Rethinking school lunch
First Lady's initiative aims to end childhood obesity in a generation

EQUITY 101
A simple explanation of how school finance equity works and why it matters
Take the challenge

This is the most critical role you can take as a TSTA citizen: to ensure that we elect the candidates who support our mission of educating every student in Texas. By Rita Haecker, TSTA President

This political election cycle will have ramifications for all education employees in Texas for many years to come.

I have a challenge for you.

Take the time to find out which candidates are strong on the issues that affect you and your students. Then become a political activist.

This is the most critical role you can take as a TSTA citizen: to ensure that we elect the candidates who support our mission of educating every student in Texas.

Every decision about the quality of our students’ education and your benefits is made by a political body at some level. No Child Left Behind, end-of-course exams can use your help now. Volunteering your time and energy also will make us visible and influential when those candidates are elected.

We will never raise the millions of dollars that our opponents can raise, but we can be a driving force in every campaign in the state if we are organized.

As an individual, the time and energy you give to our endorsed candidates is crucial; joining forces with your fellow TSTA members as a continuing contributor to TSTA-Political Action Committee, you extend your influence by helping candidates get their message to the public.

In both ways, you help elect officials who will have the ability to make key decisions on issues such as school finance, teacher pay and due process for all school employees.

Every decision that affects our classrooms and our benefits is made by a political body at some level.

Our list of endorsements at www.tsta.org. You can be a vital resource to campaigns, whether for governor, Congress, the Texas Legislature, the State Board of Education or your local school board. Candidates need to know that our members are committed to volunteering at all levels of the political process. The state elections may not be until November, but those candidates can use your help now. Volunteering your time and energy also will make us visible and influential when those candidates are elected.

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The time to get involved is now! Let’s organize and unite to become a political force to be recognized in our state.

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DO YOU BLOG? We are looking for members who blog or would like to blog about their daily adventures in education. Contact debbiem@tsta.org.

CONFUSED ABOUT GRADUATION REQUIREMENTS? Texas Education Agency has a chart that compares the three graduation plans (ritter.tea.state.tx.us/curriculum/SBS-GradReqs2010_2011.pdf) and a letter that explains the recent changes (ritter.tea.state.tx.us/stanprog012510.html).

STATE OF TEXAS CHILDREN: NOT SO GOOD “Texas still ranks among the 10 states with the highest rate of child poverty in the nation, as it has for every year since 2000,” the Center for Public Policy Priorities reports in the newly issued The State of Texas Children: Texas KIDS COUNT Annual Data Book. www.cppp.org/category.php?cid=10

WHY YOU SHOULD VOTE FOR BILL WHITE By now, you know that TSTA is endorsing Bill White for governor, but if you live outside of the Houston area, you may not know much about him. This article from Texas Monthly magazine tells a lot about the former Houston mayor, his accomplishments and his character: www.billwhitefortexas.com/2009/11/the-great-white-hope.html or www.tsta.org

WHITE VISITS TSTA BOARD OF DIRECTORS Watch clips from gubernatorial candidate Bill White’s visit to the TSTA Board of Directors. www.youtube.com/watch?v=769jw80EM0 or www.tsta.org

STAAR TO REPLACE TAKS In the 2011-12 school year, State of Texas Assessments of Academic Readiness, or STAAR, will replace the Texas Assessment of Knowledge and Skills. STAAR will be used for the 12 end-of-course assessments mandated in 2007 and the new grade 3-8 assessments mandated in 2009. Students in the graduating class of 2015, who are currently in seventh grade, will be the first students who must meet the end-of-course testing requirements as well as pass their classes to earn a diploma.

TSTA IS ON FACEBOOK AND TWITTER We have 400 followers on Twitter (twitter.com/txstateteachers) and almost 200 fans on Facebook (www.facebook.com/texasstateteachersassociation). And at least one local TSTA association, San Angelo, has started its own Facebook page. Join in!

PENALTIES FOR PUBLIC SERVICE, THE VIDEO NEA has produced a video called “Penalties for Public Service” to address the Government Pension Office and Windfall Elimination Provisions that impact many teachers’ Social Security incomes. www.youtube.com/watch?v=XeVDDBtFfW0 or www.tsta.org

DON’T MISS THE BALLOT There’s a ballot in the center of this issue of the Advocate for state delegates to the NEA Representative Assembly. Flip to page 20.

NOMINATE A FRIEND OF EDUCATION You have until April 2 to nominate an individual or organization for NEA’s highest honor, the Friend of Education Award. This award recognizes an individual or organization whose leadership, actions or support have significantly benefited education, education employees or students on a national scale. www.nea.org/grants/awards/31223.htm

10 things you should know
Learning & Leadership Grants
Dr. Nadine Kalin, Denton
assistant professor
University of North Texas
A study group will conduct a review of literature, survey of students and analysis of best practices within other doctoral programs in order to develop and implement a pilot orientation course to meet the needs of doctoral students as they prepare to become higher education faculty. The study group will share results with other faculty and post activities on the department website.

Stephanie Baird, Arlington
ESL teacher, grade 1
Roguemore Elementary
Baird will receive instruction on intervention strategies for lower socioeconomic students at a Ron Clark Academy Workshop. She will learn innovative and out-of-the-box successful methods to create a “family” in her classroom, full of motivated, disciplined and inspired students. Baird will also learn how to develop a collaborative team with her first grade staff.

Learning & Leadership

What’s your dream? We have a grant for that

Do you have a great idea for strengthening teaching and learning if only you had the funds to implement it? A summer institute you would love to attend but there’s no money? We have two grants to help.

The NEA Foundation’s $5,000 Student Achievement Grants improve the academic achievement of students by helping them reach in crtical thinking and problem solving that deepen their knowledge of standards-based subject matter and improve their habits of inquiry, self-directed learning and critical reflection. The goal is to fund and share successful strategies to educate and prepare children for bright and rewarding futures.

Learning & Leadership Grants fund high-quality professional development experiences — such as summer institutes or action research — or collegial study, including study groups, action research, lesson study or mentoring experiences for faculty or staff new to an assignment. Grants are $2,000 for individuals and $5,000 for groups engaged in collegial study.

To learn more or apply for one of these grants, visit www.neafoundation.org. Here are examples of projects that have been funded in Texas in 2009 and 2010.

Student Achievement

Patricia Franco, El Paso
teacher, grades k-3

Hulbert Elementary School

Franco and partners seek to raise state assessment scores among minority students in the area of science. They will collaborate with teachers on a weekly basis, and students will be engaged in critical thinking and problem-solving skills to enhance their science experiences and academic knowledge.

Kylie Voge, Austin
science teacher

grades 10-12, Akins High

Voge will implement a rocket science curriculum throughout the career and tech education department. Students will spend the first semester of the course learning about the basics of rocket flight, utilizing hands-on, project-based activities. The second semester will be devoted to the design, construction and flight of a large rocket that can carry a load of one pound exactly one mile.

Blair Williams, Midway
director of orchestras

grades 5-12, Midway ISD

Williams and partners will implement a curriculum of improvisation instruction with middle school and high school orchestra students. Students will learn to improvise short melodic passages freely over a harmonic structure. After completing the 12-week curriculum, students will work with an artist-in-residence on developing appropriate melodic improvisation instruction.

TSTA PR SPECIALIST

JOE BEAN DIES

TSTA Public Relations Special-
list Joe Bean died Dec. 24 at age 51.

American Public University is proud to be the 2009 recipient of the Sloan Consortium’s Ralph E. Goeymer Award for Quality Online Education. This award recognizes a school’s commitment to quality in online education best practices. Not all online schools are the same - some find out why we are different.

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One more thing before you go

Can I be required to participate in summer events? Do I have to pay for missing textbooks? Can I quit? TSTA’s General Counsel answers your end-of-year questions. By Joey Moore

You’ve done it! Well, almost. The end of the year is in sight. Before you head off for that well-deserved vacation, there are just a few things to remember.

DO I HAVE TO PAY FOR THAT?

