

KCEA CONTACT INFORMATION

Knox County Education Association

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WEBSITE <http://www.teateachers.org> (Click on
the Local Affiliations link at the bottom
of the page to find Knox County)

FACEBOOK www.facebook.com/TNKCEA

TWITTER @kceaintouch

KCEA OFFICE HOURS

During School Term 8:30 AM to 5:00 PM

Summer 9:00 AM to 1:00 PM

Inclement Weather KCS District's schedule

Holidays KCS District's schedule

STAFF

UniServ Director: Duran Williams

KCEA Executive Assistant: Abbie Hoover

The KCEA Mission

To promote quality education in Knox County, the Knox County Education Association will provide a support system that guarantees the opportunity for professional growth, secures and improves benefits, and protects the rights of educators in Knox County.

Where we've been as part of TEA...

- Participated in Civication in Nashville to educate our legislators about the harm of charter Schools and vouchers to public education
- Lobbied to defeat voucher bills in the House
- Filed lawsuits on behalf of members in regard to TVASS data and APEX compensation
- Kept the House from passing a bill that would have taken our ability to use payroll deduction for dues
- Lobbied to defeat a house bill banning teachers from serving in their county government
- Addition of 2 bereavement days for teachers
- Obtained a Memorandum of Understanding with Knox County Schools
- Due to language in the MOU, helped secure a 2% raise for Knox County teachers
- Fought to make sure tenured teachers who were casualties of reductions in force were placed before the first day of school
- Lobbied legislators to pass a bill to protect planning time

Where we are going...

- Continue to lobby school board, county commission, and state legislature to increase funding for public schools and demand that those funds be appropriately used to help our student
- Provide quality professional development.
- Continue to lobby for and negotiate for salary and benefits.
- Defend public school educators and the right for every student to attend a great public school.
- Work on improving the MOU to limit hours of required duties outside of contract time
- Help to strengthen the Board policy to protect rights of non-renewed teachers and tenured teachers who are part of reductions in force
- Become more involved in community outreach events that aid our students and teachers
- Seek to limit the Broad Academy influence on our school system
- Engage our members so that they become advocates for themselves

Constitution and Bylaws

Requirement for Association Representatives

Article VI

ARTICLE VI – ASSOCIATION REPRESENTATIVES

SECTION 1. In each building in the Knox County School System, members in good standing of the Association shall elect through open nominations and secret ballot Association Representatives and alternates to the Representative Assembly based on the following membership totals:

1-25 members	1AR	1 alternate
26-50 members	2ARs	2 alternates
51-75 members	3ARs	3 alternates
76-100 members	4ARs	4 alternates
101-or more members	5ARs	5 alternates

If at any time during the ensuing year, the Association membership in any faculty changes so as to qualify the school for additional representatives or fewer representatives, the school should adjust accordingly and notify the Executive Board of such changes. There shall be at least one representative from each faculty.

SECTION 2. For purposes of representation, each school shall be considered a faculty. The central administrative personnel shall be considered a faculty.

SECTION 3. Any member is eligible to serve as an elected Association Representative or an alternate.

SECTION 4. During the month of May, each school shall elect by secret ballot the number of Association Representatives and alternates to which it is entitled. Nominations for these positions shall be open. Results of the election should be returned to the KCEA office within fourteen (14) days after the election process has been observed. Representatives shall assume their duties on the same date as the newly elected officers. Should a vacancy occur in the position of representative during the year, the alternate having received the highest number of votes shall automatically assume that representative's position and a new alternate shall be elected. Any representative or alternate shall be eligible for re-election. The total composition of the Representative Assembly shall reflect a proportional representation of ethnic minorities and administrators, as there are professional members in the Association. If this representation is not reflected after the normal election process, additional representatives shall be nominated and elected at large to fulfill this requirement. No school shall have more than one at-large representative.

Advising Members

As the Association Representative in your building, members who are concerned about a possible incident and how the administration may deal with the situation will approach you. The member may fear possible disciplinary action by the administration and will come to you for advice and support.

TWO GOLDEN RULES:

HONOR MEMBER CONCERNS

As their representative, we always honor any member's concern, real or imagined. We don't limit our support to member concerns that we share or consider important, nor do we limit our support to grievances. At a minimum, any member deserves our time and a supportive ear, our best advice and our respect for their point of view.

Often times a member merely needs a friendly face that is willing to listen. They are looking for solutions or remedies for their concern, they simply need to vent. Other times they will touch upon an issue that is shared by other members in the building that can benefit from collective consideration and action. In either case, a non-grievance can sometimes be just as important to the members of your building as a violation of their employment might be. Never dismiss a member's concern as unimportant.

