

**APPROVED  
MINUTES  
REPRESENTATIVE ASSEMBLY  
OCTOBER 13, 2009**

**CALL TO ORDER**

**Stephanie Fitzgerald**, President, called the meeting to order at 3:16 p.m. A quorum was established.

**INVOCATION AND PLEDGE OF ALLEGIANCE**

Barbara Scott, MEA Board of Directors, rendered the invocation and led the Pledge of Allegiance.

**CONSIDERATION OF AGENDA**

**M/S/P (Glennie Thomas/LaVerne Dickerson)** Motion to accept the agenda as written. Motion #1

**MINUTES**

**M/S/P (Kendra Martin/Mildred Williams)** Motion to accept the minutes as written for the MEA Representative Assembly that met September 8, 2009. Motion #2

**FINANCIAL REPORT**

**Keith Williams**, Treasurer, presented the budget report for the period ending August 31, 2009. The report was filed for the record.

**PRESIDENT'S REPORT**

**Stephanie Fitzgerald**, President, reported the following items:

1. Until a new contract is agreed to and ratified, we will be following the last ratified teacher contract.
2. NEA has chosen our local for an ESP Organizing Campaign that will run from November 16<sup>th</sup> through December 4<sup>th</sup>, and it will include training for organizers.
3. MEA needs your school roster, a map of the school, and the times that ESPs enter and leave the school daily. Please provide this information by next week and direct to Sadie Kingery.
4. Dr. Cash received a 2.5 percent raise.
5. Dr. Cash admitted that block scheduling is not working and has asked for a task force.
6. Memphis City Schools Board members did not agree to single source funding because it would benefit the county also.
7. In reference to recent drop requests, sometimes we can be our own worst enemy; it is better to have MEA, TEA and MEA behind you rather not have membership.

8. Yearly dues are prorated in January for anyone who is a new hire or first time member.
9. Rumors about what is happening with regard to issues surrounding the MEA should be reported to President Fitzgerald as soon as possible, so that MEA can post a statement on the website.
10. Dr. Kriner Cash and Dr. Irving Hamer will be at MEA on October 21<sup>st</sup> to speak to Association Representatives.
11. The month of April is the drop window for membership in MEA.
12. The district has hired 58 new high school teachers, but there has been a delay in getting them in the classrooms. Difficulties and concerns regarding this issue should be communicated to the President. Further, your emails and letters to the Board of Commissioners can greatly impact this issue.

### **EXECUTIVE DIRECTOR'S REPORT**

**Ken Foster**, Executive Director, reported the following items:

1. The TEA Rulebook for Advocates is an excellent publication, and ARs need to read it. Examples of invaluable advice include:
  - If a criminal act has been committed, the AR should not let the involved member relate details.
  - If you are accused of a criminal act, answer all questions truthfully, but say as little as possible.
  - Don't divulge confidential information on a member.
  - Don't allow personality conflicts to influence the quality of assistance you give to members.
  - Refer members to UniServ Directors when they have grievances.
  - Before you give a written statement to a principal, let the UD at MEA see it first.
  - Don't advise a member to refuse to obey an administrator's order or directive to work unless it is illegal or immoral.
  - Don't resign and then expect to withdraw the resignation.
  - In Tennessee, if you do not give 30-day notice for your resignation, the administration can go after your license.
  - Don't lose your temper when dealing with other teachers or administrators.
2. A bill that is up for consideration in the Tennessee Legislature involves starting school after Labor Day. Educators concerned about this are encouraged to contact John DeBerry who is backing this recommendation.
3. The MEA My Favorite Educator activity provides students the opportunity to communicate special things about teachers and ESPs, and everyone is encouraged to have their classrooms participate in this annual activity.
4. The administration expects to hear by the first part of November if the school district has been chosen to receive a Gates Grant. The MEA Board of Directors will be voting for or against the grant when and if the final proposal is submitted to the district. Members should give their input to the Board of Directors regarding the grant proposal.

## COMMITTEE REPORTS

### **Membership: Sara Redden, Chair**

1. Top recruiters were recognized.
2. President Fitzgerald announced that Dorisene Dean, Sherwood Middle School, has won the MEA-American Fidelity Top Recruiter of the Month Award.

### **Bargaining: LaVerne Dickerson**

1. Bargaining is progressing slowly.
2. The team has been working on non-economical issues and signing off on some things that will give satisfaction in our classroom.
3. The next bargaining session will be October 14, 2009.
4. They will address Dr. Cash's raise; if he can receive a raise, so can teachers.
5. MEA will continue to update teachers and put bargaining information online.
6. It was recommended that teachers begin listening to Board of Education work sessions because the Board discusses many bargaining issues first during those meetings.