It never fails. At the end of the year, things that were in your classroom in September are no longer there in May. Equipment that was functional in the fall is worthless in the spring. Many times, teachers are asked to pay for missing teacher editions, equipment—even students’ missing books. There are limits, though, on what a district can require a teacher to pay for.

A school district cannot require an employee who has acted in good faith to pay for a textbook, electronic textbook or technological equipment that is damaged, stolen, misplaced or not returned. However, it has become more common for school districts to make an agreement with employees in which the employee assumes financial responsibility for equipment used off of school property in exchange for the privilege of using the equipment for personal use.

For example, many school districts provide teachers with laptops. If the district wants the teacher to be financially responsible for the laptop should something happen to it, the district and the teacher must enter a written agreement, and the teacher has to be able to use the laptop for personal business. In that case, the teacher could be held financially responsible for the laptop.

Similarly, a school district cannot require a district employee who acts in good faith to pay for or replace property belonging to a student or other person, if the property was in the employee’s possession because of an incident that occurred within the scope of the employee’s job duties. Assume a teacher confiscates a student’s cell phone because the district policy prohibits students from having cell phones in the classroom. The teacher puts the phone in his desk and locks the drawer. Later another student breaks into the desk and steals the phone. The teacher cannot be required to pay for or replace the phone. The key here is that the employee must be acting in good faith—for example, taking efforts to secure the phone—and the incident must be within the scope of the employee’s duties.

I’M NOT COMING BACK THIS TIME. REALLY.

School districts normally begin sending out contracts for the upcoming school year in the spring. Even if you think you might want to work at another district next year, you should go ahead and sign the contract.

Teachers, and most other employees with a contract, have the right to unilaterally resign from their school district as long as they do so not later than the 45th calendar day before the first day of instruction.

It is better to sign your contract with the district now and have a position in case you are not able to secure a position in a different district. Your current job may not be your dream job, but it may be better than no job.

Ironically, though, coveted positions seem to pop up after that 45-day window has closed. A teacher who seeks to resign from a district less than 45 days before the first day of instruction must be released from his or her contract by the district. In some districts, teachers are released from their contract as long as the district has a replacement. That can be difficult, however, if you are in an area of acute shortage, such as math, science or special education.

Walking away from a contract without being released by the district is considered as “contract abandonment.” The typical penalty for abandoning one’s contract is a one-year suspension of the teacher’s certificate. In order for the Texas Education Agency to suspend a teacher’s certificate for abandonment, the school district in question must make a finding that “good cause” did not exist for the teacher to walk away. Thus, moving 500 miles because your spouse got a new job would be good cause, where taking a job in a neighboring district for higher pay normally will not be considered good cause.

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IF IT'S THE SUMMER! DO I HAVE TO DO THAT?

Teachers and other employees who sign a contract with school districts agree to work for the district for a set amount of time. Some contracts specify a set number of days (187, 197, 202) and others specify the length of the contract in months. Regardless, teachers are paid for the days they work or days that they use paid leave. Thus, teachers cannot be required to participate in events that fall outside their contract.

The Commissioner of Education has examined this issue and found that teachers have the right to decline duties that occur on non-contract days if they disagree with the rate of pay. If you are being directed to work on days that fall outside your contract, make sure you contact the TSTA Help Center at (877) ASK-TSTA for assistance.

Enjoy your summer! We look forward to assisting you and your local associations soon.

Joey Moore is TSTA’s General Counsel and Director of Legal Services.
School Lunch

Changing the way America eats

When Michelle Obama planted a vegetable garden shortly after she moved into the White House, it wasn’t just a photo opportunity for the media. She’s serious about healthy living.

In February, she introduced her Let’s Move campaign, whose goal is to end childhood obesity within one generation. It’s a comprehensive approach:

• Offer parents the tools and information they need to make healthy choices for their kids
• Get healthier food into our nation’s schools
• Ensure that all families have access to healthy, affordable food in their communities
• Increase opportunities for kids to be physically active, both in and out of school

President Obama created a task force on childhood obesity the same day and charged it with developing an interagency action plan within 90 days. He said the First Lady will lead a national public awareness effort and engage all sectors—public, nonprofit and private—as well as youth and parents. “But to meet our goal, we must accelerate implementation of successful strategies that will prevent and combat obesity. To succeed, these efforts must be strategically targeted, and accountability should be clear.”

The Assistant to the President for Domestic Policy will chair the task force, which includes the Secretary (or senior official designee) of the Interior, Agriculture, Health and Human Services, Education and Management and Budget, as well as the Assistant to the President and Chief of Staff to the First Lady and the Assistant to the President for Economic Policy.

“Across our country, childhood obesity has reached epidemic rates and, as a result, our children may live shorter lives than their parents,” President Obama said at the Feb. 9 signing of the Presidential Memorandum. “Nearly one third of children in America are overweight or obese, a rate that has tripled in adolescents and more than doubled in younger children since 1980,” he said. “One third of all individuals born in the year 2000 or later will eventually suffer from diabetes over the course of their lifetime, while too many others will face chronic obesity-related health problems such as heart disease, high blood pressure, cancer and asthma.”

He said Let’s Move “builds on effective strategies, engages families and communities and mobilizes both public and private sector resources.” And it ties in to the President’s proposed budget, released Feb. 1, which includes “$10 billion over 10 years for a strong Child Nutrition and WIC reauthorization.”

Speaking at a National Press Club luncheon Feb. 23, U.S. Agriculture Secretary Tom Vilsack highlighted the Obama Administration’s priorities for this year’s reauthorization of the Child Nutrition Act, and he advocated for a rapid passage. “But no matter how many children we reach, we are doing them a disservice if we are not offering them meals that help them achieve at the highest level. Reauthorization must substantially improve the nutritional quality of the meals being served to our children and play a central role in the Let’s Move campaign’s effort to solve childhood obesity in a generation.”

“A recent Institute of Medicine study commissioned by USDA sounded an alarm about the nutritional value of school meals,” he said. “The study concluded that our children are eating too much sugar, salt and fats and too few fruits, vegetables, whole grains and low-fat dairy products. This mix may help explain why one-half of the calories consumed by children ages 6-11 in this country are ‘empty’ calories.”

Vilsack said the USDA is working “as aggressively as possible” to implement the Institute of Medicine’s dietary guidelines. “That is why I am calling on Congress to increase the reimbursement rate for the National School Lunch Program, to help schools purchase the whole grains, fruits, vegetables and low-fat and fat-free dairy products that our children need to grow strong and healthy.”

Although the budget hasn’t passed and the task force report hasn’t been delivered, many of the changes called for in the Let’s Move initiative are already underway.

Serving healthier food in schools

• The Healthier U.S. School Challenge establishes rigorous standards for schools’ food quality, participation in meal programs, physical activity and nutrition education. Over the next school year, the plan is to double the number of schools that meet the Challenge and

10 TSTA Advocate

Spring 2010 11
• By the end of this year, the Food and Drug Administration will begin working with retailers and manufacturers to adopt nutrition labeling that will help consumers put the dietary guidelines into practice.

Accessing healthy, affordable food
• More than 23 million Americans, including 6.5 million children, live in low-income urban and rural neighborhoods that are more than a mile from a supermarket. A proposed $400 million a year investment to help bring grocery stores to underserved areas and help places such as convenience stores and bodegas carry healthier food options could eliminate these “food deserts” within seven years.
• The President’s 2011 Budget proposes an additional $5 million investment in consumer friendly front-of-package labeling.
• The American Academy of Pediatrics, in collaboration with the broader medical community, will educate doctors and nurses about obesity and ensure they regularly monitor children’s body mass index, provide counseling for healthy eating early on and write a prescription for parents laying out the simple things they can do to increase healthy eating and active play.
• Major media companies, such as the Walt Disney Company and NBC, will increase public awareness through public service announcements, special programming and marketing.
• The U.S. Department of Agriculture will release a 2.0 version of the food pyramid that will help consumers put the dietary guidelines into practice.

