

Advocate

Texas State Teachers Association/National Education Association

Fall 2012

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Think you don't have time for politics?

As leaders in our classrooms and on our campuses, we educators have a direct impact on our students' lives and our professions. But our leadership does not end when the school bell rings. We are all painfully aware that the decisions made by the governor, legislators, and school board members also have a direct impact on our students, and that requires our involvement in community affairs and politics. **By Rita Haecker, TSTA President**



I know that many of you feel there is neither the time nor a reason to get involved in politics, but politics is already involved in what you do every day — in everything from curriculum to all the time you have to spend on testing, paperwork, and dealing with larger classes. Educators are the real education experts, and if we want a better classroom and working environment, we have to elect people to the school board and the legislature who will work with us to improve our schools.

When you get involved, people in your community will look to you for guidance and advice on what works best in the classroom. When you get involved, parents and co-workers will know which candidates for legislative and school board seats will best serve the interests of your students and your school. When you get involved and communicate that information to voters in your community, your leadership has an even greater impact on your students and your classroom.

In this issue of the Advocate, you will find a

list of candidates whom TSTA is supporting for state offices in the Nov. 6 general election and an article reminding us why this election is the most crucial in many years for Texas public schools and educators.

Please read the article and check the list for the endorsed candidates in your area...and, please, get to work to help them get elected! And please remember, we're not just working for a candidate, we're working to reverse the damage to public education inflicted by the governor and the legislative majority. We're working to restore respect to our profession, and we have to be a force to be reckoned with during this election cycle. As leaders, we have to make a difference by getting our colleagues and fellow members actively involved.

If we fail to act, the 2013 legislative session will dish out more of what we saw during last year's session — deeper cuts to education, more school employees out of work, and thousands of overcrowded classrooms. And our respect as education professionals will suffer even more.

Political involvement is as American as apple pie, and it is essential for teachers and other school employees, whose livelihoods are so strongly affected by the decisions of elected officeholders.

Much needs to be done before early voting begins Oct. 22. Some local leaders already are busy. But here are some things that all our leaders can start doing now. Please, don't hesitate to contact our Public Affairs Center in Austin if you need assistance or want to get professional guidance on an idea or event. We are ready to help, and here are a few ideas to get you started.

- Find out how many members of your

local are registered to vote, and help register those who aren't. The voter registration deadline is Oct. 9. You can obtain voter registration forms from local registrars' offices, libraries, most post offices, and high schools, or you can download one online at www.votetexas.gov.

- Plan a public event for your members with endorsed legislative, State Board of Education, or local school board candidates in your area. Promote media coverage. Remind your community how important it is to elect candidates who really will support the public schools.
- Volunteer to work in our endorsed candidates' campaigns, and urge your members to join you. This is a great way to help win elections and build important, long-lasting relationships.
- Organize a get-out-the-vote effort — and carry through. Provide members of your local with information about polling places and dates and times for voting, both early and on Election Day. Urge your members to take other voters to the polls with them. Every vote counts. The victory margin for one school-friendly legislator in Austin two years ago was only four votes.

The importance of your efforts this fall will resonate beyond this election. Your involvement will enhance your influence as a leader in the community, and you will win more respect for our profession and your fellow professionals.

And the greater the public respect for our profession, the greater our community and political influence — and the stronger our public schools.



NEA EXECUTIVE DIRECTOR: John Stocks listens to members during round table discussions at the Emerging Leaders Conference this summer. More photos on pages 12-14 and on www.flickr.com/photos/tstapublicaffairs/sets.

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NEA delegates **pledge** to step up for kids

If public education is to remain a basic right for every child rather than a privilege for only the wealthy, educators must lead their profession — not just in their schools but in their communities and in political campaigns as well. That was the recurring message from President Barack Obama, Vice President Joe Biden, national Teacher of the Year Rebecca Mieliwocki, and the more than 8,000 educators at the NEA Representative Assembly in July.

The Representative Assembly is the largest democratic decision-making body in the world; almost 8,000 educators gathered this year at the Walter E. Washington Convention Center in Washington, D.C., to determine education policy for the nation's largest union, hear from leaders in politics and education, and honor their colleagues. It was the 150th Annual Meeting and 91st Representative Assembly.

Teacher of the Year Rebecca Mieliwocki spoke of the power teachers have to shape and transform the lives of their students. A middle school English teacher in California, Mieliwocki said she is proud to represent teachers. “Here I stand, one teacher symbolizing millions,” she said. “One im-

perfect, enthusiastic, hard-working, and committed example of the millions more just like me.”