### **M-PACE: Yvonne B. Acey, Chair**

1. The M-PACE Council interviewed mayoral candidates on September 16, September 18 and September 19.
2. They did not have enough present to vote on a recommendation.
3. The M-PACE Council will have a meeting on Thursday, October 15<sup>th</sup>.

### **ESP: Sarah Redden, Chief ESP AR**

1. Appreciation was expressed to all teachers for publicizing the online professional development for Education Support Professionals.
2. She thanked those members who helped with the recruiting meeting on October 12<sup>th</sup>.
3. ESPs have ratified their new contract and are looking forward to having it officially recognized at the School Board meeting.
4. Those interested in working in the ESP/Organizing Project should sign up and note that training will be given on November 13-14.

### **Human Relations: Clemmie West, Chair**

1. Recognition was given to members celebrating birthdays during the current and prior months
2. Token gifts were distributed.

## TEA BOARD REPORT

**LaVerne Dickerson** (District 14), **Stephanie Fitzgerald** (District 15), and **Sarah Kennedy-Harper** (West Tennessee Black Classroom Teacher) –District 14 has a meeting on October 14<sup>th</sup>. A list of “education bills” was provided for information, and President Fitzgerald commented that it is amazing what laws are brought to the legislature for consideration. LaVerne Dickerson encouraged members to attend the TEA Minority Affairs Conference that will be held March 26, 2010, in Chattanooga, Tennessee.

## ADJOURNMENT

**M/S/P (Glennie Thomas/LaVerne Dickerson)** There being no additional business, the meeting was adjourned at 4:40 p.m. Motion #3

## ATTENDANCE

### CENTRAL AREA

B. T. Washington High	Derryll Johnson
Brewster El.	Virginia R. Hopkins/Camillia Moore
Brookmeade El.	Jean Dobbins/Dora Truss
Bruce El.	Estella C. Phipps
Central High	Calvin Lacy
Cummings El.	Tosha Allen
Cypress Middle	Glennie Thomas
Delano El.	Amy McCall
Denver El.	Shirley Fox
Downtown El.	Charles Hayes
Fox Meadows El.	Tiffany Reed
Frayser El.	Brandy Powell
Frayser Middle/High	Joyce Cole
Georgia Avenue El.	Celestine French
Georgian Hills Middle	Dana Kayode
Gordon El.	Myrtle Malone
Grandview Heights El.	Florence Wright
Hawkins Mill El.	Robin N. Williams
Hollywood Success Academy	Donna Pogue
Humes Middle	Angela Brookins
Ida B. Wells Academy	Cassandra Johnson
Idlewild El.	Angelique Coleman
Klondike El.	Bennie Berry
Larose El.	Lori Streeter
Lucie Campbell El.	Mary D. Scott/Dr. Eddie Gamble
Magnolia El.	Tina Crawford
Manassas High	LaTonya Taylor
Middle College High	Alice Duncan-Thompson
Norris El.	Bridgit Thomas
Peabody El.	Audrey Chatman-Farmer
River City High	Renia Williams
Shannon El.	Barbara Ray
Snowden School	Clarence Estes
Springdale El.	Angela Burton
Trezevant CTC	Martha Watkins
Trezevant High	Jacquelyn Matthews/Timeka Lovett
Westside El.	JoAnn Butler
Westside Middle	Frednardo Davis
Whitney El.	Tonya Woods
Winchester El.	Jesse Jeff
Area Director	Jesse Jeff
Area Director	Yvonne B. Acey

**EAST AREA**

Airways Middle	Angela Baker/Shelia Lomax
Balmoral-Ridgeway El.	Gina Hill
Bethel Grove El.	Tanya Moore
Bond Building	Anita Rhinehouse
Cherokee El.	Patricia Scarborough
Colonial Hearing Center	Joyce Day-Valentine
Colonial Vision Center	Tonya Nash
Cordova El.	Tom Emens
Cordova High	Dorothy Carr-Bland
Cordova Middle	Yolanda Anderson
Cromwell El.	Dr. Anntriniece Napper
Crump El.	Patrice Norman/Kimberly Toler/Kristina Taylor
Dunbar El.	Stephanie Phelix
Evans El.	Fannie Thomas
Getwell El.	Keneen Edwards
Graves El.	Bernice Allen
Hickory Ridge El.	Jeff Halford
Hickory Ridge Middle	Crystal Harper
Kate Bond El.	Debbie Barton/Demetria Greer/Karen George
Kirby High	Clara Ford/Regina Golden/Joyce White
Kirby Middle	Jacqueline Hunt/Mercedioa Rice/Mary Bowers
Knight Road El.	Marilyn Kelly
Melrose High	Kendra Martin
Newberry El.	Patricia A. Williams
Oak Forest El.	Andrea Alston
Overton High	Glenda P. Jones
Ross El.	Jolie Madihalli/Lillie Williams/Melinda Goedeck
Sea Isle El.	Germelle Joyner
Sharpe El.	Wendy Withers
Sheffield El.	Melanie Washington
Sheffield High	Keviette Carter
Shrine School	Mary Boose
South Park El.	Debrah Engle/Sharon Macklin
Willow Oaks El.	Claudette Metcalf/Sherri McNulty
Wooddale High	Jerry Johnson
Wooddale Middle	Barbara Scott
Area Director	Clara Ford
Area Director	Patricia Scarborough