Increasing physical activity
• The President will name new members to the President’s Council on Physical Fitness and Sports, housed at the U.S. Department of Health and Human Services. The council will be charged with increasing participation in the President’s Physical Fitness Challenge and with modernizing and expanding it, so that it is consistent with the latest research and science.
• The President will challenge both children and adults to commit to physical activity five days a week for six weeks.
• The U.S. Department of Education will work with Congress to create a Safe and Healthy Schools fund as part of the reauthorization of the Elementary and Secondary Education Act this year. This fund will support schools with comprehensive strategies to improve their environment, including efforts to get children physically active in and outside of school, and improve the quality and availability of physical education.
• Professional athletes will promote “60 Minutes of Play a Day” through sports clinics, public service announcements and more.

Partnership for a healthier America
Recognizing that government cannot solve this challenge alone, the Partnership for a Healthier America will bring together the public and private sectors, other organizations, business and thought leaders, the media and states and local communities to make “meaningful and measurable commitments” to fighting childhood obesity. Michelle Obama is the honorary chair.

As the President signed the Presidential Memorandum, the White House blog reported that he said, “It’s done, honey,” and she responded, “Now we work.”

A later entry reveals why she feels so strongly about the cause.

“These words—‘overweight’ and ‘obese’—they don’t tell the full story,” she said. “This isn’t just about inches and pounds or how our kids look. It’s about how our kids feel, and how they feel about themselves. It’s about the impact we’re seeing on every aspect of their lives.”

Not everyone is happy with the school lunch news from the White House. Chef Ann Cooper, nutritional director for the Boulder Valley school district in Colorado, says it’s just not enough.

“It makes you feel really good, but there’s no policy and no money,” Cooper said in an online question-and-answer session Feb. 24, complaining that the proposed increase adds up to half an apple. She said she does appreciate the visibility the White House is creating for school lunch programs.

Cooper is a leader in the movement for fresh, local foods in schools and the founder of the Lunch Box Project, whose website offers schools guidance on making the transition to a made-from-scratch cooking program.

“We know that by educating our kids about the importance of healthy eating there’s a direct impact on the health of families,” the Lunch Box website says. “Kids are like sponges. They take the knowledge they learn in the cafeteria, the school garden and biology classes back to the dinner table once a positive association with healthy food is created within their school.”

In the online session, Cooper contrasted what she calls the “typical school lunch” of chicken nuggets, tater tots, canned green beans, fruit cocktail and chocolate milk — “food that was never touched by human hands” — with what she served that day: chicken pot pie (turkey gravy made locally, peas, carrots, chicken and a biscuit), salad, fresh fruit and organic milk.

Her website includes a legislative action center that encourages lunch box advocates to ask Congress to invest $1 more in every child.

“Millions of kids every day eat lunch, and sometimes breakfast, at school. Yet the U.S. Department of Agriculture invests only $2.68 on average per day for each student’s school lunch. We are growing a generation of Americans who think healthy food is cheap food and who don’t have the skills to make better decisions about what they eat.” www.lunchboxadvocates.org
The essential importance of equity

As long as some in the state are allowed to access much higher levels of our common resources than others, the commitment to the common good is vacated and the resulting diminished dedication to our common cause fails us, one and all. By Paul Colbert

Many in Texas do not understand why equity is so important, including residents of districts that would benefit from an equitable system. Essentially, there are two fundamental aspects of school finance equity—equity for taxpayers and equity for students. Each is crucial to a school finance system that is fair for all Texans.

The story told in the table illustrates the difficulty presented by Texas’ over-wealthy districts (PISD) is one of over 100 districts with taxable values at or above $1 million per student. For example, the PISD in our example might receive enough state aid to reach a total of $5,600/pupil (some receive less than that), or only about 70 percent of what the WISD would raise, despite having a tax rate nearly 50 percent higher than the wealthy district—a far cry from “substantial” revenue for similar effort.

Why taxpayer equity is important: Under the current system, the PISD in our example might receive enough state aid to reach a total of $5,600/pupil (some receive less than that), or only about 70 percent of what the WISD would raise, despite having a tax rate nearly 50 percent higher than the wealthy district—a far cry from “substantial” revenue for similar effort.

The economic impact of these factors is significant. If a company is looking to move to or expand operations in that county, it will surely choose the district with the low tax rate that can also provide smaller class sizes and a greater ability to hire the best teachers for the children of its employees.

The Supreme Court observed that this could cause a death spiral for the poorer district as more and more of the property wealth concentrates in its low-tax, high-yield neighbor. It would cost the state additional money to prop up the districts with the declining tax bases as more of the state’s property wealth shifts to low-tax-rate districts, which the Court found to be “inefficient.”

Economically, state policy that allows poorer district as more and more of the state’s property wealth concentrates in its low-tax, high-yield neighbor. It would cost the state additional money to prop up the districts with the declining tax bases as more of the state’s property wealth shifts to low-tax-rate districts, which the Court found to be “inefficient.”

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NEA Representative Assembly

July 1-6, 2010 • New Orleans, Louisiana

The 2010 NEA Annual Meeting and Representative Assembly (RA) will be held during the first week of July at the Ernest N. Morial Convention Center in New Orleans, La. The RA is NEA’s highest decision-making body. Delegates to the RA debate issues that impact American public education, elect top officers and set association policy. Delegates to the RA are elected both locally and statewide (see state ballot and voting information in this issue). Texas delegates attending the 2010 NEA RA will receive an information packet in early May. Information and updates regarding the RA also will be posted on the TSTA website.

**LODGING**

The Doubletree New Orleans is the official Texas Delegation hotel. Nestled between the French Quarter and the Arts/Warehouse district, the hotel is conveniently located to a variety of shopping, dining and entertainment venues.

The roughly room rate is $149 single occupancy or $169 double occupancy, plus taxes and fees (currently 13% plus a $2 daily occupancy fee). If more than two people share a room, a $20 fee per additional person will apply.

Hotel check-in time is 3:00 p.m. Check-out time is 12:00 p.m. Limited valet parking is available at the hotel on a first-come basis for $35/day. Daily self-parking is available across the street at the Canal Place Mall for $35/day. Daily self-parking is included at the end of this article. The deadline to submit your reservation to TSTA is May 20, 2010.

Completed reservation forms MUST include the first night’s deposit. Please either provide your credit card (not debit card) information on your reservation form or enclose with your form a check for the total cost of one room night made payable to Doubletree New Orleans. If an incomplete credit card number and/or no credit card or check is submitted, your reservation will not be made. Deposits are refundable for cancellations if notice is given to the hotel at least 72 hours before your scheduled arrival.

All rooms will be assigned on a first-come, first-serve basis. Delegates must submit their reservation forms as soon as possible to ensure space in the TSTA room block. Delegates who do not have a roommate but would like to share lodging expenses may indicate this on the reservation form. Although a roommate cannot be guaranteed, TSTA will attempt to pair delegates who request such assistance.

**TRANSPORTATION**

The hotel is about 16 miles from the New Orleans airport. Shuttle fare between the airport and downtown is approximately $36 round trip or $20 one way using Airport Shuttle. Visit www.airport-shuttleneworleans.com or call 888-596-2699 for reservations. Please make advance arrangements for special needs. Estimated cab fare one way is $33. Transportation to/from the hotel and convention center will be provided. Estimated travel time between the hotel and convention center, depending on traffic, is about 15 minutes.

**TEXAS CAUCUS MEETINGS**

All Texas Caucus meetings will be held at the Texas Delegation hotel. The first Texas Caucus meeting will be Thursday, July 1 at 1:00 p.m. Thereafter, the Texas Caucus will meet at 7:00 a.m. daily from July 3-6. Morning meetings will include coffee service and/or a light break. NOTE: Delegates must register at both the Texas Caucus meeting and with NEA. Registration at the first Texas Caucus meeting will begin 30 minutes before the start of the meeting. Please review the Tentative NEA Meeting Schedule for the NEA registration times.

**CLUSTERING TO ELECT NEA DELEGATES**

Delegates allocations are based on NEA membership as of January 15, 2010. NEA local affiliates are allocated delegates on a ratio of one delegate for each 150 (or major fraction thereof) active, NEA life and educational support members of NEA. Local associations with 75 or fewer NEA members must cluster to elect an NEA delegate. If your local has 75 or fewer NEA members and is interested in clustering to elect an NEA delegate, contact the TSTA CEG as soon as possible so that elections may be held.

