

MEA Action Line



Memphis
Education
Association

126 Flicker Street • Memphis, TN 38104

Volume XXX, No. 9, March 2009

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IMPORTANT DATES

- Mar 2**
MEA Reading Rally, 4:00-5:00pm
- Mar 3**
MEA Board of Directors, 4:00pm
- Mar 10**
Representative Assembly, 3:15pm
- Mar 16-20**
MCS Spring Break

UPCOMING EVENTS

- Apr 2**
NTD Tickets on Sale, 4:00pm
- Apr 7**
MEA Board of Directors, 4:00pm
- Apr 10**
Good Friday - MEA Closed
- Apr 14**
Representative Assembly, 3:15pm
- Apr 20-24**
TCAP Testing
- May 5**
National Teacher Day Banquet

MCS/MEA Wins Lawsuit Against City Council

As most everyone is aware, the Memphis City Council cut fifty seven million dollars from Memphis City School's this school year. The Board of Education responded with a lawsuit filed against the City Council over their lack of funding of the school system. The Memphis Education Association joined in on the lawsuit in support of the Board.

After many hours of testimony beginning last summer, Judge Kenneth Armstrong ruled on February 17 that the City Council could not cut funds to Memphis City Schools. MEA President, Stephanie Fitzgerald says the decision is certainly a "win" for the students and employees of MCS.

MCS Superintendent Dr. Kriner Cash and School Board President Tomeka Hart stated, "We applaud the Court's decision. The decision affirms the district's position that all local governments are responsible for funding the Memphis City

See Court Decision, pg. 4

New Legislative Majority Attacks Teachers

We have long tried to convince you that being a part of the political process is important. With the new majority in the Tennessee House and Senate, we can give you a clearer picture of what we mean.

HB0811 was introduced by Rep. Stacey Campfield (R) to eliminate teacher tenure for anyone hired after July 1, 2009, and to require that teachers be placed on two-year contracts with performance reviews during that time.

HB1171 was introduced by Rep. Bill Dunn (R) to extend the three year probationary period (as if that is not enough) to four years and prohibit the rehiring of probationary teachers with low teacher effect scores.

See Legislative, pg. 4

National Teacher Day Banquet Tuesday, May 5



**Tickets Go On Sale
April 2, 2009!**

\$35.00ea

**Keynote Speaker:
Dr. Benjamin L. Hooks**

**School of the Year nomination forms now available.
Deadline is April 6, 2009**



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- Mildred Lee Taylor
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- Patty Hester
West Area Director
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- Dr. Charles Green
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- Charles New
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- Sarah Kennedy-Harper
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Classroom Teacher
- Patty Hester
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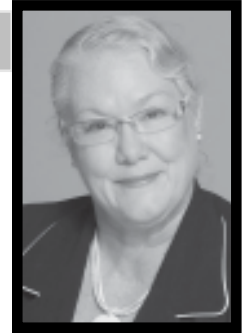
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A Message from the President

Dear Coworkers,

I am writing this on Presidents' Day. I hope you are having some good in-service activities, and will have some meaningful parent conferences. That makes me think about the relationships we have with others who are not educators. Abraham Lincoln was born 200 years ago this month, and today's Commercial Appeal said that currently he is rated as the nation's best president. We have come a long way since "Honest Abe" was in the White House, and we need to move a little farther. In order for us to have a more perfect union, a more perfect education must be available to every child.



Stephanie Fitzgerald

Think about it. Not only does public education get blamed for everything (see the CA article that claims we took away recess), it is the first funding to get cut. Education funding was sliced in the current Economic Stimulus Act. NEA research has shown that almost no investment has a greater financial return than public education. Now, it must be our job to help the rest of the country to understand that.

No matter whether our children are in public schools or not, or whether we even have any children, we all benefit when we live in a county where there is a quality public education available to each and every child. I feel that it is the responsibility of every tax paying adult to support that concept. After all, today's children are our future teachers, doctors, lawyers, police and fire personnel, and caregivers. We all have an interest in seeing that those who will be in the workforce when we are all retired are well educated – and that means in terms of character and compassion as well as in knowledge.

