Rebate application deadline for student members May 1

Student members seeking a membership fee rebate must submit completed Student Rebate Applications for fiscal year 2017-18 by May 1.

Active members who in 2017-18 were in their first year of educational employment are eligible for a rebate of $20 per year of paid student membership, up to four years.

The application is available on the NEA website (nea.org/home/1676.htm) and must be returned to NEA Membership Management Services by May 1 in order to be eligible (address/email/fax are noted on the form).

Rebates are mailed to the member at the address in the IMS database in August.

Questions can be directed to studentrebate@nea.org.

State survey responses guide local, state policymaking decisions

The Tennessee Education Research Alliance, in partnership with the Tennessee Department of Education, has released the 2019 Tennessee Educator Survey to all teachers, administrators, and certified staff statewide.

“As educators, it often feels like we are surveyed to death, but I want to encourage you to take the time to respond to this one,” said TEA President Beth Brown. “State and district leaders need to hear what is and is not working.”

The confidential and voluntary survey develops a deeper understanding of the educator’s perspective to guide strategies and goals at the state, district and local school levels.

The survey, which closes April 19, includes topics such as educator evaluations, school climate and professional learning as well as an opportunity to provide feedback specific to an educator’s school district. Survey results are shared in May with districts and schools that meet or exceed a 45 percent response rate. The results for those who meet the minimum participation level are released publicly via the Tennessee Educator Survey website in August.

Past surveys have led to improvements to education, such as incentive bonuses for teachers in priority schools, increased collaboration time for teachers and opportunities for teachers to work with principals to address issues specific to their school.

Educators who participate are eligible to win grants for their school or classroom, including weekly drawings throughout the survey window that award fifteen $300 classroom support grants.

For more information, please visit: bit.ly/2H2L5TO.

Save the date: Monday, April 22
Nashville and local actions planned

As the legislative session has progressed, so too has Gov. Bill Lee’s voucher bill. While garnering close votes, it continues to pass out of committee. It is now likely that this will come down to a fight on the floor of the General Assembly.

Now is the time for all of us who care about the future of public schools in Tennessee to come together to stop what could be the “Death of Public Education in Tennessee.” As a result of privatization schemes similar to the ESA Voucher bill being considered by our General Assembly, other states have seen public education funding gutted. Public Education has crumbling in areas across our country that have adopted these ideas.

To stop this from happening in Tennessee, TEA has created an ESA Privatization fight.

State survey responses guide local, state policymaking decisions

As educators, it often feels like we are surveyed to death, but I want to encourage you to take the time to respond to this one,” said TEA President Beth Brown. “State and district leaders need to hear what is and is not working.”

The confidential and voluntary survey develops a deeper understanding of the educator’s perspective to guide strategies and goals at the state, district and local school levels.

The survey, which closes April 19, includes topics such as educator evaluations, school climate and professional learning as well as an opportunity to provide feedback specific to an educator’s school district. Survey results are shared in May with districts and schools that meet or exceed a 45 percent response rate. The results for those who meet the minimum participation level are released publicly via the Tennessee Educator Survey website in August.

Past surveys have led to improvements to education, such as incentive bonuses for teachers in priority schools, increased collaboration time for teachers and opportunities for teachers to work with principals to address issues specific to their school.

Educators who participate are eligible to win grants for their school or classroom, including weekly drawings throughout the survey window that award fifteen $300 classroom support grants.

For more information, please visit: bit.ly/2H2L5TO.

Rebate application deadline for student members May 1

Student members seeking a membership fee rebate must submit completed Student Rebate Applications for fiscal year 2017-18 by May 1.

Active members who in 2017-18 were in their first year of educational employment are eligible for a rebate of $20 per year of paid student membership, up to four years.

The application is available on the NEA website (nea.org/home/1676.htm) and must be returned to NEA Membership Management Services by May 1 in order to be eligible (address/email/fax are noted on the form).

Rebates are mailed to the member at the address in the IMS database in August.

Questions can be directed to studentrebate@nea.org.

Save the date: Monday, April 22
Nashville and local actions planned

As the legislative session has progressed, so too has Gov. Bill Lee’s voucher bill. While garnering close votes, it continues to pass out of committee. It is now likely that this will come down to a fight on the floor of the General Assembly.

Now is the time for all of us who care about the future of public schools in Tennessee to come together to stop what could be the “Death of Public Education in Tennessee.” As a result of privatization schemes similar to the ESA Voucher bill being considered by our General Assembly, other states have seen public education funding gutted. Public Education has crumbling in areas across our country that have adopted these ideas.