Submit your written request to cluster by email to sandras@tsta.org, by fax to (512) 486-7053, or by mail to TSTA Center for Executive and Governance, 316 West 12th Street, Austin, Texas 78701.

**TEXAS TRADITION**

Texas delegates capture the eyes of the entire nation at each NEA RA by dressing uniformly in Texas flag attire. All Texas delegates should wear a “Texas” vest or shirt—i.e. Texas flag design with a white star on the right front chest—and white or navy blue pants/skirt/shorts. All Texas delegates are expected to wear the official “uniform” on the days the NEA RA is in session (July 3-6).

Delegates who request such assistance.
TENTATIVE NEA MEETING EVENT SCHEDULE

The schedule outlines all of the activities of the 2010 NEA Convention. Information packets will be mailed to all Texas delegates in early May. The first Texas delegation meeting is scheduled for July 1 at 1:00 p.m.

**PRE-CONVENTION SCHEDULE**

Saturday, June 26
8:00 a.m.-5:30 p.m.  NEA Student Leadership Conference

Sunday, June 27
8:00 a.m.-5:00 p.m.  Ethnic Leaders Meetings
8:00 a.m.-5:30 p.m.  NEA Student Leadership Conference
noon-5:00 p.m.  NCUEA Meeting
2:00 p.m.-5:30 p.m.  NEA-Retired Annual Meeting

Monday, June 28
8:00 a.m.-6:00 p.m.  NEA Student Leadership Conference
8:30 a.m.-6:00 p.m.  NEA-Retired Annual Meeting
9:00 a.m.-5:00 p.m.  NCUEA Meeting
9:00 a.m.-6:00 p.m.  Joint Conference on the Concerns of Minorities and Women
9:00 a.m.-6:00 p.m.  Resolutions Editing Committee Meeting
4:15 p.m.-5:15 p.m.  Ethnic Minority Affairs Committee Meeting
5:00 p.m.-6:00 p.m.  Women’s Issues Hearing

Tuesday, June 29
8:30 a.m.-2:30 p.m.  NEA Student Leadership Conference
8:30 a.m.-3:00 p.m.  Joint Conference on the Concerns of Minorities and Women
8:30 a.m.-6:00 p.m.  NEA-Retired Annual Meeting
9:00 a.m.-noon  The NEA Fund for Children and Parents
9:00 a.m.-noon  Public Education Meeting
9:00 a.m.-noon  National Education Employees Assistance Fund Annual Meeting
9:00 a.m.-2:00 p.m.  NCUEA Meeting
9:00 a.m.-4:00 p.m.  Constitution, Bylaws and Rules Committee Meeting
9:00 a.m.-5:00 p.m.  UniServ Referral Center
9:00 a.m.-6:00 p.m.  Resolutions Editing Committee Meeting
1:30 p.m.-5:00 p.m.  National Council of State Education Associations Meeting
4:00 p.m.-5:30 p.m.  Constitution, Bylaws and Rules Committee Meeting with Candidates for NEA Office

Wednesday, June 30
9:00 a.m.-5:00 p.m.  Candidates Interview Day
9:00 a.m.-5:00 p.m.  UniServ Referral Center
9:00 a.m.-6:00 p.m.  Resolutions Committee Meeting
10:00 a.m.-11:30 a.m.  Read Across America
1:30 p.m.-5:00 p.m.  Board of Directors Meeting
3:00 p.m.-5:00 p.m.  Credentials Committee Meeting

Thursday, July 1
8:00 a.m.-10:00 a.m.  Open Hearing on Resolutions
9:00 a.m.-5:00 p.m.  UniServ Referral Center
9:00 a.m.-5:00 p.m.  Exhibits, Campaigning
9:00 a.m.-5:00 p.m.  Credits Committee Meeting
9:00 a.m.-5:00 p.m.  Delegate, Successor Delegate, Non-Delegate Registration
1:00 p.m.-4:00 p.m.  First Texas Caucus Meeting (new delegate orientation 1:00-1:30 p.m.)

**CONVENTION SCHEDULE**

Saturday, July 3
7:00 a.m.-9:00 a.m.  State Delegation Meetings
9:00 a.m.-11:00 a.m.  Exhibits
9:00 a.m.-5:00 p.m.  Credentials Committee Meeting
9:00 a.m.-5:00 p.m.  Non-Delegate Registration
9:30 a.m.-11:00 a.m.  Special Interest Caucus Meetings
11:00 a.m.-5:00 p.m.  Representative Assembly

ALL DAY  Campaigning

Sunday, July 4
7:00 a.m.-9:00 a.m.  State Delegation Meetings
8:30 a.m.-noon  Voting for Officers
9:00 a.m.-5:00 p.m.  Credentials Committee Meeting
9:00 a.m.-5:00 p.m.  Non-Delegate Registration
9:00 a.m.-5:00 p.m.  Non-Profit Fundraising Activities
9:30 a.m.-10:00 a.m.  Special Interest Caucus Meetings
10:00 a.m.-5:00 p.m.  Representative Assembly
LUNCH BREAK
LUNCH BREAK
LUNCH BREAK
LUNCH BREAK

Monday, July 5
7:00 a.m.-9:00 a.m.  State Delegation Meetings
8:30 a.m.-noon  Voting on Amendments and Runoff Elections (if necessary)
9:00 a.m.-5:00 p.m.  Credentials Committee Meeting
9:00 a.m.-5:00 p.m.  Non-Delegate Registration
9:00 a.m.-5:00 p.m.  Non-Profit Fundraising Activities
9:30 a.m.-10:00 a.m.  Special Interest Caucus Meetings
10:00 a.m.-6:00 p.m.  Representative Assembly
LUNCH BREAK
LUNCH BREAK
LUNCH BREAK
LUNCH BREAK

Tuesday, July 6
7:00 a.m.-9:00 a.m.  State Delegation Meetings
9:00 a.m.-5:00 p.m.  Non-Delegate Registration
9:00 a.m.-5:00 p.m.  Credentials Committee Meeting
9:00 a.m.-5:00 p.m.  Non-Profit Fundraising Activities
9:30 a.m.-10:00 a.m.  Special Interest Caucus Meetings
10:00 a.m.-6:00 p.m.  Representative Assembly
LUNCH BREAK
LUNCH BREAK
LUNCH BREAK
LUNCH BREAK

HOTEL REGISTRATION FORM FOR NEA CONVENTION DELEGATES

**DO NOT CONTACT THE HOTEL DIRECTLY**

(PLEASE PRINT)

DOUBLE TREE NEW ORLEANS


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Cut-off date for ALL rooms and room rates is May 20, 2010. All rooms are subject to an additional 13% tax and $2 daily occupancy fee.

Make check payable to Doubletree Hotel. Should cancellation be necessary, you must advise the hotel 72 hours before your scheduled arrival date. If the hotel is not advised, you will be responsible to pay for space held.

First night’s room and tax is due upon receipt of reservation. Deposits can be made by major credit card or check.

Return to: TSTA Organizing Center for Executive and Governance, 316 West 12th Street, Austin, TX 78701, fax (512) 486-7053

Approved major credit card: ___________________________ Exp. date: ___________________________

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Voting for State Delegates to the NEA Representative Assembly

PLEASE NOTE: Most members will mark three ballots this year for State Delegates to the NEA RA—one for Category II delegates, one for a Statewide delegate, and one Delegate District ballot. Please read this before marking your ballots.

TSTA has completed all calculations for allocating State Delegates for the NEA RA and has divided the state into Delegate Districts, based on TSTA Regions, in a manner that maximizes our opportunity to elect a full delegation while still complying with the NEA one-person, one-vote requirements. As explained in The Delegate Story on the facing page, we will be electing two Category II delegates on a statewide basis, one other delegate on a statewide ballot, and 43 State Delegates from eight Delegate Districts.