So what can we do to ensure this? First, when we hear others defaming Memphis City Schools, we must correct them – politely, but firmly. We must ask them if they believe every child has the right to have a decent chance to thrive and prosper, based on his or her educational opportunities. Second, we must become more politically active. Each of us must tell those politicians how we feel about the unfairness of opportunities provided to the students of Memphis City and Shelby County Schools. Have you written a letter to the editor describing how hard you work, or what great kids you have? Have you encouraged your students' parents to write, or to go to a City Council or County Commission meeting? We need to stand up and speak for ourselves! Trust me, no one else is going to speak for us.

Third, some of us are going to have to really step up to the plate... That means being willing to write letters to the editor, appear at City Council and County Commission meetings, contact legislators, and do some "campaigning". You may have already heard that if MCS does not get some funding relief, some of us may lose our jobs. I don't want this to happen to anyone, and I'm sure you don't either. I know that this is asking you for some extra, hard (and not always pleasant) work, but there is always some kind of reward for doing what is right, and we all know that standing up for the children of Memphis and for ourselves is the right thing to do. I believe in the great work that you do, now I just need for you to tell some other people about it!

Thanks in advance for becoming more active,

Stephanie Fitzgerald

Stephanie Fitzgerald, MEA President



MEA Action Line is published by the Memphis Education Association

MEA - An affiliate of:
 Tennessee Education Association
 800-342-8367 www.teateachers.org
 National Education Association
 202-833-4000 www.nea.org

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Last month I attended a national meeting here in Memphis of TURN—the Teacher Union Reform Network. It is always interesting to meet with colleagues from across the country. One of the things that I came away with is that everyone, every school district and teacher is experiencing tough times. California seems to be having the worst time of all. One teacher from UTLA (United Teachers of Los Angeles) told us the district is facing a \$450 million shortfall this year with the possibility that 2,500 teachers are going to be laid off. Several teachers from California, even in small suburban districts, were saying much the same thing. They are facing layoffs, salary cuts, and reduced health insurance benefits or increased premiums. A teacher from Rhode Island told us that the governor has told teachers eligible to retire that they need to go on and retire because if they don't, retirement benefits will be drastically cut by next year.

My retirement is in a SEP IRA—not in a defined benefit like teachers. Anyone who has money invested in a 403(b) knows what I mean when I say that I have lost at least 30% of my money since September 2008.

When you go to the mall or just drive around, the number of businesses that have closed is alarming. And it seems that each day the local and national news reports more layoffs. If any of this has affected your family, I am truly sorry.

In Tennessee, the state is facing a \$900 million deficit, but it appears that the governor and legislature are trying to support K-12 education. Even with that, the state will be laying off up to 2,000 state employees, and the money sent to local education agencies will be reduced.

Locally, Superintendent Cash has let the City Council know that without new money the Memphis City Schools will have to close. It seems that our elected

leaders do not understand what it takes to run a large school district. The superintendent has told the City Council that MCS needs at least another 40 cents of the property tax assessment just to maintain what we now have, but the district needs 57 cents if he is to successfully implement new initiatives. MEA may need all of you to help. We may call on you to support the MCS budget. While we may disagree with certain aspects of the budget, the vast majority of it goes to the teachers, principals, assistant principals, supervisors, mental health professionals, and education support personnel that we represent. If the school system shuts down, it will be a calamity for everyone involved. Even if the system closes down for three months and those days are finally paid, the banks, credit unions, auto loan companies, and credit card companies all want to be paid. They will not care about the political situation. That is why we must show our support for Memphis City Schools.

Hopefully, the City Council, County Commission, and State Legislature will step up and do what is right, but at this point we don't know what is going to happen. So be ready if we ask you to contact your City Council representative, county commissioner, or state legislator. It may be time to put them on the hot seat and find out if they really support public education or just give lip service.

We will keep in touch.



Executive Director

GOT NEWS?



“I Can Do It”

**Classroom Management
for New Teachers**

You are invited to participate in “I Can Do It” classroom management workshop and receive six hours of professional development credit.

Session modules include:

- Dealing with Difficult Behavior
- Smoothly Flowing Classrooms
- Home & School Communication
- Hints, Transactions, Sponges and other great sessions to help you in your classroom.