To stop this from happening in Tennessee, TEA has created an ESA Privatization fight.

State survey responses guide local, state policymaking decisions

As educators, it often feels like we are surveyed to death, but I want to encourage you to take the time to respond to this one,” said TEA President Beth Brown. “State and district leaders need to hear what is and is not working.”

The confidential and voluntary survey develops a deeper understanding of the educator’s perspective to guide strategies and goals at the state, district and local school levels.

The survey, which closes April 19, includes topics such as educator evaluations, school climate and professional learning as well as an opportunity to provide feedback specific to an educator’s school district. Survey results are shared in May with districts and schools that meet or exceed a 45 percent response rate. The results for those who meet the minimum participation level are released publicly via the Tennessee Educator Survey website in August.

Past surveys have led to improvements to education, such as incentive bonuses for teachers in priority schools, increased collaboration time for teachers and opportunities for teachers to work with principals to address issues specific to their school.

Educators who participate are eligible to win grants for their school or classroom, including weekly drawings throughout the survey window that award fifteen $300 classroom support grants.

For more information, please visit: bit.ly/2H2L5TO.

Rebate application deadline for student members May 1

Student members seeking a membership fee rebate must submit completed Student Rebate Applications for fiscal year 2017-18 by May 1.

Active members who in 2017-18 were in their first year of educational employment are eligible for a rebate of $20 per year of paid student membership, up to four years.

The application is available on the NEA website (nea.org/home/1676.htm) and must be returned to NEA Membership Management Services by May 1 in order to be eligible (address/email/fax are noted on the form).

Rebates are mailed to the member at the address in the IMS database in August.

Questions can be directed to studentrebate@nea.org.
The future of public education in Tennessee is in jeopardy

By TEA President Beth Brown

I make an intentional effort to minimize the drama in my life. I don’t thrive on dramatic declarations of doomsday scenarios. So, when I tell you that the proposed education savings account vouchers moving through the legislature could put Tennessee on the path to destroying public education in our state, I do not lightly go.

You need only to look at places like New York to understand the real threat privatization schemes pose to public education. TEA is not being dramatic as we contemplate the death of public education by planning a funeral and candlelight vigil. We are trying to wake everyone up, amplify our public education voices and protect our state from becoming the next victim of privatizers.

The most recent version of the bill doubles the program, includes homeschooling, and opens up eligibility to every student in a district with three or more schools in the bottom 10%. While some legislators claim the program would have no effect on public school budgets, we know that is simply not true. In its current form, voucher students claim the program would have no effect on public school budgets, we know that is simply not true. In its current form, voucher students

Legislators need to know what you know on testing

By TEA Executive Director Carolyn Crowder

During the TEA 20/20 campaign we have cited several taking points on why we need to stop high stakes decisions based on standardized tests; but the most powerful talking points are the ones that tell stories. As this legislative session draws to a close, please take time to share your story with legislators, parents and other community members. These stories matter, make the issue real and can accomplish more than any talking point.

Here is one of my stories:

I will never forget an interaction I had with a student soon after the high-stakes and regulations of No Child Left Behind descended upon America’s public schools. That year, I was helping students with special needs in a priority school. The student had an outgoing, compelling personality; and even though his leadership included being a leader in his neighborhood gang, no one could help but love talking with DeQualis. His problem with school work was the fact that he had difficulty reading. He was a verbal learner. My job was to help him practice the standardized test by reading him the test questions. As we practiced, he got the vast majority of the questions right. He was a competitive kid who was extremely proud that he could answer so many of the questions correctly and was eager to take the test.

But when it came time to begin the actual test, I was not allowed to read him any of the questions. Therefore, he struggled and knew that his answers were just guesses. I could tell he was getting more and more agitated as the questions became harder and harder to read. Finally, this bright, tough, street-wise kid began to cry. He begged me to read the questions to him and I had to say this was not allowed. He looked at me with tears in his eyes and said, “Why don’t the people that gave us this test want to really know what I know?”

If we really want to know what our students know, we will never stop our advocacy on getting rid of high stakes decisions based on standardized testing. We need a system that uses tests as diagnostic measurements that encourage learning instead of punishments that negatively affect further progress.

We need a system that uses tests as diagnostic measurements that encourage learning instead of punishments that negatively affect further progress.
Teacher-to-Teacher questions may be submitted to TEACH@tea.org. Answers are provided by TEA New Teacher Board Member Hope Shields. Ms. Shields teaches Kindergarten in Bartlett City Schools.