All members should mark the ballot for Category II delegates (supervisory and Active Life Active candidates). Every eligible member should mark the ballot for Statewide delegate, the TSTA Vice President is an automatic candidate for this slot, and one other person also filed.

The rest of the ballots are divided into Delegate Districts in a manner to meet the NEA requirements for equal representation based on the one-person, one-vote principle. Members in Regions 1A, 1B, 1D, 1E, 2C, 2F, 4A and TFA should mark the Delegate District 1 ballot. Members in Region 1C mark the Delegate District 2 ballot. Members in Regions 2A and 2D mark the Delegate District 3 ballot. Members in Region 2B mark the Delegate District 4 ballot. Members in Regions 2E and 3E mark the Delegate District 5 ballot. Members in Regions 3A, 3B, 3C and 3D mark the Delegate District 6 ballot. Members in Regions 4B, 4C and 4E mark the Delegate District 7 ballot. Members in Region 4D mark the Delegate District 8 ballot. The ballot will list the Regions in each Delegate District.

There is a special insert in the magazine with a return envelope and the ballot. If you did not receive a ballot, call TSTA immediately (877-ASK-TSTA) and ask for Sandra.

In the return address portion of the envelope most members will find printed “Del Dist” followed by some number up to 8; this indicates the Delegate District in which you should vote. Also printed is a code designating your membership category. If your envelope does not have a Del Dist designation, then you are eligible to vote only on the Category II ballot. Everyone else should mark three ballots: the Category II ballot, the Statewide ballot, and the appropriate Delegate District ballot. If you believe your envelope is incorrect, call TSTA immediately (877-ASK-TSTA) and ask for Sandra.

Check the return address portion of the envelope to determine which Delegate District ballot you should mark. First, mark the Category II ballot (vote for two). Next, mark the Statewide ballot (vote for one). Then, find the ballot for your Delegate District. The number of delegates for each Delegate District is determined on the basis of the one-person, one-vote principle. The ballot for your Delegate District will tell you how many votes you may cast.

On all three ballots, you may vote for the printed name(s), or you may write in a name and vote for the write-in. In order for write-in votes to be counted on the Delegate District ballot, the write-in candidate must be a member in a Region included in that Delegate District. We do encourage write-in votes, as it provides an alternate pool in case plans change for those printed on the ballot.

Once you have marked your ballot, separate it from, and seal it in, the envelope provided. The printed information on the envelope verifies for the Elections Committee your right to vote, so you MUST return your ballot in this envelope.

In order to encourage more members to vote, some locals collect and mail envelopes and mail a group of envelopes together. This is acceptable, but you still must seal your ballot in the special envelope before you turn it in.

Whether you mail it yourself or your local collects and mails envelopes, ballots must be RECEIVED at TSTA headquarters in Austin by 5 p.m. on Friday, April 23, 2010. If the ballot is not in the provided envelope, your vote will not be counted.

This issue of the Advocate includes brief statements from many of the candidates for State Delegate. TSTA policy provides for printing statements from those candidates who file such a statement before the established deadline. TSTA policy also permits any candidate to have an observer present when the Elections Committee canvases the ballots on April 24 at the TSTA headquarters in Austin. Please contact Carol or Sandra at 877-ASK-TSTA if you are a candidate and want an observer.

Please read this before marking your ballots.

BALLOTS MUST BE RECEIVED AT TSTA HEADQUARTERS IN AUSTIN BY 5 P.M. ON FRIDAY, APRIL 23, 2010.

THE DELEGATE STORY

NEA Bylaws and policies determine the allocation of delegates to the NEA RA. TSTA is allocated one state delegate for every 1,000 NEA active and educational support members. Allocation and election of these delegates must comply with the NEA requirements about open nominations, secret ballots, and the one-person, one-vote principle.

Once NEA notifies us of the number of state delegates to be elected, TSTA Board policy controls how we will allocate those delegates. Because of the variance in the number of members across TSTA Regions, we can not allocate delegates only to individual Regions and still pass the one-person, one-vote tests applied by NEA. Instead, we have combined Regions into Delegate Districts in a way to maximize the likelihood of filling all delegate slots while still complying with the one-person, one-vote requirement. One delegate must be elected statewide in order to provide a method for the TSTA Vice President to seek election as a delegate.

TSTA is allocated 46 state delegates for the 2010 NEA RA. Based on proportional representation, two delegates must be elected as “Category II” delegates, representing supervisors and NEA Active Life Active members. After setting aside one delegate for the statewide ballot, we looked at different ways to combine Regions in order to meet the one-person, one-vote requirements while electing the remaining 43 state delegates. As the numbers worked out, we were able to stay with only one delegate on the statewide ballot, keep the two delegate positions for the Category II ballot, and divide the other 43 delegates among eight Delegate Districts as shown on the ballot.

Local associations are allocated one delegate for each 150 active and educational support NEA members or major fraction thereof. Locals with fewer than 76 NEA members may cluster to form delegate units. Presidents of locals that have 76 or more members should receive from NEA in late February the number of delegates to be elected to the 2010 NEA RA with an accompanying form that is due at TSTA by April 10 and a copy of guidelines to assure proportional representation by educational position. Local presidents should send both the state and NEA copies of the local delegate report forms to TSTA as soon as possible after they conduct their local NEA delegate elections or by April 10. Members from locals of 75 or fewer members also may select election as “cluster” delegates. If you are interested in this option, please contact Sandra Solimine at 877-ASK-TSTA or by email at sandras@tsta.org.

One of the core values for both NEA and TSTA is appropriate representation for ethnic minority members. Locals are encouraged to seek and elect ethnic minorities as delegates to help TSTA meet our goals for ethnic minority representation. Each of the 46 elected State Delegates will be eligible to receive a $250 stipend. Although this amount is only a small percentage of the total cost for a delegate, TSTA is pleased to be in a position to provide some financial assistance. TSTA Board Policy FP-12 sets out the caucus and RA attendance expectations delegates must meet in order to receive the stipend.
Teachers, are you ready for the next level in your career?

If you are a certified teacher and would like to become a principal or central office administrator, go with the leader in Texas: Region 4 Principal Certification Online. Visit www.Region4ACP.net to find out more.

Commit to the future of Texas. Teach. Lead.

Internships must be conducted in Texas.

© 2010 Region 4 Education Service Center
The lost art of listening

Learn to listen effectively and you will better understand your students and colleagues. By Dr. Paul Henley

Listening—really listening—to either a child or adult helps him feel heard, understood, important, valued, respected and cared about.

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel,” the poet Maya Angelou once said.

Too many times, conflicts arise because two or more people simply fail to listen to one another. Recent research finds that feedback is most effective when teachers listen to their students, not simply repeat what they are saying, they respond to what they’re saying and interpret information to learn more of others.

LISTEN MORE, TALK LESS.
There is always the temptation to interrupt so you can tell the other person something you think is vitally important. In most cases it isn’t, at least not at that point.

Jason Heiser is a classroom coach in Pennsylvania. He told the National Staff Development Council, “I always thought I was a good listener, but as I coached … I began wondering if I was not giving people a chance to ask me the questions on their minds. As much as I want to talk and share what I know, I had to learn to listen. There’s something in listening that’s greater than coming in and showing people.”

Once you have placed yourself in the conversation, you should focus on doing more listening than talking. Ed Brodow, a motivational speaker on negotiation, uses a 70 percent listening, 30 percent talking rule. When speaking with another person, check yourself to see if you follow that guideline.

KNOW YOURSELF
When you listen to others, you first need to know how you will naturally respond to what you hear. Are you a logical, decisive person who leads with her head or an intuitive, globally-thinking teacher who wears her heart on her sleeve? Do you work from past experience, focus on the future or “live in the moment,” considering primarily the issues right in front of you now?

Much can be learned from asking a simple question: when I hear a new idea, do I first ask why this is worth hearing or how would something like that work?

MAKE SURE YOUR OWN BODY LANGUAGE SIGNALS, the vast majority of human beings would rather speak than listen.