Judy Near, a health technician from Colorado, was named NEA's Education Support Professional of the Year. She urged her colleagues to take control of their profession through leadership roles. “To lead, you just need a vision, hope, and inner strength to believe you can change things,” Near said.

NEA Executive Director John Stocks delivered his first address as executive director, and he was introduced by our own TSTA President Rita Haecker. He challenged delegates to become “social justice patriots.”



NEA CONVENTION: TSTA President Rita Haecker introduces NEA Executive Director John Stocks and meets Vice President Joe Biden; TSTA Vice President Noel Candelaria on the convention floor; and Texas delegates Patty Candelaria, Torsha Winrow, and Evelina Loya give doughnuts and handwritten notes of support to Wisconsin delegates, who have been under political attack.

“Educators have played a critical role in fostering social justice patriotism throughout U.S. history, from seeking funds for the education of free slaves after the Civil War to speaking out against the internment of Japanese-American children during World War II to opposing the segregation of Black children in schools that were inherently unequal,” Stocks said. “But with the emergence of voter suppression laws, growing income inequality, and insidious new forms of racial discrimination, it is imperative that NEA members everywhere become committed activists for social justice and equal opportunity.”

Delegates also heard from President Barack Obama, who called in from the campaign trail in Ohio, and Vice President Joe Biden, who attended the convention. “The power of public education is its potential for personal growth and collective progress,” President Obama said. “You can't help the American people without helping education.”

LEGAL SERVICES AND ADVOCACY: PUTTING YOUR DUES TO WORK WHERE IT MATTERS

TSTA provides comprehensive legal coverage. When people ask TSTA members why they should join TSTA, one of the reasons they might hear is “protection.” But what does that mean? What kinds of legal services does TSTA provide?

- TSTA provides an unlimited legal defense fund for employment defense, and
- TSTA provides liability insurance.

Both employment defense and liability insurance are important, but they are different.

Unlimited employment defense: Employment defense refers to situations in which a member must take action to protect her job, or the rights afforded to her under state and federal laws. For example, employment defense would involve a situation in which a school district attempts to terminate an employee from his or her job, or a supervisor violates an employee's rights under the Texas Education Code.

TSTA provides an unlimited legal defense fund for all employment defense cases approved for legal funding. That means if TSTA is assisting you with a termination, nonrenewal, grievance, or other employment-related issue, you will never be sent a bill for those services. Other associations place a

cap on the amount of legal funding a member can receive. In those associations, once the member hits a certain amount in legal fees, the member is responsible for the remainder of the fees — even if the case isn't over yet. A complex contract termination case can easily exceed \$20,000 in attorneys'

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fees, which is the cap for some associations. TSTA attorneys don't have to make strategy decisions based on how much a particular strategy will cost. With TSTA, you will never have to worry about the cost of defending your job or protecting your employment rights.

Liability insurance: Liability insurance comes into play when an employee is sued — a situation that is much less likely to happen than having your employment threatened or your



WELCOME, NEW MEMBERS!

Just as we were going to press, Lubbock Educators Association surpassed 1,000 members! Members number 1,000 and 1,001 are Tania Russell and Rachel Meriam, both teachers at Hodges Elementary, shown here with TSTA part-timer and former LEA president Cherie Jenkins. Fifty-one new members — 31 teachers and 20 education support professionals — signed up during four days of building visits, for a total of 155 new members this fall and 86 in the spring. Lubbock is just one of our many growing locals. Photos of TSTA local membership activities can be found on our Flickr page at www.flickr.com/photos/tstapublicaffairs/sets.

rights violated by your employer. If an educator is sued for acts that occurred as a result of the educator's employment, the educator will need a lawyer to defend against those legal claims. If the claims are valid, the educator might also need insurance to cover any damages that are awarded to the injured party. In these very rare situations, liability insurance is important.

As a member of TSTA, you are covered by a liability insurance policy that protects members against most legal claims regarding actions within the scope of your employment. TSTA members who are sued or being investigated for a crime related to their employment should contact TSTA immediately so that we may assist them in filing an insurance claim.

What's more important? Although liability insurance is important, ask yourself how many school employees you personally know who have been sued for things that happened in the course of their job. Odds are the number is very low, if not zero. In fact, in the past year, out of over 68,000 members, TSTA received only one liability insurance claim for a civil claim. While people threaten to sue every day, in reality, it is difficult to sue school employees because of the protections afforded by state law.

In contrast, ask yourself how many people you know whose job has been threatened or who have had difficulties with their supervisor. The number is probably pretty high, and in fact, you might be one of those people. By far, the majority of TSTA Legal Services matters are related to employment defense. TSTA spends over a million dollars a year helping members defend their jobs and their employment rights.