Q: Thank you so much for sending this question in. I often hear teachers discussing this topic in both special education and general education settings. Because each situation is so unique, I cannot provide a specific answer that would cover all cases. If you are in a situation where you are either being injured or feel that you are at risk of being injured, I would urge you to contact your UniServ. They are trained to advise you and have the resources to mediate in situations like this. UniServ contact information can be found on TEA website and on page 6 of this publication.

Education law is a legal field all its own. If you are interested in knowing more about the ins and outs of the law as it pertains to our students and our rights as teachers, I highly encourage you to register for TEA Summer Leadership Academy. This year at SLA, our legal department will be offering two tracks on these issues – one for elementary and one for middle/high. SLA will be held June 13-15 at Embassy Suites Cool Springs in Franklin, Tenn. Go to teateachers.org to register online.

Q: This is my second year as a teaching assistant. In my district, TAs only get paid during the school year. Last summer I ended up working two part-time jobs to stay afloat. Do you have any tips on how to prepare for a break in pay?

A: Although I am a classroom teacher, I have many friends who are education support professionals, like you. Most of the ESPs in my district do not receive a paycheck during the summer. Many work for our special education extended school year program, but even that does not cover the full eight weeks we are off work. If you are currently paying on an auto loan or mortgage, you may want to call your lender and ask if they have a "skip a payment" program. My credit union has a program that allows you to skip up to three payments each year. These skipped payments are made up at the end of the loan term but alleviate the current financial burden.

Here are some other tips to help you strategize and plan for the summer:

1. Figure out how much you’ll need. Before you can make a plan to save for the summer, you need to know how much money it will take to get you through. First, add up all of expenses. Then, cut anything that is non-essential for you. Maybe getting your hair done is a non-negotiable for you – then leave it in. Perhaps you can go without getting a manicure every week – subtract that cost. Then divide by the number of paychecks you have left. That is how much you need to save each pay period. (In your case, this might be a plan for next year, since we don’t have many pay periods left to go.)

2. Set up a separate account. Put the money you’re saving to cover your unpaid months in a separate savings account. If you are like me, you may be tempted to tap the fund. I suggest putting the account in a bank that’s not conveniently located.

3. Be upfront with family and friends. Let children know that money is tight during the summer. Let them know they may not be able to do everything they want, but that you will still find ways to make it fun. It’s better to set the expectation than to have disappointed faces at the end of the summer.

Even when you’ve done all you can do to prepare and save, sometimes life still happens. If you’re planned well in advance, hopefully you can work minimal hours over the summer, leaving more time for family, friends and fun. Good luck!
TENTATIVE AGENDA

Embassy Suites – Murfreesboro, Tenn. May 17-18, 2019

Tuesday, April 23, 5-6 p.m. (CDT): Virtual budget hearing (Details on page 8)

Friday, May 17, 5:15-5:45 p.m. - Delegates from the following districts will convene to nominate candidates for the TEA Board of Directors: Two (two-year unexpired term); Four (three-year term), Seven (three-year term), Ten (three-year term), and Fourteen (three-year term). For TEA-FCPE Executive Council, the following districts will convene: Two (two-year unexpired term), Three (one-year unexpired term), Four (three-year term), Six (three-year term), Seven (three-year term), Eight (three-year term), Ten (three-year term), Eleven (three-year term), Fourteen (three-year term), and Fifteen (three-year term).

Friday, May 17, 6-8:30 p.m. – First General Session
1. Invocation
2. Pledge of Allegiance
3. National Anthem
4. Seating of Delegates
5. Approval of Minutes
6. Adoption of Agenda
7. Adoption of Standing Rules
8. Appointment of Committees
9. Credentials Committee
10. Elections Committee
11. Nominations
   a. Board of Directors
      (1) West Tennessee Administrator for a three-year term
      (2) West Tennessee Black Classroom Teacher for a three-year term
      (3) Education Support Professional for a three-year term
      (4) NEA Director for a three-year term
   b. Classroom Teacher Board member from Districts 4, 7, 10, and 14 for a three-year term
   c. East Tennessee contact to the Board of Trustees of the Tennessee Consolidated Retirement System for a three-year term
   d. Middle Tennessee contact to the Local Education Insurance Committee for a two-year unexpired term
   e. Districts 4, 6, 7, 8, 10, 11, 14, and 15 TEA-FCPE for three-year terms
   f. District 2 TEA-FCPE Council member for a two-year unexpired term
   g. District 3 TEA-FCPE Council member for a one-year unexpired term
12. Memorial Recognition

May 17-18 · Embassy Suites, Murfreesboro

Members statewide run for TEA

Biographical information and campaign statements that follow were submitted by the candidates and/or their campaign coordinators. Elections will be held at the TEA Representative Assembly at the Embassy Suites Hotel in Murfreesboro on Saturday, May 18, between 7:30 and 9:15 a.m.