DO NOT JUDGE - ADVOCATE

From time to time a member may make a mistake, exercise poor judgment, or do something that you, as a professional, cannot condone. At such times it may be difficult to maintain your perspective. It is at such times that you must refrain from judging the member. As their representative, our job is to make sure that the member feels supported and that the Association is safeguarding their rights as an employee. If we deny the guilty member their due process rights and representation, we send the wrong signal to the administration, that we are selective in our representation. How can we guarantee the rights of the wrongly accused of an offense if we become selective in our representation efforts? A member being accused of an offense must feel that the Association is there to advocate for their fair treatment and to prevent the abuse of the disciplinary process.

THANK YOU!

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Thank you for being a “VITAL LINK” between the officers and the staff of the Knox County Education Association and members. The stronger that link, the closer our members will feel to their organization. They will feel informed and valued as an important part of the activities and programs offered by KCEA. In short, they will feel they are KCEA.

KCEA recognizes just how important your job as an Association Representative is to our success. We could not possibly fully recognize your value to the organization, nor could we possibly pay for your contributions to its success. However, we are pleased to offer the Association Representative Incentive Program.

Association Representative Incentive Program (ARIP)

You can have the opportunity to earn a rebate equal to more than half of your local dues when you participate and commit to attending Association meetings, activities, and /or special events. Below is a menu of activities, meetings and or/or special events that building representatives are encouraged to engage in. Each activity below has an incentive value, and when you attend each event in its entirety, you will be rewarded.

<u>ACTIVITY</u>	<u>MAX. INCENTIVE POSSIBLE PER ACTIVITY</u>
1. Attend Representative Assemblies (Sept.-Apr.)	\$10.00 each
2. Attend AR Training	\$10.00 each
3. Attend a School Board Meeting	25 points*
4. Bring a friend to a School Board meeting	10 points*
5. Recruit a new member (July-Nov.)	\$25.00 each
6. Attend membership activities	free meal or snack
7. Organize an event	free meal or mileage
8. Assist in the KCEA Office	free snack

*The representative earning the most points will receive a gift at the May RA.

KNOX COUNTY SCHOOL BOARD MEMBERS



1st District

Gloria Deathridge (865) 329-9949
gloria.deathridge@knoxschools.org

Schools: Austin-East, Beaumont, Chilhowee, Fair Garden, Ft. Sanders, Green Magnet, Holston, L&N STEM Academy, Lonsdale, Maynard, Sam E. Hill, Sarah Moore Greene, Spring Hill, Vine, West View



6th Distirct

Terry Hill (865) 254-5884
terry.hill@knoxschools.org

Schools: Amherst, Ball Camp, Byington-Solway Technology Center, Hardin Valley Elem., Hardin Valley Academy, Karns Elem., Karns High, Karns Middle, Northwest Middle, Norwood, Pleasant Ridge Elementary



2nd District

Tracie Sanger (865) 405-4449
tracie.sanger@knoxschools.org

Schools: Adult High, Belle Morris, Central, Christenberry, Fountain City, Fulton, Gresham, Inskip, Kelley Volunteer Academy, Richard Yoakley, Shannondale, Sterchi, Whittle Springs



7th Distirct

Patti Bounds (865) 406-8623
patti.bounds@knoxschools.org

Schools: Adrian Burnett, Brickey-McCloud, Copper Ridge, Halls Elem., Halls High, Halls Middle, North Knox Vocational Center, Powell Elementary, Powell High, Powell Middle



3rd District

Doug Harris (865) 498-3166
doug.harris@knoxschools.org

Schools: Bearden High, Bearden Middle, Cedar Bluff Elementary, Cedar Bluff Middle, Ridgedale School, West Haven Elementary



8th Distirct

Mike McMillan (865) 933-0300
mmcmillan.kcboard@gmail.com

Schools: Carter Elementary, Carter High, Carter Middle, Corryton Elementary, East Knox County Elementary, Gibbs Elementary, Gibbs High, Ritta Elementary, Sunnyview Primary



4th Distirct

Lynne Fugate 566-7414
lynne.fugate@knoxschools.org

Schools: Bearden Elem., Knoxville Adaptive Education Center, Northshore Elementary, Pond Gap, Rocky Hill, Sequoyah, West High, West Hills



9th Distirct

Amber Roundtree (865) 712-6005
amber.roundtree@knoxschools.org

Schools: Bonny Kate Elementary, Dogwood Elementary, Gap Creek Elementary, Mooreland Heights Elementary, Mount Olive Elementary, New Hopewell Elementary, South-Doyle High, South-Doyle Middle, South Knoxville Elementary



5th Distirct

Karen Carson 865-675-0236
karen.carson@knoxschools.org

Schools: A.L. Lotts Elementary, Blue Grass Elementary, Farragut High, Farragut Intermediate, Farragut Middle, Farragut Primary, West Valley Middle