Recently, TSTA secured a victory for a teacher's aide who was illegally terminated. TSTA pursued the member's complaint through the district's local griev-

ance policy, an appeal to the Texas Education Agency, and finally to district court. After three years and more than \$23,000 in legal fees, the member prevailed. The court ordered the district to reinstate the aide and pay her three years of back pay. The member did not have to pay TSTA anything beyond her dues. More than once, TSTA has funded a teacher's case all the way to the Texas Supreme Court at no cost to the member.

In the past five years, TSTA has represented over 20 members whose cases exceeded \$20,000 in legal fees and expenses, many of them double that amount. One case exceeded \$100,000 in legal fees. None of those members had to pay for legal services that exceeded a pre-determined cap.

Based on these figures and the likelihood that very few, if any, TSTA members will ever be sued, much less found liable, for acts related to their employment, TSTA made a decision to reexamine the amounts of liability coverage provided to members. TSTA came to the conclusion that your dues dollars are much better spent on other TSTA efforts to protect your employment rights and job security instead of paying for excess liability insurance that you will probably never need. Currently, all TSTA members are covered up to \$1,000,000 for most civil legal claims, an amount that no TSTA claim has ever come close to reaching. (All coverage is subject to the terms and conditions set forth by Nautilus Insurance Company. Please contact TSTA for details.)

TSTA understands the importance of providing you with effective legal support when you might encounter problems when working in public schools. We are prepared to provide that support, and we are focused on the issues most likely to impact you. You may only need to consult with someone regarding your rights over the phone, or you may need an attorney to represent you in a termination hearing. Either way, TSTA is here to assist you.

NOW YOU CAN JOIN TSTA ONLINE

TSTA launched its new online membership enrollment application in September! We are very excited about this new tool, which allows members to see their specific dues based on a few simple questions and to pay by credit card, bank draft, or payroll deduction.

No more printing out a membership form, filling it out by hand, mailing or faxing it in. Simply submit your membership form online and it goes directly to the TSTA Membership Department.

Access the online application form from the "Join TSTA" box on www.tsta.org or go directly to www.mytsta.org. If you have questions, please call us at 877-ASK-TSTA.

TSTA AWARDS: HOW TO NOMINATE

TSTA offers several awards to honor teachers, education support professionals, and individuals outside the field of education who support public education.

- Instructional Awards recognize local associations for activities and accomplishments that incorporate the NEA Priority Schools Initiative.
- School Bell Awards recognize outstanding media coverage of education issues and events.
- Pride in Communications Awards recognize outstanding local/regional association newsletters and websites.
- Ronnie Ray ESP Advocate of the Year Award recognizes an educational support professional who demonstrates outstanding accomplishments and contributions to public education.
- Friend of Education Award recognizes an individual, organization, or company outside of the field of education who made a significant contribution to public education.

- Frank J. Tejada Award for Public Service recognizes an individual for service at the state or national political/legislative level on behalf of public school children or educational employees of Texas.

- NEA Human and Civil Rights Award honors an individual, organization, and/or region or local affiliate.

- Professional, Human, and Civil Rights Awards recognize Texas educators, TSTA local and regional associations, and other individuals or associations who are friends of education for distinguished service and contributions in promoting and/or encouraging professional and human rights activities.

- Ermalee Boice Instructional Advocacy Award recognizes and promotes teaching excellence.

- NEA Foundation Learning & Leadership Grants allow individuals to participate in high-quality professional development experiences and groups to participate in collegial study.

- NEA Foundation Student Achievement Grants improve the academic achievement of students in U.S. public schools and public higher education institutions.

Find out how you can nominate someone for an award at www.tsta.org/news-center/awards-grants or call 877-ASK-TSTA for more information.

CHECK OUR WEBSITE

Please bookmark tsta.org and check it frequently for updates. It's always a good idea, but it's crucial as the legislative session approaches.

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MEETING WITH CANDIDATES: (facing page) Philip Cortez, candidate for state representative, with Southwest TSTA/NEA leaders Beverly Botti, Jessica Aragon, and Diana Rodriguez; (this page) Sarah Scoggins Spurrier, Arlington TSTA president, with TSTA President Rita Haecker and Sen. Wendy Davis; TSTA staff member Steve Sianez with El Paso Teachers Association leaders Delia Camacho, Dora Martinez, and Norma De La Rosa and Joe Moody, candidate for Texas House; and Haecker with congressional candidate Rep. Joaquin Castro of San Antonio at the Congressional Hispanic Caucus Gala.

Had enough? Vote!