District Ten (three-year term)
Becky Adams, Clarksville-Montgomery EA – I am Becky Adams, a member of Clarksville-Montgomery County Education Association, asking to be elected to represent District 10 on the governing board of TEA. District 10 is a large and vibrant group of local associations whose representation on the board should continue to carry messages from district members to board meetings, and to report back news of the work of TEA statewide.

I am a speech language pathologist serving an elementary, middle and high school complex in Clarksville. I have been an Association member since my first days in the schools. I have served as an association representative and president of CMCEA, currently serving as immediate past president on the executive board. I also serve as treasurer of the Tennessee Urban Education Associations Council.

As an active Association member, I have been able to attend several TEA and NEA RAs, and numerous TEA, NCUEA and NEA education programs and professional development activities. I have been trained for the Member Benefit and Teacher Leader Organizer cadres, selected to attend an NEA Organizing Communications training and appointed to the TEA Communications Committee. I also regularly attend TEA professional development activities such as Organizing Summit, Leadership Academy, Spring Symposium and Minority Affairs Conference. I have attended NEA’s Leadership Academy twice.

I feel my experience with, exposure to and training in the work of the Association on local, state and national levels qualifies me to represent district members on the board.

West TN Administrator (three-year term)
Heather Heard-Davis, United EA – I have been a public school educator with Shelby County Schools for over 22 years. I taught Kindergarten for 8 years, an Assistant Principal for 10 years and I am currently a K-2 Advisor. I have been a member of MEA, M-SCEA and now UEAA. I was the Association Representative for 7 years, I served on the Bargaining Team on 3 different occasions and I was an East Area Board of Director for MEA (3 terms). In April of 2018, I was elected as the UEA Board of Directors for Administrators. My actions, strong dedication and impeccable work ethics have paved the way for me to be a voice for all educators.

Representing West Tennessee on the TEA Board will allow me to unleash my passion and tackle the issues that go hand in hand with the ever-evolving cycle of education. I want to be a part of empowering, supporting, and elevating our educators. I am ready to be involved and I am committed and dedicated to the challenges that we are presently facing. If I am afforded the opportunity to represent Administrators on the TEA Board of Directors for West Tennessee, I promise to continue the work that has already started, support the mission and vision of the Board, and be the strong voice that represents all of the West Tennessee Administrators. TEA: Member for over 20 years, Board of Directors West Tennessee Administrator – 2018, Minority Affairs Conference ~ 2018/2019; Spring Symposium – 2019; NEA: Education Summer – Baton Rouge ~ 2017, Pre-UniServ Institute – 2018; Representative Assembly ~ 2003/2004/2005/2008/2009/2018

West TN Black Classroom Teacher (three-year term)

ESP (three-year term)
Joe Sumter, Knox Co. EA – Joe Sumter is a steadfast advocate for public education. Beginning his career as the Library Assistant at Fulton High School, in Knoxville,
The TEA Board recommends that the Representative Assembly amend the following articles by deleting the words indicated by a strike-through and adding the words indicated by underlined type.

According to Bylaws Article XVI, “Any portion of these bylaws may be amended at the annual meeting of the Representative Assembly by a majority vote of the delegate present and voting that proposed that the amendment has been submitted in writing to the executive director of the Association by an affiliated local association by a petition signed by 100 active members, or by the Board of Directors of the Association not later than sixty days prior to the date set for the convening of the Representative Assembly. An amendment shall become effective on July 1 following its adoption unless the amendment includes a different specified beginning date. An amendment adopted by the Representative Assembly shall not become effective prior to the date following adjournment of the Assembly.”

CONSTITUTION AMENDMENT #1/BYLAWS AMENDMENT #1

CONSTITUTION ARTICLE VII—BOARD OF DIRECTORS

SECTION 1 Board of Directors, The Board of Directors shall be the executive body of the Association. It shall consist of: the president; the vice president; fifteen TEA classroom teacher district board members; three administrators elected at-large; three Black classroom teacher members elected at-large; one new teacher member elected at-large; a higher education classroom teacher member elected at-large; a state special education classroom teacher member elected at-large; one school teacher member elected at-large; the president of STEA; and the state NEA directors elected at-large; the president of the Johnson City EA; Karen Anderson, an active education support member elected at-large; and the president of STEA, Karen Anderson, a higher education classroom teacher member elected at-large; three administrators district board members; three administrators elected at-large; one new teacher member elected at-large; three Black classroom teacher members elected at-large; one new teacher member elected at-large; and the president of the Johnson City EA.