WHEN:

Saturday, March 7

WHERE:

**126 Flicker Street
Memphis, TN**

*** MEA Auditorium ***

TIME:

8:00am - 3:30pm

HOW MUCH:

Cost: \$25

(covers lunch & all materials; TEA members will receive reimbursement of the cost for this workshop)

HOW:

Contact MEA

901-454-0966, ext. 11

or

email at tosmea@isdn.net

MEA Scholarship Applications Available!

Each Spring, the Memphis Education Association awards scholarships to members' children who plan to pursue a career in education and are enrolled in a Tennessee public college or university. Last year, we distributed over \$43,000 in scholarships to 70 students! This benefit has become a valuable resource to our members.

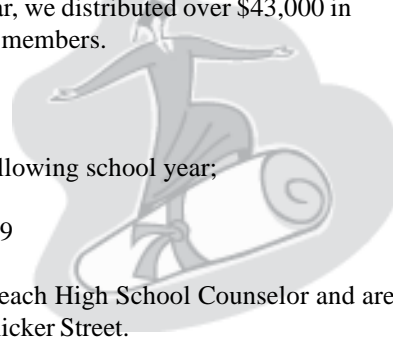
To be eligible for an MEA Scholarship, the applicant must:

- Be a dependent of an MEA member;
- Attend a public institution of higher learning in Tennessee during the following school year;
- Plan on becoming a teacher;
- Complete the application in full and return by the deadline of April 2, 2009

Scholarship applications have been sent to each Association Representative and each High School Counselor and are available. Scholarship applications will also be available at the MEA office, 126 Flicker Street.

Remember, ANYONE who has received an MEA Scholarship previously MUST reapply each year and it is the applicant's responsibility to obtain an application.

The MEA Scholarship application deadline is Thursday, April 2, 2009! For more information about MEA Scholarships and other important information, call 901-454-0966, ext. 50 or visit our web site at www.gomea.com!



Legislative from pg. 1

HB0816 was introduced by Rep. Campfield (R) to require that all disciplinary actions, criminal violations and civil actions pertaining to official capacity be posted on a website.

HB0785 was introduced by Rep. Dunn (R) and Sen. Delores Gresham (R) to allow local boards of education to refuse Professional Employment Organizations access to the school district's electronic mail system or website.

HB599/SB75 was introduced by Sen. Paul Stanley (R)/Brian Kelsey (R) - enacts the "Parental Choice Scholarship Act" a tuition tax credit scheme to allow public funds to support private/parochial schools.

HB854/SB536 was introduced by Rep. Mumpower (R)/Sen. Burchett (R) requires that the school year cannot begin before the third monday in August.

HB967 was introduced by Rep McCord (R)/Sen Overbey (R) vacates current class size requirements so they include district wide pupil/teacher ratios.

I am sure this is just the beginning. There will be an increasing number of attacks on Your Professional Organizations—your local Memphis Education Association and the Tennessee Education Association in Nashville.

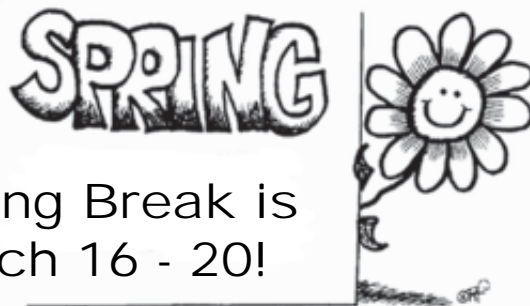
There is an obvious agenda in the state legislature. Legislators intend to attack teachers and the organizations that represent them. As you can see from just the proposed legislation summarized above, they want you to have few rights and be at-will employees whose employment is determined by how well your students score on tests. I hope it is now clear why you and your Association MUST be vigilant in monitoring activity in the legislature and taking action when necessary.

Court Decision, from pg. 1

Schools. We have made significant strides in our educational system this year and the Court's decision to restore the City's financial contribution to the district will help us continue improving our district."