If there is one lesson that educators should have taken to heart from the political events in Texas over the past two years, it is this: Elections have consequences, and those consequences are particularly critical for public school employees. **By Clay Robison**

Even so, a number of teachers and other school staff may not be planning to vote this year because they think their votes won't matter or they don't want to be involved in politics. But votes do matter. And, every public education employee already is involved in politics — whether they vote or not — because elected officials make decisions that affect their schools, their profession, their compensation, their working

conditions, and, ultimately, whether they stay employed. Early voting for the Nov. 6 general election starts Oct. 22, and every vote cast this year will be crucial for Texas educators, students, and public schools. The consequences of this election will either begin to reverse the assault on public education that intensified after the 2010 election, or they will worsen the attack. Not only are additional edu-

cators' jobs on the line, but this election also will go a long way toward determining the very future of public education in Texas — whether it will remain a vibrant force in the state economy or be weakened by privatization. In 2010, Texas voters reelected Gov. Rick Perry over more mainstream opponents and elected a legislative supermajority intent on “shrinking” state government. As everyone — including

some educators who shared Perry's conservative viewpoint — soon learned, you cannot shrink state government without taking a wrecking ball to public schools, because public education is one of the largest state expenditures.

The governor and the legislative majority slashed \$5.4 billion from the public education budget. The consequences are real. In community after community, Texas public schools are still reeling.

So far, 25,000 school jobs have been lost and thousands of students have been crammed into overcrowded classrooms. More losses are feared as the final budget reductions kick in for the new school year. Districts continue to make cuts, and some are even closing neighborhood schools.

Perry and his allies are preparing to continue their assault on public schools when the Legislature convenes in January. Last year, they left billions of taxpayer dollars unspent in the state's Rainy Day Fund. That fund will grow to at least \$8.1 billion by the end of the current budget period, but for months the governor has refused TSTA's demand to call the Legislature into special session to restore education funding.

Other state tax collections, meanwhile,

are running at least \$5 billion more than what the comptroller projected when the budget was written. But instead of taking steps to boost funding for public schools and cure a chronic deficit in the education budget, the governor and the legislative majority want to promote privatization schemes to enrich education profiteers.

Despite growing opposition from parents and educators, state leaders will continue to defend the high-stakes STAAR testing program, for which they already have paid private test developers and consultants hundreds of millions of dollars. This year, STAAR tests will be even more stressful for students because the results will begin to count toward student grades. And there may be an effort to link test results to teacher compensation, even though the state leadership has refused to give teachers and students the resources they need to assure success.

Some key legislators have also announced a major push to divert tax dollars to a private school voucher program, which they falsely call a “choice” program for students and parents. State Sen. Dan Patrick, a Republican from Houston and chair of the Legislature's Tea Party Caucus, already has identified vouchers as a priority. Lt. Gov. David Dewhurst also endorsed vouch-

ers, and Gov. Perry recently appointed a long-time voucher proponent, Michael Williams, as the new state education commissioner.

“These so-called ‘choice’ programs offer no real choice for the overwhelming majority of students,” TSTA President Rita Haecker pointed out in a statement to the news media. “Voucher plans benefit only a few students while enriching profiteers at the expense of public schools that have been short-changed by the same politicians who want to divert tax dollars to private schools.

“All these voucher schemes to the contrary, the vast majority of Texas children will continue to be educated in traditional public schools, and that is where our tax dollars need to be invested,” Haecker added.

TSTA and other public school advocates will keep working to restore school funding while fighting against vouchers, an overemphasis on high-stakes standardized tests, and efforts to privatize public schools and weaken educators' employment rights. But our success will be determined in large part by the Nov. 6 election results.

It is extremely important that educators and other supporters of the public schools turn out in force to vote for

candidates who will give public education more than lip service in Austin. If we do, we can begin reversing the consequences of 2010 and the political and financial damage to public schools. If we don't, the attack on public education will worsen, and Texas children and educators will pay the price for our apathy while school profiteers prosper.

Gov. Perry won't be on the ballot this year because he is in the middle of a four-year term, but his legislative allies will be. TSTA, through its political action committee, TSTA-PAC, supported a number of pro-education legislative candidates in both the Republican and Democratic primaries and runoffs. Some of the candidates we supported won, and others lost.

A list of our endorsed candidates in the general election accompanies this article. TSTA urges you to consult the list and vote for the endorsed candidates for the offices on your ballot. Ask your families, friends, and co-workers to join you. TSTA also urges you to contribute to TSTA-PAC or increase your contribution, because special interests that would undermine public schools are contributing large amounts of money in many of these races.