SECTION 2 Terms of Office: The term of office for a Board member shall be for the period of time that they serve on the NEA Board of Directors. The term of office for the president of the Board of Directors shall be for the period of time that he/she serves as President. Board members shall assume office the first day of July following their election and shall hold office until their successors shall have qualified. Members shall be elected on staggered rotating terms.

SECTION 3 Vacancies: The Board of Directors shall fill any vacancy due to death, resignation, or change in employment within a member is no longer a full-time employee in a public, private, or parochial institution in the state in the category, they were elected to represent. Any appointee shall hold office until the Representative Assembly elects a successor to take office on the first day of July for the remainder of the unexpired term. Any member whose employment changes from the geographic area in which elected to serve or any classroom teacher member whose duties are no longer those of a classroom teacher shall continue to serve on the Board until a successor is elected by the Representative Assembly to take office on the first day of July following the election. Any member who misses three meetings in any year without such absences being approved by the Board as justifiable absences shall be declared as having resigned and shall be replaced. Any member of the Board who is elected to another office that would place said member on the Board shall relinquish the original position upon assuming the duties of the second position, and the original position shall be considered vacant. The Board member may return to the original position July 1 for the remainder of the term if said member does not seek election to the position assumed. If the Board member seeks election to the position assumed, the Representative Assembly shall conduct an election to fill the vacancy in the original position.

BYLAWS ARTICLE VII—BOARD OF DIRECTORS

SECTION 1 Terms of Office: The regular term of office of a Board member shall be for the period of time that he/she serves as STEA president. Board members shall assume office the first day of July following their election and shall hold office until their successors shall have qualified. Members shall be elected on staggered rotating terms.

SECTION 2 Vacancies: The Board of Directors shall fill any vacancy due to death, resignation, or change in employment wherein a member is no longer a full-time employee in a public, private, or parochial institution in the state in the category they were elected to represent. Any appointee shall hold office until the Representative Assembly elects a successor to take office on the first day of July for the remainder of the unexpired term. Any member whose employment changes from the geographic area in which elected to serve or any classroom teacher member whose duties are no longer those of a classroom teacher shall continue to serve on the Board until a successor is elected by the Representative Assembly to take office on the first day of July following the election. Any member who misses three meetings in any year without such absences being approved by the Board as justifiable absences shall be declared as having resigned and shall be replaced. Any member of the Board who is elected to another office that would place said member on the Board shall relinquish the original position upon assuming the duties of the second position, and the original position shall be considered vacant. The Board member may return to the original position July 1 for the remainder of the term if said member does not seek election to the position assumed. If the Board member seeks election to the position assumed, the Representative Assembly shall conduct an election to fill the vacancy in the original position.

Proposed changes to Constitution, Bylaws and Standing Rules

Caucuses, working with other professionals to advocate for racial and social stability, educational opportunities, and quality of life. Karen co-chairs the TEA Recruitment Efforts Committee. As a member of the EB, she has been a voice and leader for her representative assemblies since 2008. She has been a very active member of CMCC-PACE as well as the C-MCCA Legislative committee for 14 years. My experience in politics with regards to education is extensive. I prioritize building relationships with influencers and stakeholders. This past legislative season I worked closely with Jason Hodges to get him elected as a representative and locally campaigned for Joe Pitts, who is now the Clarksville mayor. I am an Executive Board member in the capacity of president but for 13 years I served as treasurer. As a long standing member of the EB it has been important that I possess a skill set that allows for adaptation, guidance, active listening, and one that embraces the new and focuses on what is best for the local. I serve the local as the Communication committee chair. I am responsible for ensuring our Building Reps and members are always apprised of pertinent information from the Association. Each week an electronic newsletter, which contains information about upcoming local, state, and national events as well as updates from the legislative front is sent out to all. I am asking for your vote on May 18th for District 10 FCPE representative. Thank you in advance for your support.