This does not mean that you simply repeat what they are saying to you. Rather, you take the time and effort to respond to what they’re saying in a way that shows the person you have internalized what they have just said. Ask for clarification if needed. This will clear up any misunderstanding you have.

Make sure when you are actively listening, you acknowledge and validate the feelings of the other person or people. Emotion often holds more significance than facts, whether you are engaged in an argument or not.

Brenda Power of Choice Literacy wrote an essay regarding a new technique — simply telling the other person that she or he is right. Two words, “You’re right,” can make a world of difference. The thing is, most of the time everyone is right at some level. There are people who would argue that the sky isn’t blue. They’re right. It’s gray. It’s orange. It’s black. It depends on where you are. It depends on what time you look up.

听和倾听

听和倾听 ——倾听，一方或成年人才能帮助他人感觉到被听到、理解、重视、尊重和关心。

“人们会忘记你说过什么，人们会忘记你做过什么，但人们永远不会忘记你是如何让他们感觉的。”诗人玛雅·安杰洛如是说。

很多时候，冲突是因为两个或更多的人仅仅相互倾听。最近的研究发现，反馈最有效的方法是教师倾听学生，而不仅仅是重复他们的话。他们要响应对方所讲的内容，以及解读信息来了解对方。

听得多，说的少。
总是有想要打断的冲动，因为你可以说出对方需要知道的重要的事情。在大多数情况下，这不是这样。

当您聆听他人时，您首先需要了解自己。

“我总是认为自己是一名优秀的倾听者，但是当我进行指导时，我开始怀疑自己是否没有给人们一个提问的机会。我想说和分享我的知识，但是我必须学会倾听。倾听比直接展示更有意义。”

一旦你把自己放在对话中，你应该将精力集中在倾听而不是说话上。爱德·布罗多，谈判技巧的励志演讲者，使用的是70%的倾听，30%的说话比例。当你与他人交谈时，检查自己是否遵守这条准则。

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了解你自己

当您聆听他人时，您首先需要了解自己。

“当听到新想法时，我首先会问，为什么这个值得听，还是这样工作？”

听得多，说的少。
总是有想要打断的冲动，因为你可以说出对方需要知道的重要的事情。在大多数情况下，这不是这样。

Jason Heiser是一名宾夕法尼亚州的教室教练。他告诉国家工作人员发展委员会，“我总是认为自己是一名优秀的倾听者，但是当我进行指导时，我开始怀疑自己是否没有给人们一个提问的机会。我想说和分享我的知识，但是我必须学会倾听。倾听比直接展示更有意义。”

了解你自己

当您聆听他人时，您首先需要了解自己。
TSTA President Rita Haeker was in Dallas in February to visit members and recruit new ones at three Dallas County Schools (DCS) Service Centers—Richardson, Don Shields and Pat Raney.

While in town, she also sat in on the NEA-Dallas DCS Member Advocacy Team meeting and met with DCS Superintendent Dr. Rick Sorrells.

NEA-Dallas began organizing in DCS in the fall of 2003 with two members: the late Elnora Bramley and Verbera Nedd. In 2010, DCS membership in NEA-Dallas surpassed the 700-member mark.

TSTA Advocate
EDUCATION AUSTIN CELEBRATES 10 YEARS WITH GALA

Ten years ago, the Austin local associations of TSTA and the Texas Federation of Teachers decided to merge. A team representing the locals and their state and national affiliates created Education Austin, our first merged local association.

At a gala and silent auction in December, Education Austin honored those teams. Former TSTA President Donna New Haschke, retired Texas Federation of Teachers President John Cole and TSTA President Rita Haecker at the Education Austin gala.

TSTA-RETIRED NEWS

Meetings: The TSTA-R Annual Meeting is scheduled for Wednesday and Thursday, April 14-15 at the Embassy Suites Hotel, Spa and Convention Center in San Marcos. Two days of activities are planned for your enjoyment: watch for details in the spring issue of TSTA-R Retired Reporter.

There will be business to conduct, workshops to enhance our living styles and games to enjoy. The hotel is a short distance from the outlet mall, so there is shopping and plenty of fun. With your FREE registration, you will receive all conference materials, an evening reception, two breakfasts and one lunch. Plan to donate to PAC and the Jack Kimura Scholarship Fund. See the TSTA-R Bylaws state that he or she is automatically elected, so no ballots will be necessary. Congratulations to Jo Ann Peschel for reelection to a second two-year term as treasurer.

Delegate Elections: Elections were underway for delegates to represent TSTA-R members at the TSTA House of Delegates and at the NEA Representative Assembly. Ballots were due at the TSTA-R office by March 4.

DEER PARK

Campaigning in Deer Park

Jocelyn Jones, TSTA Political Action Committee chair and Deer Park Education Association president, presents a PAC check to Dan Huberty, candidate for state representative in District 127. Also in the photo are Sam Blackman, TSTA staff, and Gordon Gauthier, TSTA Region 3C president.

SAN ANTONIO

Tailgating in San Antonio

At its first tailgate party, Southwest Educators Association TSTA/NEA built solidarity and talked to members about all the ways the association can assist them. TSTA President Rita Haecker and Vice President Jason Hillman attended the event, held before the homecoming football game.

ABILENE

Parading in Abilene

Education Abilene participated for the first time in the Abilene Parade of Lights. “We were the only teacher organization to have a float in the parade,” Martin Diaz said. “It was televised on a local TV channel, and as our float made it past the camera, a commentator read a prepared description of Education Abilene/TSTA/NEA’s achievements and goals.”
Delegate Voting and Registration

Delegates attending the 2010 TSTA annual convention will elect one NEA Director for Texas—NEA Director, Place 1. The race is contested. Delegates will also elect TSTA Board At-Large members and will vote on twelve proposed bylaws amendments, which are included in this issue in their entirety.

Delegates are elected at the local level, except for certain supervisory delegates elected regionally and voting members of the TSTA board who are automatically delegates because of their position. All delegates must have their credentials and a picture ID with them in order to vote. Registration opens Friday, April 16, from 7:00 a.m. through close of the first General Session, and re-opens Saturday, April 17, at 6:30 a.m. Delegates planning to arrive on Saturday should allow plenty of time to register and vote. Voting begins Saturday at 8:30 a.m. Delegates must have completed registration and be in the voting line no later than 9:30 a.m. to be eligible to cast their ballot.

Information about lodging and a preliminary schedule of events appeared in the Winter Advocate and is available on the TSTA website, www.tsta.org. Updates to this information (including the Delegates Casino Night ticket information) will be posted on the website. The convention hotel is holding a room block for TSTA attendees. Delegates are responsible for making their own hotel reservations. The housing deadline is March 24, 2010.

This year’s “Delegates’ Night Out” event at the TSTA House of Delegates is a Casino Party beginning at 8:00 p.m., Friday, April 16 at the Embassy Suites San Marcos. Tickets at the door are $25, but you may pre-purchase tickets at a $15 early-bird discount rate. Pre-purchased ticket orders must be received at TSTA with payment by March 26, 2010. Each ticket includes entry to the event, a starter set of chips to play a variety of casino games, wrist band for in-out privileges and access to the DJ dance mix. For more information about the convention, visit the TSTA website or contact Carol McCord at carolm@tsta.org.

Election information begins on the next page.

131st Annual TSTA Convention

RHONDA GAIL SCHELL

Professional Experience:
Beaumont ISD, 1991-present, inclusion teacher; Tarkington ISD, 1990-91, sixth grade math teacher; Beaumont ISD, 1989-90, reading teacher 6th-8th

Professional Education Associations: TSTA/NEA, TSTA Women’s Caucus, NEA GLBT Caucus, Alpha Delta Kappa, National Science Teacher Association, BABSE, NABSE, Who’s Who Among America’s Teachers

Offices Held: NEA Director, Texas, Place 2, 2006-09; NEA-RA Board Steering Committee, 2008, 2009; Beaumont Teachers Association, president, vice president, treasurer, secretary, consultation committee chair, 2003-05, association rep; TSTA Region 3E, president, vice president, secretary, TSTA BOD-Advisory, 2002-05; TSTA-RA chair, NEA Fund for Children and Public Education; TSTA Women’s Caucus, chair, vice chair; treasurer; NEA Women’s Caucus, membership secretary, current

Campaign Statement: During the three years that I was your NEA Director, I worked collaboratively with NEA Directors from across the country, as well as state and NEA leaders, to bring TSTA’s concerns to our senators and representatives. Just as our nation is undergoing change - together we can successfully define and mold our own changes for our children, for education, and for NEA.