Several races involving TSTA-endorsed candidates are expected to be close and could go either way, depending on which candidates most effectively turn out their voters.

Topping the list for TSTA and public schools is state Sen. Wendy Davis of District 10 in Tarrant County (Fort Worth). Davis, a Democrat, has a tough race in a "swing" district. She has fought hard for public schools and educators. Her Republican challenger, Mark Shelton, voted for the \$5.4 billion in education cuts, including more than \$68 million from Tarrant County school districts alone, according to Texas Education Agency estimates.

Whoever wins the District 10 race may

be the deciding vote in the Senate for or against private school vouchers and other school profiteering plans. Davis' re-election became even more critical following moderate Republican state Sen. Jeff Wentworth's defeat by tea party right-winger Donna Campbell in the GOP runoff in District 25.

TSTA also is supporting candidates in some very competitive Texas House races and a number of candidates, both Democrats and Republicans, for State Board of Education seats. NEA has en-

dorsed several congressional candidates in Texas, and TSTA locals are supporting candidates in local school board races that also will be decided Nov. 6. Local school boards have become increasingly important to educators in the wake of the state budget cuts and the Legislature's deferral of more power over employee rights and working conditions to school districts.

Yes, elections have consequences. And yes, your vote counts. But it counts only if you cast it.

GENERAL ELECTION ENDORSEMENTS 2012

General election		Jim Pitts	HD10	Eric Johnson	HD100
Barack Obama	President	Allan Ritter	HD21	Chris Turner	HD101
Paul Sadler	US Senate	Joe Deshotel	HD22	Rich Hancock	HD102
Nick Lampson	CD14	Craig Eiland	HD23	Rafael Anchia	HD103
Ruben Hinojosa	CD15	Ron Reynolds	HD27	Roberto Alonzo	HD104
Joaquin Castro	CD20	Ryan Guillen	HD31	Rosemary Robbins	HD105
Pete Gallego	CD23	Todd Hunter	HD32	Robert Miklos	HD107
Henry Cuellar	CD28	Abel Herrero	HD34	Helen Giddings	HD109
Eddie Bernice Johnson	CD30	Oscar Longoria	HD35	Toni Rose	HD110
Marc Veasey	CD33	Sergio Munoz	HD36	Yvonne Davis	HD111
Lloyd Doggett	CD35	Rene Olivera	HD37	Carol Kent	HD114
		Eddie Lucio III	HD38	Bennett Ratliff	HD115
		Mando Martinez	HD39	Trey Martinez Fischer	HD116
		Terry Canales	HD40	Phil Cortez	HD117
		Bobby Guerra	HD41	Joe Farias	HD118
		Richard Raymond	HD42	Roland Gutierrez	HD119
		Yvonne Gonzalez-Tourelles	HD43	Ruth Jones McClendon	HD120
		John Adams	HD45	Mike Villarreal	HD123
		Dawnna Dukes	HD46	Jose Menendez	HD124
		Donna Howard	HD48	Justin Rodriguez	HD125
		Elliott Naishtat	HD49	Alma Allen	HD131
		Mark Strama	HD50	Ann Johnson	HD134
		Eddie Rodriguez	HD51	Matt Stillwell	HD136
		J.D. Sheffield	HD59	Gene Wu	HD137
		Larry Phillips	HD62	Sylvester Turner	HD139
		Susan King	HD71	Armando Walle	HD140
		Drew Darby	HD72	Senfronia Thompson	HD141
		Poncho Nevarez	HD74	Harold Dutton	HD142
		Mary Gonzalez	HD75	Ana Hernández Luna	HD143
		Naomi Gonzalez	HD76	Mary Ann Perez	HD144
		Marisa Marquez	HD77	Carol Alvarado	HD145
		Joe Moody	HD78	Borris Miles	HD146
		Joe Pickett	HD79	Garnet Coleman	HD147
		Tracy King	HD80	Jessica Farrar	HD148
		Lon Burnam	HD90	Hubert Vo	HD149
		Diane Patrick	HD94		
		Nicole Collier	HD95		
		Charlie Geren	HD99		
Texas Senate					
Mario Gallegos	SD6				
Wendy Davis	SD10				
Rodney Ellis	SD13				
Kirk Watson	SD14				
John Whitmire	SD15				
Carlos Uresti	SD19				
Juan 'Chuy' Hinojosa	SD20				
Judith Zaffirini	SD21				
Royce West	SD23				
John Courage	SD25				
Leticia Van de Putte	SD26				
Eddie Lucio Jr.	SD27				
Jose Rodriguez	SD29				
Kel Seliger	SD31				
Texas House					
Lance Gooden	HD4				

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They're ready!