The following positions did not have any nominations submitted prior to the publication deadline:
(Nominations may be made from the TEA RA floor.)
District Two (2-yr unexpired term); Districts Four, Seven, Fourteen (3-yr terms)
East TN TCRS (3-yr terms)
East TN Insurance (3-yr term); Middle TN Insurance (2-yr unexpired term)
District Two TEA-FCPE (2-yr unexpired term); District Three TEA-FCPE (1-yr unexpired terms); Districts Four, Six, Seven, Eight, Eleven, Fourteen, Fifteen TEA-FCPE (3-yr terms)

Board and TEA-FCPE positions

Proposed changes cont. page 7

District 10 FCPE (three-year term)

Constance Brown, Clarksville-Montgomery EA – For the past 3 years, I have served this district as the Fund of Children of Public Education representative. Today, I am asking for you to allow me to continue to be a strong voice for you for 3 more years. I have been a very active member of CMCC-PACE as well as the C-MCCA Legislative committee for 14 years. My experience in politics with regards to education is extensive. I prioritize building relationships with influencers and stakeholders. This past legislative season I worked closely with Jason Hodges to get him elected as a representative and locally campaigned for Joe Pitts, who is now the Clarksville mayor. I am an Executive Board member in the capacity of president but for 13 years I served as treasurer. As a long standing member of the EB it has been important that I possess a skill set that allows for adaptation, guidance, active listening, and one that embraces the new and focuses on what is best for the local. I serve the local as the Communication committee chair. I am responsible for ensuring our Building Reps and members are always apprised of pertinent information from the Association. Each week an electronic newsletter, which contains information about upcoming local, state, and national events as well as updates from the legislative front is sent out to all. I am asking for your vote on May 18th for District 10 FCPE representative. Thank you in advance for your support.

The following positions did not have any nominations submitted prior to the publication deadline:
(Nominations may be made from the TEA RA floor.)
District Two (2-yr unexpired term); Districts Four, Seven, Fourteen (3-yr terms)
East TN TCRS (3-yr terms)
East TN Insurance (3-yr term); Middle TN Insurance (2-yr unexpired term)
District Two TEA-FCPE (2-yr unexpired term); District Three TEA-FCPE (1-yr unexpired terms); Districts Four, Six, Seven, Eight, Eleven, Fourteen, Fifteen TEA-FCPE (3-yr terms)
Proposed budget

INSTRUCTIONAL ADVOCACY
The Instructional Advocacy Core Function focuses on Goal I (recruitment, retention, engagement); (culture of organizing), and Goal V (leadership in professional and instructional advocacy).

13. Instruction and Professional Development
A. Instructional Advocacy
   1. Miraizzling Readers Program— Funds for a media campaign to promote public education
   2. Professional Learning Communities — Felling for teachers to develop collaborative communities of learners
   3. Policy Success — Advocating for policies that support the state legislature, school districts and other school stakeholders
   4. Legislative Advocacy — Working with elected officials to support the state’s education agenda
   5. Legislative & Finance — Legislative & finance committees, committees, and representative bodies
   6. Legislative & Finance — Legislative & finance committees, committees, and representative bodies
   7. Legislative & Finance — Legislative & finance committees, committees, and representative bodies
   8. Legislative & Finance — Legislative & finance committees, committees, and representative bodies

14. Student Programs
A. Student TEEA
   1. Funding for advocacy training, allowable expenses to TEEA and TEEA-recognized entities; STEA-related education, STEA-related community events, STEA-related student and special projects
   2. Future Teachers of America
   3. Tele-Tech and Youthtv centers and career days and camps, a summer advising and briefing for TEEA affiliates, and special projects

B. Future Teachers of America
   1. Tennessee Student Chapters and Special Projects
   2. Summer Advisory and Briefing

POLITICAL ADVOCACY
The Political Advocacy Core Function focuses on Goal II (culture of organizing), Goal III (revised communications) and Goal IV (building partnerships and coalitions).

16. Government Relations
A. Tennessee Education Association
   1. Political Action Committee — Funds for a media campaign to promote public education
   2. Policy Success — Advocating for policies that support the state legislature, school districts and other school stakeholders
   3. Legislative Advocacy — Working with elected officials to support the state’s education agenda
   4. Legislative & Finance — Legislative & finance committees, committees, and representative bodies
   5. Legislative & Finance — Legislative & finance committees, committees, and representative bodies
   6. Legislative & Finance — Legislative & finance committees, committees, and representative bodies
   7. Legislative & Finance — Legislative & finance committees, committees, and representative bodies

17. Public Relations
A. The Advocate and The Advocate Online are active in developing and disseminating information about the Association’s programs and activities.
B. Social Media
   1. Facebook
   2. Twitter
   3. YouTube

18. Auditing and Tax Reporting
A. The Association is audited and files annual reports with the appropriate tax authorities.
B. The Association is licensed to practice as an accounting firm.
C. The Association is a member of the American Institute of Certified Public Accountants.

19. Liability Insurance

20. Travel
A. Prepaid travel and entertainment expenses
B. Travel reimbursements

21. Computer Operations
A. Computer equipment
B. Computer software
C. Computer supplies
D. Computer services
E. Computer-related expenses

TEA RA delegates invited to virtual budget hearing April 23, questions due Friday, April 1, 2022

New this year for TEA RA delegates is the opportunity to participate in a digital budget hearing. The format will allow all delegates a convenient way to fully review the proposed budget and ask questions, without having to worry about arriving early on the Friday of the TEA RA.

