difficult to lead a school system when an unelected board in Nashville overrides a director of school's judgment that a teacher should continue to be in the classroom."

When pressed during a recent House budget hearing why there was such a dramatic increase in licensure cases, board staff said it was because more local discipline actions are sent to the state.

Districts and directors fear that they could be liable for discipline if they don't report a suspension or other disciplinary action. The state board has the power to suspend a director's license for failure to report any job action. Not only does this increase the cost to the taxpayer, but also enhances the likelihood that a teacher may suffer serious damage to her career for an issue that might otherwise have been handled at the district level.

"A director of schools ought to have the authority to conduct an investigation and make a decision as to whether or not a teacher deserves to be back in a classroom," said McCloud. "Teaching is the only profession that is regulated by a body that aren't themselves practitioners, and we're seeing the consequences of that play out in some of the decisions being made."

TEA Legal stands ready to assist our members and ensure your rights are protected should you receive notice that your license has been flagged pending an investigation. TEA will work to pass legislation this year that restores local control of employee discipline for matters not involving students.

Working extra jobs to buy classroom supplies? We want to hear your story.

Decisions made by legislators in Nashville are forcing teachers to hold more than one job just to make ends meet. Teachers like Kathryn Vaughn (pictured below) are working multiple jobs on top of teaching because they are unable to survive on a teacher's salary.

"I love my students and I love teaching, but I can't afford lunch most days and I have to buy my own hand soap," said Vaughn, who teaches art at Brighton Elementary School in Tipton. "When it rains, it rains in my classroom. I once received FEMA money when I lost everything in my closet. But you can't rely on FEMA every time it rains."

Vaughn spends roughly \$3,000 a year of her own money to provide school supplies for her students.

"I teach 800 students from pre-K to fifth grade at a Title 1 school on a \$200-a-year budget for school supplies," Vaughn said. "When I'm at Cordell Hull in Nashville, I'm amazed at how out of touch our legislators are. That is why I'm coming to the Rally for Our Schools on March 16 in Nashville – because it's our legislature's job to fund our public schools!"

When Vaughn isn't teaching her elementary school students, or her community college students, or working for the local paper, or working for parks and recreation, she sits in a Walmart parking lot trying to sell her jewelry on the phone.

Last year, Vaughn took photos of the dried-out markers she soaked to make watercolors for her students and sent them to The New York Times.

"I was lucky The Times ran the piece about us, and we received donations from all over the world," Vaughn said. "We shouldn't have to rely on parents and philanthropic organizations to do our state government's job."

Vaughn's message to the state's lawmakers is simple: We do our jobs as educators in Tennessee; please do yours, and fund our schools.

Please share your Tennessee school funding story on TEA social media or email it to asmirnov@tnea.org.



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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., TTU. **District 7 — Theresa Turner**, 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 — Josh Trent**, P.O. Box 451, Livingston, TN 38570, (931)279-9530, fax: (855)299-5674; Assns: Athens City, Etowah, Fentress Co., Lenoir 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 — Leigh Phillips**, Metro Nashville, 531 Fairground Court, Nashville, TN 37211; (615) 866-8689; Assns: Dept. of Higher Ed.,

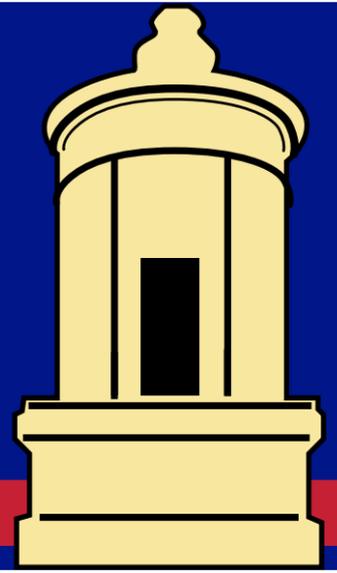
Metropolitan Nashville, TN School For The Blind, MTSU, Murfreesboro City, NSCC, Rutherford, TSU. **District 14 — Maria Uffelman**, P.O. Box 99, Cumberland City, TN 37050; phone: (931)827-3333, fax: (855)299-4925; Assns: Austin Peay State University, Clarksville-Montgomery Co., Henry Co., Houston Co., 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 — Keith 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
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2020



Legislative Agenda

TENNESSEE'S LARGEST AND STRONGEST PROFESSIONAL ASSOCIATION

INCREASE K-12 FUNDING

Increase state K-12 funding by

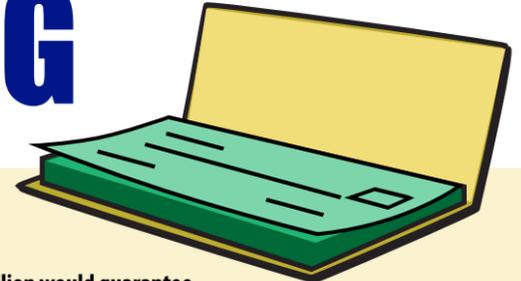
\$500 MILLION

9% increase

\$522 per student

\$250 MILLION TEACHER PAY RAISES

With legislation directing all state dollars go into paychecks, \$250 million would guarantee a minimum 6% raise to all educators and most raises would exceed 10%. We deserve it.



\$200 MILLION STUDENT SUPPORT STAFF

Students need school counselors, school nurses, RTI interventionists, school psychologists and school social workers. Our students deserve it.



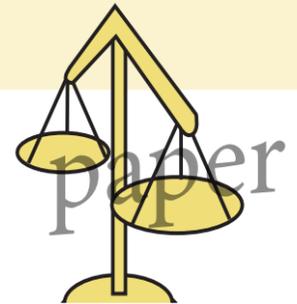
\$25 MILLION BENEFIT SUPPORTS

An increase would offset insurance premiums for teachers. Our families deserve it.



\$25 MILLION INCREASE SUPPLY FUNDS

Raise yearly state amount for classroom supply funds from \$200 to \$600 per year. Our students and family budgets deserve it.



TESTING

TRANSPARENCY A law was passed on testing transparency, but little has been done. The state must publish a majority of TNReady questions, including constructive response questions and examples of how grades were applied.

END HIGH-STAKES DECISIONS

Either ban TVAAS in evaluations or make score use optional for individual teachers, students and schools.

ALTERNATIVE MEASURES

We need other valid options to assess students beyond TNReady, including benchmark assessments, pre-test/post-test systems, and ACT products.



PROFESSIONAL RIGHTS

TENURE TEA will defend this important due-process right from an expected attack.

PROTECT TEACHING LICENSES

The SBE may override local discipline decisions and suspend teacher licenses indefinitely for issues not involving students. These powers are too broad, local control must be restored.

STRENGTHENING PECCA

A majority of teachers now benefit from conferenced MOUs. TEA will protect this law and work to strengthen it, including requiring board and employee votes on negotiated MOUs.

DEFENDING PUBLIC SCHOOLS

VOUCHER REPEAL It is time to repeal one of the most corrupt and ill-conceived pieces of legislation ever to pass the General Assembly.

HALT CHARTER EXPANSION

A new charter commission is being set up. Its powers to open charter schools over local objections must be curbed, and the General Assembly holds the key.

CLOSE THE ASD

The greatest failure in Tennessee education is the Achievement School District. It's time to close this failed state experiment down.



#**RALLY**

FOR OUR

SCHOOLS



FIGHT FOR THE
FUNDING
WE DESERVE!

MONDAY ~ NOON
MARCH 16, 2020
STATE CAPITOL
NASHVILLE



RALLY ORGANIZED BY

TN EDUCATION ASSN.

FOR MORE INFORMATION:

TEATEACHERS.ORG