Fresh from TSTA's Emerging Leaders training, this group of young members is prepared to lead their profession.



Emerging Leaders: the next generation steps up

EMERGING LEADERS 2012

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 Veronica Y. Borrego
 Victoria Williams
 Yena Malik

TSTA and NEA leaders urged participants in this summer's Emerging Leaders Conference to redouble their fight for a strong public education system in the face of economic and political challenges that threaten the public school foundation and very democracy of our state and our country.

"This is not a fight that we are going to lose," TSTA President Rita Haecker said during the three-day leadership training in Austin.

She challenged the new leaders — and the more-experienced TSTA leaders attending the overlapping Organizing Institute — to continue the fight to "save public education in Texas."

NEA Executive Director John Stocks said more is at stake than improving education and the salaries and working conditions of educators.

"We also have a critical role to protect democracy" against political forces that want to shrink government, destroy

unions, and privatize education, he said.

Stocks warned that democracy was "truly at risk" in the United States in the face of a growing concentration of wealth in the top one or two percent of Americans, a growing number of voter identification and other voter-suppression laws, and increased attacks on the public schools and public school employees.

"Public education is the connection to assuring we have democratic rights in this country," and collective action by organized educators is essential to saving public education, he said.

WORKING TOGETHER TO BUILD MORALE IN DONNA

Fourteen miles east of McAllen near the Texas-Mexico border is Donna, "The City with a Heart in the Heart of the Rio Grande Valley." According to the latest statistics available from the Texas Education Agency, 97 percent of Donna's 15,023 students are economically disadvantaged.



DONNA TSTA/NEA: Linda Estrada talks about her local at the NEA Joint Conference on Minorities and Women June 29 in Washington, D.C.

Morale among students and staff is low.

Donna TSTA/NEA is the largest professional education association in the district, representing 889 members.

"We recognized that our association and the school district had a common problem with morale," local president Linda Estrada, who also serves on the TSTA Board of Directors, said, "so we decided to work together to turn our schools around. We believe building employee morale will also boost student morale."

The local association has provided training for worksite teams on communication, problem solving, and team building; after they were trained, the worksite teams trained their colleagues. Although the training is temporarily on hold, the local plans to continue in the near future.

PORT ARTHUR COMMUNITY STANDS BEHIND TEACHERS

More than 100 Port Arthur teachers faced the school board on May 24 wearing "We Are One" T-shirts and holding "Change the Contract" signs



PORT ARTHUR TEACHERS ASSOCIATION: Teachers protest contract changes at the board meeting.

provided by Port Arthur Teachers Association (PATA).

The teachers were concerned about language in their new contract, recommended by the Texas Association of School Boards, that could require employees to work extra hours or days with no additional compensation.

PATA lobbied the board in the weeks leading up to the meeting, and five of its members spoke at the meeting.

"When the speeches were given, there was thunderous applause," PATA leader Juana Collida said. "A couple of pastors from the city were there, one of them a former board member, and they said

they were concerned the language would create even more work for overburdened teachers.”

“Retired board president Dr. Kenneth Marks admonished the board for allowing things to spiral downward. He told them, ‘We will all be held accountable, so let’s do the right thing for the teachers,’” TSTA Organizational Development Specialist Randy Johnston said.

The superintendent notified employees that the contract language in question would be removed.

CONTRACT CONCERNS: SAME ISSUE, DIFFERENT DISTRICT

Another school district in the Houston area, Spring Branch, is fighting the same issue, the contract addition recommended by the Texas Association of School Boards.

Spring Branch Education Association addressed the school board about its concerns at the beginning of summer, making headlines in the Houston Chronicle and Memorial Examiner newspapers.

“Spring Branch ISD teachers are bristling at a clause in their contracts that they say could endanger quality instruction time with students. Spring Branch Education Association President Rebecca Boukhliif asked Spring Branch trustees at the June 18 board meeting to

rescind contract language that she said could require teachers to work the entire 310 days of their contract,” the Memorial Examiner reported.

“She said teachers are conscientious and know that they have duties outside the classroom. ‘We love what we do ... but we want to make sure administrators don’t take advantage (of the contract language),’ Boukhliif said. ‘If it’s the district’s intent not to exploit this, then why include it?’”

The campaign continues this fall.



TIPS FROM A TOP GUN

Del Valle Education Association grew from 45 members to 250 members in 18 months and successfully lobbied the district administration and school board on

a range of issues important to employees.

Great association representatives like Lauren Ivey-Muniz are the reason for their success.

“I LOVE this organization and wholeheartedly believe in what it represents and HOW it represents members,” she said. “The biggest thing that I did was go to the teachers and talk with them; all the rest was just details.”