Of course, instead of stepping up and acknowledging their responsibility to the children in the Memphis City Schools, the City Council immediately announced they were going to appeal the decision. This could lead to a long and drawn out legal battle over the funding of public education. Superintendent Cash says, "No one wins in such a circumstance. A delay in the implementation of the Court's decision would adversely impact school progress and operations in the next academic year."

MEA President Fitzgerald says that the Association will continue to fight for the funding of our school system. She would like to thank everyone who showed their support in this effort over the past eight months and says this is another example of how the Association works for the teachers and students in Memphis City Schools.



Spring Break is
March 16 - 20!



Schools NOT In Attendance

Administration
 American Way Mid.
 Balmoral-Ridgeway El.
 Bellevue Jr.
 Berclair El.
 Carnes El.
 Charjean El.
 Chickasaw Jr.
 Cordova Middle
 Corning El.
 Coro Lake El.
 Denver El.
 Double Tree El.
 Douglass EL.
 Downtown El.
 Drivers Ed.
 Egypt El.
 Fairley High
 Fairview Annex
 Frayser Middle
 Georgian Hills Mid.
 Grizzlies Acad.
 Guthrie El.
 Hickory Ridge El.
 Hollywood Success
 HP Mid Cllg. High
 Humes Alt.
 Idlewild Lrng. Ctr.
 Kansas CTC
 Kingsbury CTC
 Kingsbury El.
 Kingsbury Middle
 KIPP Academy
 Knight Road El.
 Lester El.
 Lincoln El.
 Macon Success
 Manassas High
 Messick CTC
 Middle Cllg. High
 Northside Alt.
 Oakhaven High
 Oakhaven Mid.
 Oakhaven Success
 Pupil Service Ctr.
 Pyramid Acad.
 Ral-Bartlett Mdws.
 Richland El.
 River City High
 Sheffield Alt.
 Sheffield CTC
 Sheffield El.
 Sheffield High
 Snowden
 Stafford High Acad.
 Vollentine El.
 White Station Mid.
 Whitehaven High

Schools In Attendance

A Maceo Walker
 AB Hill El.
 Airways Middle
 Alcy El.
 Alton El.
 Avon Lenox
 Bethel Grove El.
 Bond Bldg.
 Brewster El.
 Brookmeade El.
 Brownsville Rd.
 Bruce El.
 BT Washington
 Caldwell El.
 Carver High
 Central High
 Cherokee El.
 Coleman El.
 Colonial Hearing
 Colonial Middle
 Colonial Visual
 Cordova El.
 Cordova High
 Corry Middle
 Craigmont High
 Craigmont Middle
 Cromwell El.
 Crump El.
 Cummings El.
 Cypress Middle
 Delano El.
 Douglass High
 Dunbar El.
 East CTC
 East High
 Evans El.
 Fairley El.
 Fairview Middle
 Florida-Kansas
 Ford Road El.
 Fox Meadows El.
 Frayser El.
 Gardenview El.
 Geeter Middle
 Georgia Ave. El.
 Georgian Hills El.
 Germanshire El.
 Getwell El.
 Goodlett El.
 Gordon El.
 Graceland El.
 Grahamwood El.
 Grandview Hgts. El.
 Graves El.
 Hamilton El.
 Hamilton High
 Hamilton Mid.
 Hamilton Success
 Hanley El.
 Havenview Mid.
 Hawkins Mill El.
 Hickory Ridge Mid.
 Hillcrest High
 Holmes Rd. El.
 Humes Middle
 Ida B. Wells
 Idlewild El.
 Jackson El.
 Job Corps Acad.
 John P Freeman
 Kate Bond El.
 Keystone El.
 Kingsbury High
 Kirby High
 Kirby Middle
 Klondike El.
 Lakeview El.
 Lanier Middle
 LaRose El.
 Levi El.
 Lucie Campbell El.
 Magnolia El.
 Manor Lake El.
 Melrose High
 Mitchell High
 Newberry El.
 Norris El.
 Northside High
 Oak Forest El.
 Oakhaven El.
 Oakshire El.
 Orleans El.
 Overton High
 Peabody El.
 Raineshaven El.
 Raineswood RTC
 Ral-Egypt High
 Ral-Egypt Mid.
 Ridgeway High
 Ridgeway Mid.
 Riverview El.
 Riverview Mid.
 Robert R. Church
 Ross El.
 Rozelle El.
 Scenic Hills El.
 Sea Isle El.
 Shady Grove El.
 Shannon El.
 Sharpe El.
 Shelby Oaks El.
 Sherwood El.
 Sherwood Mid.
 Shrine
 South Park El.
 Southside Health
 Southside/
 Longview
 Southwest CTC
 Spring Hill El.
 Springdale El.
 TLA
 Treadwell El.
 Treadwell High
 Trezevant CTC
 Trezevant High
 Truancy Asmnt. Ctr.
 Vance Middle
 Wells Station El.
 Westhaven El.
 Westhaven Success
 Westside El.
 Westside Middle
 Westwood El.
 Westwood High
 White Station EL.
 White Station High
 White's Chapel El.
 Whitehaven El.
 Whitney El.
 Willow Oaks El.
 Winchester El.
 Winridge El.
 Wooddale High
 Wooddale Middle