The TEA Board made the decision to switch to an online format for the budget hearing to make it as accessible as possible to all delegates, said TEA President Beth Brown. “We know that most delegates travel to the RA after the school demands. This format will ease the added stress of trying to get to the road earlier for those further from Middle Tennessee.”

The virtual budget hearing will be stream live on Tuesday, April 25, from 6 to 7 p.m. Central. Delegates will be emailed an invitation to the hearing with instructions on how to access the meeting and how to submit questions in advance.

Delegates are encouraged to review the budget and submit any questions prior to the hearing, by emailing TEAdelegates@tnea.org by Friday, April 1. Please indicate the budget line item number when submitting questions. Questions will be accepted during the hearing as well, but priority will be given to those submitted in advance.
Proposed changes from page 5

BYLAW AMENDMENT #5
BYLAW X, SECTION 1, G
The fifteen TEA classroom teacher district board members shall be elected by the delegates from the respective districts as defined below:

District 1: The first TEA board district shall include all local associations within the counties of Carter, Greene, Hawkins, Johnson, Sullivan, Unicoi, and Washington.

District 2: The second TEA board district shall include all local associations within the counties of Claiborne, Blount, Cocke, Grainger, Greene, Hamblen, Jefferson, Monroe, and Sevier.

District 3: The third TEA board district shall include all local associations within the counties of Anderson, Campbell, Clay, Grainger, Cumberland, Loudon, Hancock, McMinn, Morgan, Rhea-Dayton, Roane, Scott, and Unicoi.

District 4: The fourth TEA board district shall include all local associations within the counties of Blount, Bradley, McMinn, Monroe, and Polk.

District 5: The fifth TEA board district shall include all local associations within the counties of Bledsoe, Hamilton, Cannon, and Sequatchie.

District 6: The sixth TEA board district shall include all local associations within the counties of Clay, Coffee, Delk, Fentress, Grundy, Marion, Meigs, Overton, Putnam, Polk, Van Buren, Warren, and White.

District 7: The seventh TEA board district shall include all local associations within the counties of Cannon, Clay, Coffee, Delk, Fentress, Grundy, Franklin, Grundy, Jackson, Macon, Overton, Picket, Putnam, Smith, Trousdale, Van Buren, Warren, and White.

District 8: The eighth TEA board district shall include all local associations within the counties of Cheatham, Dickson, Robertson, Sumner, and Wilson.

District 9: The ninth TEA board district shall include all local associations within the county of Davidson.

District 10: The tenth TEA board district shall include all local associations within the counties of Benton, Decatur, Henry, Humphreys, Montgomery, Perry, and Stewart.

District 11: The eleventh TEA board district shall include all local associations within the counties of Benton, Decatur, Henry, Humphreys, Montgomery, Perry, and Stewart.

District 12: The twelfth TEA board district shall include all local associations within the counties of Benton, Decatur, Henry, Humphreys, Montgomery, Perry, and Stewart.

District 13: The thirteenth TEA board district shall include all local associations within the counties of Cheatham, Hardeman, Hardin, Hawkins, Henderson, Lawrence, Madison, McNairy, Perry, Stewart, and Wayne.

District 14: The fourteenth and fifteenth TEA board district shall include all local associations within the counties of Carroll, Crockett, Dyer, Gibson, Lake, Lauderdale, Obion, Shelby (municipal), exclusive of the affiliated local education association representing the members in the Shelby County School System, and Weakley, be the affiliated local education association representing the members in the Shelby County School System.

District 15: The eighth TEA board district shall include all local associations within the counties of Fayette, Shelby (excluding the Shelby Co. municipalities), and Tipton.

Impact/Rationale: This amendment reapportions board districts in a more equitable manner.

BYLAW AMENDMENT #6
BYLAW X, SECTION 1, J
The TEA district boundaries shall continue through June 30, 2026.

BYLAW AMENDMENT #7
BYLAW X, SECTION 3, Additional nominations for state-wide positions and board nominations for affiliated local associations from the floor of the Representative Assembly at the session designated for nominations provided each nomination is accompanied by a written certification from the president and secretary of the affiliated local association making the nomination. Additional nominations of candidate for district board positions shall be made by affiliated local associations in meetings of the delegates from the respective districts provided each nomination is accompanied by a written certification from the president and secretary of the affiliated local association making the nomination.