She offers these tips for building your local association:

- I read all the new member info and compared it to the other organizations’ new member packets. I even had an honest, open conversation with another organization’s rep, which was hard but very informative.
- I put up a “Going Places” themed bulletin board with quick facts about TSTA/NEA and its benefits, taken from their websites and my new member info packet.
- I gave out a few flyers that were eye catching and informative one week before talking with groups and again one day before I “walked the halls.” I used a theme — a particular font and graphic — so that the pieces were identifiable as ours and hopefully triggered a “brand recall.” I used the same theme for everything this fall.
- I spent one day per two grade levels or department, walking from teacher to teacher to tell them about what our organization offered and key figures who were members, and I made sure to talk about issues they had talked about earlier. I did this once in the spring and once in the fall so that I wasn’t pushing a lot but I was always available to talk about the organization. I always talked about the local accomplishments of DVEA, too, so they’d see the active state, national, and local representation.
- I gave a “Welcome to the power of

three” (local, state, national associations) flyer to any member who joined, with two TSTA pencils attached.

- To make an impact, I put those sheets in staff boxes of our members at the start of the following week, so that all employees would see how many people had joined.
- I had a new member packet ready to give to anyone who signed even though they would get the official one in the mail later.
- I held a raffle for gift cards and included everyone who joined before the drawing.

LAREDO-UNITED LEADER HONORED TWICE

Rene De La Vina’s commitment to education and his community was recognized twice recently, through an award and an election.

The Laredo Bar Association presented the Laredo-United TSTA/NEA president with its first-ever Defender of Justice Award at a luncheon for local attorneys and judges.

“This award is an honor and tribute to the hard work Rene does for teachers, school employees, and TSTA,” Ernest Davila, one of the TSTA staff members who works with the local president, said.

In August, De La Vina was reelected to a six-year term on the Laredo Community College Board of Trustees. “I ran because I want your children and their children — and generations to come — to have the best education,” De La Vina, who has served on the board since 2006, told voters.

DEER PARK NAMES LOCAL FRIEND OF EDUCATION

At its May meeting, Deer Park Education Association named Scott Thompson its 2011-12 Friend of Education,



ASSOCIATION OF BROWNSVILLE EDUCATORS: Recruiting members at new employee orientation.

and, as a result, “Our Deer Park ISD superintendent personally extended an invitation for him to be recognized at the school board meeting,” DPEA President Jocelyn Jones said.

An employee of Lubrizol, Thompson has worked with the local association and the district’s transportation scholarship committee for four years; in that time, more than 25 \$500 scholarships have been awarded.

In addition to financial donations, Thompson, whose ribs won grand champion status at the Houston Rodeo, brings out his barbeque pit and cooks for the local group.

“He has stayed up all night cooking briskets for us. He is a very good friend to education,” transportation employee Cheryl Smith said. “He loves doing what he does, and he loves kids.”

HOW DO YOU RECRUIT YOUNG MEMBERS?

We asked the Association of Brownsville Educators, a local association that has been particularly successful at it. The short answer: visibility at the school district’s new employee orientation and at the local university

that prepares many of the district’s new teachers.

On Aug. 15, AOBE provided a program and breakfast for 42 new student teachers and two university supervisors at the University of Texas at Brownsville. Thirty-seven of the student teachers joined the TSTA-Student Program, TSTA’s affiliate for college and university students.

Presenters for the AOBE program were Lucy Reza-Morales, TSTA staff, on “What is AOBE/TSTA/NEA?” and “Member Benefits”; Joe Fuentes, interim consultation chair, on “Student Teacher Experiences”; and Tom Puntureri, AOBE staff, on “Bullying” and “Behaviors That Help Effectiveness.”

At the Aug. 16-17 new employee orientation, AOBE provided breakfast and contributed \$500 toward the luncheon. The local also held giveaways during each break and at lunch time, ending with the biggest prize, a \$100 gift card.

AOBE recruited 81 new members, and seven of them signed up as TSTA-Political Action Committee continuing contributors. An additional 44 new members were recruited during the spring drive and summer school recruitment visits.

MATERIALS YOU CAN USE: RESPECT CAMPAIGN

This flyer, originally developed for use in the Valley, urges education support professionals to join TSTA and “work together to get the respect we deserve.”

The flyers are available for your use on the TSTA website in Spanish and English; download them at:

- <http://tsta.org/sites/default/files/2012valleyESPflyer-Spanish.pdf> and
- <http://tsta.org/sites/default/files/2012valleyESPflyer-3.pdf>.