As we continue our efforts at the national level to restructure NCLB and IDEA, it is important to have a strong leader who understands our needs, is willing to fight for everyone and is able to communicate the NEA positions and needs to TSTA. I am passionate about what is best for our children and what is best for their education.

I humbly ask for the opportunity to serve as your NEA Director. With your support, together we will continue to make Education the most important issue in Washington.

FRANCES H. SMITH

Professional Training: University of Houston, 12/91, Ed.D; University of Wyoming, 7/75, MA; University of Iowa, 2/69, BA

Professional Experience: Cy-Fair ISD, 8/92-present, English-secondary teacher; University of Houston, 2/81-2/90, teaching assistant; Ponca City, Okla. School District, 6/77-2/80, reading teacher-junior high; Laramie, Wyo., School District #1, 8/72-6/76, English-secondary teacher; Dept. of Defense/Germany, 9/70-2/72, GED teacher

Professional Education Associations: Delta Kappa Gamma, 33 years; TSTA, 18 years

Offices Held: Cy-Fair TSTA, vice president, 2000-2002, and president, 2002-present; TSTA Region 3B, president, 2006-10; TSTA BOD, 2006-present; NEA, director, 2008-present

Campaign Statement: As your TSTA and NEA Director, I continually represent you well - locally, statewide, and nationally - as an advocate for our students and you, our members. Locally, I have developed a strong relationship with our superintendent as one who is supportive of education, yet continually advocating for our teachers and ESPs. We help elect strong board members who ask for our help. My speeches at board meetings are noticed by the community at large and constituents acknowledge my contributions. I have represented Region 3B for four years as a state director and work well with the other leaders. We have built a board which focuses on issues to support and solve. As your NEA Director, I have strived to represent Texas as someone who will always represent you honestly and professionally, with your interests as a priority. When I go to Washington, I work for you.
Proposed Bylaws Amendments

Wording in Bold and Underlined — Proposed Additions
Wording in [Brackets with Strikethrough] — Proposed Deletions

1. INTENT: To establish standards for due process procedures for locals and to offer locals the option of forwarding charges to TSTA for disposition.

ARTICLE IV  
Affiliate Structure

Section 1. Local Affiliates

C. Minimum Standards of Compliance for active local affiliates

An active local affiliate shall:

Guarantee due process to members in matters of censure, suspension, or expulsion and to officers in matters of impeachment and removal, as provided below in Paragraph G. of this Section;

G. Each local affiliate may choose to provide due process procedures that meet the standards set forth below or by transferring any such charges to TSTA. If, at the time any charges are initiated, provided, procedures that locals require do not meet these standards or such actions as required by these provisions have not been taken, then due process shall be provided through written notification of the charges to the TSTA Executive Director, and procedures that meet the standards set forth below or by transferring any such charges to TSTA will be followed.

Section 2. Regional Affiliates

Article X  
Regional Affiliates

Section 2. Regional Affiliates

A. Purposes

b. Except as provided in c., elect a regional president who shall serve on the State Board of Directors, a regional vice president who shall serve as the alternate to the State Board of Directors, other regional officers who may, if designated by the President, represent the Region at TSTA Board meetings in the absence of the President and Vice President.

Vote Required: Two-thirds

Financial Impact: None

CB&E Recommends: Support

2. INTENT: To permit additional Regional Alternates for TSTA Board meetings.

ARTICLE IV  
Affiliate Structure

Section 2. Regional Affiliates

D. House of Delegates

3. Purposes

b. The Regional House of Delegates shall:

b. ELECTED.

TSTA-R and TSTA-R Retired Affiliate

A-R Retired Affiliate

A. Organization

1. A statewide affiliate for retired members of TSTA shall be organized.

2. The TSTA-R Retired Affiliate (TSTA-R) shall:

a. Recognize local and regional affiliates of retired members as provided in the TSTA-R Bylaws.

Rationale:

Several years ago, TSTA-R amended its bylaws to provide for local or regional affiliates of TSTA-R members. Prior to that, the TSTA-R provided that TSTA-R could recognize such affiliates, but none had ever been recognized (because none had been organized). This bylaw change incorporates the current reality that TSTA-R now recognizes local and regional affiliates of TSTA-R.

Vote Required: Two-thirds

Financial Impact: None

CB&E Recommends: Support

4. INTENT: To clarify language about qualifications and terms for members of the TSTA Board of Directors and to limit secret votes by board members only to votes cast in the required elections.

ARTICLE VII  
Board of Directors

Section 2. Regional Affiliates

B. Meetings

The Board of Directors may cast secret ballots only in elections required of the Board of Directors; and

Section 3. Qualifications

Board of Directors members shall:

a. Serve on a regional president.

b. Be actively engaged in the education profession, except if a TSTA-R member of the Association and the president of the TSTA-R Retired Affiliate, TSTA-R Retired Affiliate Board, or any student affiliate.

b. Hold elected offices in TSTA, TSTA-R, or any other organization of TSTA, TSTA-R, or any other organization and have served in those elected or appointed offices for the past three consecutive years preceding election unless serving as the president of any local or student affiliate, or TSTA-R Retired Affiliate Board member, or in other capacities.

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feasance for which removal is sought. The petition must be signed by (1) at least fifty percent (50%) of the Board or (2) at least fifty (50%) of the active members, or (3) if the local has not more officially recognized association representatives, by at least fifty percent (50%) of those representatives. The petition shall designate one petitioner as the contact person for the petitioners.

Such petitions shall be filed with the President, except that if the charges are against the President, then the petitions shall be filed with the Vice-President.

The President or Vice-President within five days shall, verify that the signatures have met the above threshold and, if so, immediately transmit a copy of the petition to the Executive Director of TSTA, who shall direct the TSTA General Counsel to provide a written opinion as to whether the charges, if proven, would rise to the level of nonfeasance, misfeasance or malfeasance.

While awaiting the written opinion of the General Counsel, the President of TSTA or President of the Executive Director shall request the TSTA Executive Director to provide a written opinion as to whether the charges, if proven, would rise to the level of nonfeasance, misfeasance or malfeasance.

Each Regional President shall provide the names of two members who are not serving as local officers from this Region to the TSTA at the Regional President to the TSTA at the first meeting of each new TSTA Board. These members shall be contacted by TSTA to determine if they are willing to serve in the capacity set forth below if they are not willing to serve, the Regional President shall present the name of another member until two members from the Region agree to serve. The TSTA Board of Directors shall adopt any bylaws or rules necessary to facilitate the process that will be followed in the naming of these members in the written opinion of the General Counsel.

In matters concerning the impeachment and removal of any officers, local alternates when neither Regional President nor Vice President can serve in the event any local officer is impeached and removed.

The TSTA-R shall adopt a policy for disposition by Local Officer Impeachment Committee, the TSTA-R Board shall consider the appeal at its next meeting, however, if the Local Officer Impeachment Committee recommends removal from office, the charged officer shall be suspended from duties pending the outcome of the appeal.

A. If, at the time any charges are initiated, provided, procedures that locals require do not meet these standards or such actions as required by these provisions have not been taken, then due process shall be provided through written notification of the charges to the TSTA Executive Director, and procedures that meet the standards set forth below or by transferring any such charges to TSTA will be followed.

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All members of TSTA shall cooperate with any investigation or hearing. The Hearing Committee may request assistance from TSTA by contacting the TSTA Executive Director or Executive Director, TSTA shall provide such requested assistance as is reasonable.