Impact/Rationale: This amendment clarifies the nomination process at the Representative Assembly.

STANDING RULE AMENDMENT #1
Standing Rule 6.3 - Any proposed resolution that is not a part of the Resolution Committee report shall be submitted in writing by a delegate to the president or the executive director prior to the close of adjournment of the evening of the first day of the Assembly and must be read to the delegates before adjournment of that session, by the original delegate, in the approved agenda and made available in writing to delegates prior to action by the Assembly.

Impact/Rationale: This amendment removes the reference to an evening session of the Representative Assembly in case the decision is made in the future not to start on a Friday evening and removes the requirement to read all resolutions that are not part of the Resolutions Committee report. The reading of resolutions Friday evening was important before the advent of modern technology, which makes it easier to distribute printed material. Under this amendment, the deadline for submitting resolutions must be designated in the agenda and all resolutions must be distributed in printed form to delegates prior to consideration.

STANDING RULE AMENDMENT #2
Standing Rule 6.4 - Any resolutions proposed after the adjournment of the evening of the first day of the Assembly established deadline shall require a two-thirds vote of the voting delegates present and voting to be considered.

Impact/Rationale: This amendment removes the
As an eligible NEA member, you’ve got the protection of NEA Complimentary Life Insurance, issued by The Prudential Insurance Company of America—but you should name a beneficiary to make sure your loved ones are covered. Go to neamb.com/free-tote and register your beneficiary to get this FREE tote. Or call 1-855-NEA-LIFE (632-5433) and mention offer code: TOTE	

Coverage you can depend on for the ones you love.

Visit neamb.com/protect to learn about all the solutions available to help meet your insurance needs.

---

Proposal changes from page 7

reference to an evening session and clarifies that two-thirds of voting delegates present and voting can approve a resolution submitted after the deadline as opposed to two-thirds of voting delegates who have been seated.

STANDING RULE AMENDMENT #3

Standing Rule 7.3 - New business items shall be prepared on a form available from the executive director and shall be given to the president or the executive director prior to the close of the session on the first day of the Representative Assembly and shall be read to the delegates before adjournment of that session. The deadline designated in the approved agenda and made available in writing to delegates prior to action by the Assembly. Additional items of new business shall require a two-thirds (2/3) vote of the voting delegates present and voting to be considered.

Impact/Rationale: This amendment removes the reference to an evening session, clarifies that two-thirds of voting delegates present and voting can approve a new business item submitted after the deadline as opposed to two-thirds of seated delegates, and requires that all NBIs submitted by the deadline must be distributed in printed form to delegates prior to consideration.

STANDING RULE AMENDMENT #4

Standing Rule 9 - 1. Candidates for any election established by the TEA Constitution may have their photographs, biographical statements, and platform materials published in the Representative Assembly Program of the TEA publication provided such candidates have been officially nominated and have provided pictures (preferably black and white), biographical and/or platform material to the executive director at least sixty (60) days prior to the date set for the convening of the Representative Assembly.

Impact/Rationale: This amendment removes language that is not appropriately placed in the Standing Rules of the TEA Representative Assembly since it deals with activity occurring before the start of the Assembly. The language duplicates the 3700 Series of TEAs Board Policies and TEA Bylaw X.

STANDING RULE AMENDMENT #5

Standing Rule 11 - A public disclosure of campaign expenditures in accordance with Board policies shall be made at the Assembly prior to the adjournment of the session at which nominations are made. Reporting forms shall be given to candidates in advance of the Representative Assembly. Maximum campaign expenditures for TEA offices shall be:

- President: $3,000
- Vice President: $2,500
- Other statewide officers: $1,500
- District officers: $750

Impact/Rationale: This amendment replaces "the
candidates receiving the first and second highest" with the exact phrase found in Bylaw X (5).

STANDING RULE AMENDMENT #6

Standing Rule 12.4, Paragraph 2 - Nomination acceptance speeches for other positions on the Board of Directors filled by statewide vote of the Assembly/NEA Directors, and members of the Tennessee Consolidated Retirement System Board of Trustees and Local Education Insurances Committee shall be limited to three (3) minutes.

Impact/Rationale: This amendment corrects dated titles by simplifying the language in Standing Rule 12.4.

STANDING RULE AMENDMENT #7

Standing Rule 14.5 - NEA directors shall be elected in a secret ballot election by a majority of those voting. If a majority vote is not achieved, a runoff election shall be held between the candidates receiving the first and second highest number of votes.

Impact/Rationale: This amendment replaces "the candidates receiving the first and second highest" with the exact phrase found in Bylaw X (5).