Lillie Scott, Georgian Hills El., was given the MEA/American Fidelity Top Recruiter of the Month Award for her efforts in recruiting new members.



Know Your Contract: Transfer & Assignment

First Posting of Teacher Vacancies February 27-March 6, 2009!

All known vacancies in teaching positions for the 2009-2010 school year will be posted during the voluntary transfer period on February 27. A second posting will occur on or about May 15, 2009. The vacancies will be posted on the MCS website for 6 working days during each posting period. **Article 14, Section B, part 2 states:** "Principals will interview the five (5) most senior teachers who apply and who meet the posting criteria...Selection will be based on the teacher who most closely meets the certification and requirements of the position as stated on the posting. If all

factors are equal, system wide seniority shall control."

Part 4 states: "A teacher who receives a voluntary transfer shall not be eligible for another voluntary transfer for a period of three (3) years (except in the case of a change in Principal at the location). Probationary teachers shall only be eligible to apply for a voluntary transfer during their first school year of employment. Teachers employed with a permit shall not be eligible to apply for a voluntary transfer."

Probationary teachers (those in their first three years) cannot apply for a

voluntary transfer during their second year but can apply during their first, third and subsequent years. Teachers who have been surplused will be placed AFTER the posted positions have been filled. Therefore, a teacher who has been surplused should apply for a voluntary transfer in order to have more choices of locations.

Know Your Rights!

If you have any questions, please call MEA at 454-0966 and you will be connected to your assigned UniServ Director.

Join The List!

MEA's School of the Year!

Wouldn't your school like to be listed among the other distinguished schools for the MEA School of the Year Award?

Each year, MEA names three schools as a School of the Year Award winner. There will be one winner in the Elementary category and two winners selected from among the following: Middle/Jr. High School; High School; and Specialty School. If your school has been named School of the Year in the past five years, your school will not be eligible again until a five year period has passed.

School of the Year Award winners:

2008	Brookmeade EL/ Doubletree EL.	Carver High	Avon-Lenox
2007	Alton EL.	Ridgeway Middle	Ida B. Wells
2006	Manor Lake	American Way Mid.	Hillcrest High
2005	Stafford EL.	Cypress Jr.	Kirby High
2004	Fox Meadows EL.	Craigmont Mid.	Melrose High

Start preparing your School of the Year nominations now! The nominations forms for the 2009 School of the Year Awards are available through your Association Representative (AR), your principal, or from MEA. **The deadline for submitting the nomination form is Thursday, April 6, 2009.** The Awards will be presented at the **National Teacher Day Banquet on Tuesday, May 5, 2009** at the Memphis Marriott East.

Good luck, and if you have any questions please call MEA at 454-0966, ext. 11.

Pamper Me Day

It is a known fact that healthier employees work more efficiently and are more productive. Stress can take a toll on your mental and physical health and is vital to the overall wellness of an employee. Many of us deal with work, family and financial pressures everyday. Let MEA take some pressure off of you and come join us on May 7 for Pamper Me Day!