**NORTH AREA**

Avon Lenox School	Tina Bryan/Cathy Beaty/Julie Gregory/Susan Goines
Brownsville road El.	Joyce McGee
Coleman El.	Yalaunda Taylor
Colonial Middle	Clemmie West
Craigmont High	Rose Bryant/Cecil D. Moore Jr.
Craigmont Middle	Mildred Williams
Douglass El.	Shatamara Moore/Elvin Pulley
Douglass High	Lisa White

East CTC	Bert DeLapp
East High	Jerry Graham/Monica Hayes Roberson
Egypt El.	Erica Jamerson
Fairview Middle	Jerry Cocke
Grahamwood El.	Annette Gladney/Mattie Smith/Bernadette Whitley
Hanley El.	Antonio Harvey
Jackson El.	Toya Johnson
Keystone El.	Carolyn Moore
Kingsbury El.	Melissa Dejan
Kingsbury High	Vinessa Nelson/Mildred Lee Taylor
Lester El.	Nancy Freeman
Raleigh-Bartlett Meadows El.	Denise Cunningham/James Strange, Jr.
Raleigh-Egypt High	Rose Wells
Raleigh-Egypt Middle	Lovie Pryor/Kevin Chatman/Bertha Hurd
Richland El.	Allyson Chick
Ridgeway High	Lucy C. Williams
Ridgeway Middle	Kimberly Jackson
Shady Grove El.	Shirley Jeans
Shelby Oaks El.	Dana Payne/Rosemary Walls/Kembela Hawkins
Sherwood El.	Catherine Ogilvie/Quinter Gardner
Sherwood Middle	Dorisene Dean
Spring Hill El.	Jennifer Clinghan
Treadwell El.	Sama Phillips
Treadwell Middle/High	ELaura James
Truancy Assessment Center	Calvin Burrows/Futrell Redditt
Wells Station El.	Tonya D. Spann
White Station El.	Sharron Henderson
White Station High	Erika Sugarmon/Sara Redden
Area Director	Freda Boskey
Area Director	Mildred Lee Taylor

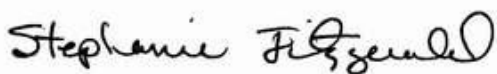
**WEST AREA**

A. B. Hill El.	Ruby Franklin
Aley El.	Tammy Lipscomb
Alton El.	Corrine Allen/Brenda Baker
Carver High	Kim Halyak/Ted Williams
Chickasaw Middle	Reginald Hinson
Corry Middle	Effie Brisco
Fairley High	Angela Williams/Versey Hill
Florida-Kansas El.	Marion Woods
Ford Road El.	Rosemary Winters
Gardenview El.	Osea Creggett
Geeter Middle	Anecia Scott
Graceland El.	Jean Harris/Jackie Cowan-Kumi
Hamilton El.	Audrey Bulloch
Hamilton High	Esther Davis
Hamilton Middle	Terri Stephens
Hillcrest High	Steven Glover
Holmes Road El.	Wanda Trent

Job Corps Academy	Sylvia Clark/Houston Mullins
John P. Freeman School	Yolanda Crawford
Lakeview El.	Barbara Long
Lanier Middle	Carlos Ellis
Levi El.	Titantia White
Lincoln El.	Brenda Parker
Manor Lake El.	Annette Smith
Oakhaven Middle	Martha Shaw
Oakshire El.	Katherine Paxton/Doris Windom
Orleans El.	Vincent Thomas
Raineshaven El.	Diane Keese
Raineswood Training Ctr.	Steve Sides/Spencer Moore
Riverview El.	Deirdre Gipson
Riverview Middle	Elaine Johnson Bolden
Robert R. Church El.	Nikkie Parker/Debra Steele
South Side Health Academy	Kathryn Baxter
South Side Middle	Hattie M. Woodard
Vance Middle	Sonja Bowers
Westhaven El.	Carolyn McCuiston
Westhaven Success Academy	LaVerne Dickerson
Westwood El.	Joyce Burtch
Westwood High	Joyce Harris
Whitehaven El.	Lou Verne Jones
Whitehaven High	Jason Fernandes
White's Chapel El.	Ravetra Ford
Area Director	Rosemary Winters
Area Director	Kim Halyak

**Other Location:**

Adolescent Parenting Program      Preston E. King



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STEPHANIE FITZGERALD, President



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REGINA GOLDEN, Secretary