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members unless elected as a successor of a large member.
B. Be employed within the represented region of Delegates.
C. Maintain membership status and educational level.
D. Be actively engaged in the education profession within the state during the term of office.
E. Be elected at-large by the Board of Directors.
F. Be employed within the represented region of Delegates.
G. Be elected at-large by the Board of Directors.
H. Be actively engaged in the education profession within the state during the term of office.
I. Be elected at-large by the Board of Directors.
J. Be employed within the represented region of Delegates.
K. Be actively engaged in the education profession within the state during the term of office.
L. Be elected at-large by the Board of Directors.
M. Be employed within the represented region of Delegates.
N. Be actively engaged in the education profession within the state during the term of office.
O. Be elected at-large by the Board of Directors.

Section 4. Term of Office
A. The term of office for Directors, members, and TSTA officers shall be two (2) years.
B. The term of office for Directors, members, and TSTA officers shall be two (2) years.
C. The term of office for Directors, members, and TSTA officers shall be two (2) years.
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M. The term of office for Directors, members, and TSTA officers shall be two (2) years.
N. The term of office for Directors, members, and TSTA officers shall be two (2) years.
O. The term of office for Directors, members, and TSTA officers shall be two (2) years.
INTENT: To clarify meaning of non-supervisory and add a definition of "educational position" as used in the TSTA By-laws.

ARTICLE XII Parliamentary Authority and Definitions

Section 2. Definitions

A. Classroom teacher: Classroom teacher shall mean any person who is certificated, who devotes a majority of the school day to classroom teaching or to allied work with students, and who is not required to possess an administrator or supervisory certificate.

B. Supervisor and administrator: Supervisor and administrator shall mean any person who has continuing authority to hire, transfer, discipline, or dismiss or otherwise direct employees or to effectively recommend any of the aforementioned actions unless the exercise of such authority is routine or clerical in nature and does not call for independent judgment; or is solely exercised in regard to a secretary, aide, or personal assistant; or is because he or she participates in a peer review program that involves the person in the occasional evaluation of employees.

C. Nonsupervisory: Nonsupervisory shall mean active, Educational Support Professional and Ac- tive Professional members who are not supervisors.

M. Educational Position: As used in these Bylaws, this term means those positions defined in A., B., and C. above.

Make: CB&E Committee

Rationale: The current definition of non-supervisory incorrectly implies that the term applies only to ESP members and incorporates the term to TSTA-R members. Educational Position is used in the bylaws, but not defined, which can lead to confusion.

Vote Required: Two-thirds

Financial Impact: None

CB&E Recommendations: Support

INTENT: To clarify that Executive Officers are actively engaged in the educational profession.

ARTICLE XII Parliamentary Authority and Definitions

Section 2. Definitions

L. Executive Officer: Any elected officer employed full-time by TSTA or one of its affiliates. Such per- sons shall be deemed to be actively en- gaged in the educational profession while serving as an Executive Officer.

Make: CB&E Committee

Rationale: Same as intent.

Vote Required: Simple majority (50% plus 1 vote)

Financial Impact: None

CB&E Recommendations: Support

INTENT: To allow withdrawal of a pro- posed amendment closer to the House of Delegates.

ARTICLE XIII Amendments

Section 4. Withdrawal of Proposed Amend- ments

A. Request for withdrawal of proposed amendments shall be submitted in writ- ing to the Credentials, Bylaws and Elec- tions Committee no later than March 1st (date varies). One copy of the proposed amendments shall be submitted to the state House of Delegates, if such requests meet one of the following requirements:

1. If originally proposed by a member(s), the request shall be signed by person(s) proposing the amendment.
2. If originally proposed by an affiliate, the request shall be signed by an elected officer and approved by at least a majority of the members of the highest governing body of the affili- ate.
3. If originally proposed by the Board of Directors, the request shall be signed by at least sixty percent (60%) of the members of that body, based on a weighted vote.

4. If originally proposed by a TSTA Com- mittee, the request shall be signed by sixty percent (60%) of the members of the committee(s) submitting the amendment.

Make: NBI CB&E 2009 TSTA House of Delegates

Rationale: To allow makers of proposed by- laws to see what other amendments are being proposed by CB&E and what posi- tions the Board of Directors takes on pro- posed amendments prior to deciding whether to go forward with or withdraw a proposed amendment. In most years, the current 90 day deadline comes before the board meetings that review the CB&E Re- port and in many cases, even before the final CB&E meeting.

Vote Required: Simple majority (50% plus 1 vote)

Financial Impact: None

CB&E Recommendations: Support

INTENT: To extend the deadline for localities to file audits if the audit is conducted by an independent outside CPA auditor.

ARTICLE IV Affiliate Structure

Section 1. Local Affiliates

C. Minimum Standards of Compliance for active local affiliates

An active local affiliate shall:

8. Establish and adhere to appropriate financial and operational standards consistent with the standards set forth in Board Policy, including ethi- cal conduct, internal controls and conflict of interest policies to protect resources of the local. Conduct a yearly audit of financial transactions and transmit a copy of this audit to TSTA by October 31 of the close of the prior fiscal year, except that for those locals required by pol- icy or statute to file with an independent outside auditor or auditing firm the deadline to trans- mit the audit shall be December 15.

Make: Gracie Oviedo, San Antonio Alliance

Rationale: Following the direction of the House of Delegates in a Bylaw Amendment adopted last year, the TSTA Board of Direc- tors has standards for local affiliates regarding financial audits. One provision requires locals above 1,000 members or with a bud- get of over $250,000 to use an outside au- ditor to complete the audit required to be filed with TSTA. This takes much longer to complete than using an audit committee and makes it virtually impossible to meet the October 31 deadline established long ago for all locals.

Vote Required: Three-fourths (3/4)

Financial Impact: No impact

CB&E Recommendations: Support

NOTE ON EDITORIAL AMENDMENTS (STYLE CHANGES)

At the suggestion of President Rita Hecker, the TSTA CB&E Committee added an extra meeting this year in order to complete a more thorough review of all of the TSTA By- laws. This is in addition to the larger number of proposed amendments in reviewing the bylaws, the committee also noticed a number of style inconsistencies in terms of the use of parallel construction, numbers, and various punctuation marks. The com- mittee decided to recommend establishing a style standard and then update the bylaws based on that standard. The committee chose to follow the American Psychological Association (APA) style standards. We rec- ommend that the House of Delegates approve this style standard as an editorial change. If approved, this will become the standard style for the TSTA Bylaws, and in the fu- ture, each printing of the bylaws after amendments will be done using this style.

TSTA BOARD AMENDMENTS TO THE PROPOSED BYLAWS AMENDMENTS

At the February 6, 2010, TSTA Board of Di- rectors meeting, the board voted to offer the following amendments to the Proposed By- laws Amendments for consideration at the TSTA House of Delegates.

The TSTA Board recommends amending Proposed Bylaw Amendment 1 as follows: (1) at G.1.a, insert in the first sentence “or more” between the words “three” and “members”; (2) at G.1.a delete the sentence “No member of the Hearing Committee may be an officer or member of the Board; “ and (3) at G.1.b in the first sentence change the phrase “who are not serving as local offi- cers” to “who may or may not be serving as local officers.”

The TSTA Board recommends amending Proposed Bylaw Amendment 4 by replacing the sentence at Section 1.B.4, with the fol- lowing: “The Board of Directors may have secret ballots for elections by the Board and for no other purpose.”

The TSTA Board will offer these amend- ments on the floor of the House of Dele- gates on Friday afternoon.
Attention NEA members...
Shop at NEAMB.com

Click on Member Benefits/Professional Products

5% off plus FREE SHIPPING!

Your online teacher store for student rewards, classroom décor, and more!

SmileMakers

neamb.com
texas-sized savings
NATIONWIDE THRILLS!

Texas State Teachers Association members now have exclusive access to corporate discounts and specials on theme parks and attractions including the Walt Disney World® Resort, Universal Studios®, Disneyland® Park, Las Vegas and New York City shows and performances, Sea World®, Six Flags, and Cirque du Soleil! Also save on car rentals, movie tickets, hotels, tours and special events across the US.

Visit TicketsAtWork.com and create a new account using code: TSTA
Or call toll free: 1.800.331.6483