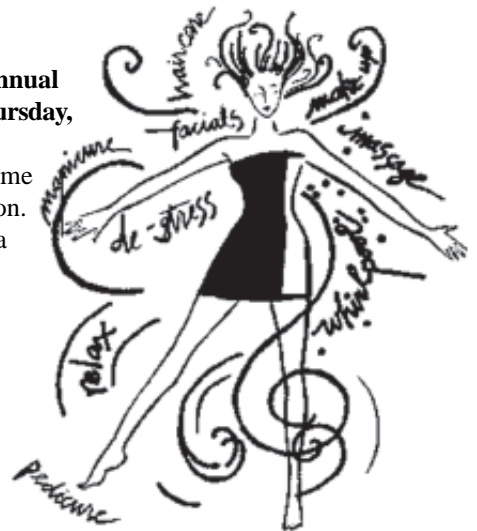
**Thursday, May 7
4:00-7:00pm
@ MEA Auditorium**

Light Refreshments will be served!

MEA will have its **4th Annual Pamper Me Day on Thursday, May 7th from 4:00pm – 7:00pm.** Join us for some pampering and relaxation. You will be able to get a manicure, pedicure, head/neck massage, facials, learn about spa products and so much more.

Mark your calendars and make plans to attend.

Please RSVP by Friday, May 1 to Letha Campbell, 454-0966, ext. 50.



MEA 2009 - Annual Election Nomination Form

NOMINEE'S LAST NAME: _____ (First Name) _____ (MI) _____

Last four digits of SS#: _____

Race/Ethnicity: _____

School: _____

School Mail Route Number: (Circle one) 1 2 3 4

Home Phone: _____ Other Phone: _____ E-mail address: _____

Open Positions: Please mark the appropriate box (Two-year term, unless indicated otherwise)

- Central Area Director (Black) North Area Director (Black) West Area Director (Black - 1yr.)
- West Area Director (White) East Area Director (White) Supervisor/Consultant Director (White)
- Education Support Professional Director (Black) Mental Health Professional Director (White)

Signature of Nominee: _____

Date: _____

(This form must be signed by nominee)

Note: Nomination form must be returned to MEA by 5:00 p.m., Friday, March 13, 2009. Candidates may submit background information (200 words or less) to be distributed to the MEA membership no later than 5:00 p.m., Friday, March 13, 2009. MEA will not edit articles.

2009 MEA Annual Election Rules

Nominations: 1. Nominations must be submitted in person no later than 5:00 p.m., Friday, March 13, 2009 by nominee/designee. The Nomination Form Register must be signed by nominee or designee at the time the nomination form is placed in the designated receptacle for nomination forms. 2. Nominees are required to meet all qualifications as specified in the MEA Bylaws. 3. Name of candidate, as provided on nomination form, shall appear as same on ballot.

Background Information: All candidates are requested to submit an article of no more than 200 words to the Election Committee for publication to the membership. This article must be delivered to the MEA office no later than 5:00 p.m., Friday, March 13, 2009.

Ballots: Annual election ballots will be mailed from MEA on Friday, April 3, 2009.

Balloting Process: 1. MEA Distribution Association Representative(s) (or designee) shall conduct all voting beginning Monday, April 6, 2009 through Tuesday, April 14, 2009. 2. The MEA Distribution Association Representative (or Designee) shall have each member initial the membership list when the ballot is distributed. 3. It shall be the responsibility of the MEA Distribution Association Representative (or Designee) to return all marked ballots and membership lists (in a sealed envelope) to MEA no later than 5:00 p.m., Tuesday, April 14, 2009. 4. Ballots shall be tallied by the Elections Committee beginning at 3:30p.m., Tuesday, April 14, 2009. Designated Representatives of candidates may observe this procedure.

Election Results: 1. The Chairperson shall report election results to the President (or Designee), who shall announce election results immediately. 2. In the event of an uncontested race, the MEA Representative Assembly may elect a candidate by acclamation. This rule applies to all elected positions.

Association Facilities and Staff: Association staff shall not be available for campaign assistance. Association guidelines for qualified candidates are as follows: 1. No campaign/political material will be sent through intra-school mail system or e-mail. 2. Two copies of all campaign materials will be filed with the Executive Director (one copy for MEA files; one copy for Memphis City Schools Labor Relations). 3. Each candidate is entitled, upon request, to a free set of mailing labels with school addresses and a list of Association Representatives with home and school phone numbers.* 4. MEA does not maintain large quantities of mailing envelopes; therefore each candidate should purchase this item from an office supply store. 5. Candidates may purchase copy paper or paper bags from MEA at cost. 6. Requests shall be made in writing to the Executive Director at least twenty-four (24) hours in advance. 7. Failure to comply with Association guidelines and election rules can result in disqualification as a candidate.

Qualification(s): 1. Nominee must be a member of MEA in accordance to MEA By-laws, Article 5. 2. Incorrect information submitted on nomination form may result in investigation or invalidation of nomination.

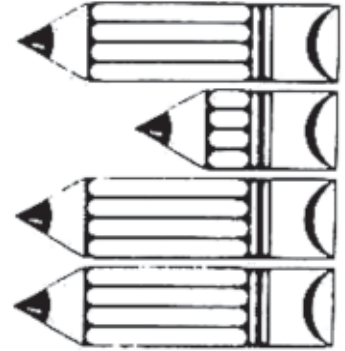
Campaign Period: Materials may be distributed on MEA's premises (during the Representative Assembly) between the dates of March 10, 2009, 8:30am and 5:00pm, April 3, 2009. No signs or posters may be displayed on the premises except during the Representative Assembly. All campaign materials must be removed at the end of the assembly. [See Item #1 under "Association Facilities and Staff" for related restrictions]

Opportunity to Address Assembly: If a candidate so chooses, he/she may address the March 10, 2009 Representative Assembly for one (1) minute each. A candidate's time allotment cannot be given to another candidate, regardless of position.

Membership Representation of Board of Directors: Membership of the Board of Directors shall reflect a representation of ethnic minority members at least proportional to the ethnic minority membership in the Association. There shall be proportional representation of classroom teacher members and administrative members. The total composition of the Board of Directors shall reflect at least a proportional representation of ethnic minorities, administrators and ESPs as there are active and life members of the Association. If this representation is not reflected after the normal election process, additional representation shall be nominated and elected for a one year term by the RA to fulfill this requirement.

Call 901/454-0966, Ext. 14 for assistance/information.

Don't Delay. Sign Up Today! . . . you should be a part of your Professional Organization - JOIN MEA TODAY!



Dues vary for teachers, administrators, full-time ESPs, part-time ESPs, and substitutes. For more information, see your Association Representative or call Ann Peace, MEA Membership Coordinator, 454-0966, ext. 20.



**MEMPHIS
EDUCATION
ASSOCIATION**

126 Flicker Street Memphis, TN 38104

Social Security Number

(Area Code) Home Phone

Name: Last First Initial

School Building/Location

Address _____

City, State, Zip _____

Subject _____

Grade _____ DOB _____

E-Mail _____

Male Female Race/Ethnicity: _____

Teacher Supervisor Mental Health Specialist

Principal Asst. Principal Other

Association	Membership Code	Annual Payment
NEA		
TEA		
MEA		
TOTAL		

Method of Payment: Payroll Deduction

I hereby authorize the local Board of Education or other employer to deduct from my paycheck annual dues for the United Education Profession and political action contributions as indicated. Continuing members authorization will continue until revoked in writing to the local education association president and the business office of my employer. In the event of separation prior to final payment, I direct the remaining balance to be deducted from my last paycheck. I agree to hold the Board of Education or my employer harmless for these deductions. A local's negotiated contract provisions and bylaws will prevail over any conflicting provision of this form.

The NEA Fund for Children and Public Education (NEA FCPE) collects voluntary contributions from Association members and uses those contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of education who are candidates for federal office. The local and state association political action committee performs similarly with local and state elections. Contributions to NEAFCPE and state and local PACE are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. A member may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates. 4% of TEA dues are to support candidates who support public education. Funds will be used or other purposes upon request. The funds used for political support are not tax deductible.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year.

Dues payments are not deductible as charitable contributions for federal income tax purposes.

Member's Signature

Date

Association Representative