NEWS FOR TSTA RETIRED

Quilt: If you missed the opportunity to bid on the historic “T-Shirt Quilt” last school year, another quilt has been made with a different set of historic T-shirts (pictured above). Contact the TSTA Retired officers, call 877-ASK-TSTA, or email sarahk@tsta.org for information on buying tickets; the drawing will be held during the TSTA House of Delegates in Houston on Saturday, April 13.

Things you might not know about membership in TSTA Retired:

- Active members can continue their membership and support of TSTA by joining as Pre-Retired Subscribers.
- Pre-Retired Subscribers must contact TSTA to change their membership status from Pre-Retired to Active Retired.
- If you were employed by a school district for at least five years and are eligible to receive a pension, you can join TSTA Retired/NEA Retired.
- If you are a member of TSTA Retired

only, we encourage you to join NEA Retired and become a unified member.

- Members of only NEA Retired should join TSTA Retired and become unified members.
- For more information on membership, call 512-476-5355, 800-324-5355 or 877-ASK-TSTA.
- TSTA Member Benefits and NEA Member Benefits can help you save and recover the cost of your membership.

Officers: TSTA Retired officers for 2012-13 are Johnetta Williams, Dallas, president; Jay-Ann Rucker, El Paso, vice president; Ann Price Ouzts, Irving, secretary; Paul Haupt, El Paso, treasurer; and Letha Grace McCoy, Burselson, immediate past president.

Meetings: The NEA Retired Annual Meeting was at the Hyatt Regency Washington on Capitol Hill June 27-29, including a workshop for state presidents, a variety of speakers, business sessions, and elections. Retired and student members participated in

the annual Outreach to Teach in which NEA members make over a needy school, both the inside and the school grounds. (See page 21 for related story.)

Elections were conducted for NEA Retired secretary and NEA Board of Directors; our own Bobbie Duncan was a candidate in a field of 14.

Elections were also held for NEA Retired Executive Council, Resolutions Committee representatives, and Alternate NEA Board of Directors member.

TSTA Retired members attending were Letha Grace McCoy; Johnetta Williams; Frank Colbert Jr., Dallas; Louise Watkins, Aledo; Ricardo Casiano, San Antonio; Bobbie Duncan, Odessa; and Betty Jo Brown, Houston.

From June 30-July 5, the NEA Representative Assembly met. Frank Colbert Jr. and Johnetta Williams served as TSTA Retired delegates. Retired member Bobbie Duncan served as an at-large delegate and sang in the NEA Choir during the Fourth of July celebration.

Nominations: Nominations are currently in order for the following positions in TSTA Retired: president, vice president, retired at-large delegates to 2013 TSTA House of Delegates in Houston, and TSTA Retired delegates to the 2013 NEA Representative Assembly in Atlanta, Georgia.

All elections will take place in February with ballots due March 7. Members may self nominate. A candidate for office must be (1) a TSTA Retired/NEA Retired active member, and (2) a member in the category in which he or she is nominated. All forms must be completed and returned by Jan. 16, 2013. The forms are in this issue of the Advocate and will be on the TSTA-R page of the TSTA website.

— TSTA-R President Johnetta Williams



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AC480912



Bridging the digital divide

Using iPads equipped with reading, writing, and behavior documentation applications, Kristene Newcomb and her colleagues at Akins High School in Austin hope to improve achievement, behavioral choices, and social skills of social behavioral skills students.

“We are barely into the second week of school and our students have used diagramming apps to develop Venn diagrams; note making apps to develop ideas; journaling apps; stress management apps; and goal setting apps. Teachers and staff are documenting student behaviors on the iPads as well,” she said.

Behavioral apps help teachers document, collect, and interpret data that will be used to make individual educational plan (IEP) decisions. The tablets also allow the staff to collaborate with parents to address truancy, poor study habits, social skills, and other chronic behavior problems.

Newcomb bought the iPads with a student achievement grant from the NEA Foundation. After seeing another teacher’s behavior tracking apps last fall, Newcomb wanted the same opportunity for her students. She researched grants over winter break, and she and her colleagues spent evenings and weekends in January writing the application, which they submitted in February.

“The grant was funded just in time for the start of this school year,” said Newcomb, who was a teaching assistant last year when she applied. “I received the grant and am using the technology in my first year teaching. In my 11 years as a teaching assistant in a social behavioral skills classroom, I gave a lot of



FOR THE KIDS: Joy Killough receives a Presidential Award for Excellence in Mathematics and Science Teaching, and TSTA Student Program (below) participates in NEA’s Outreach to Teach.



thought to how I would teach these students. Now I have that opportunity.”

She said it is exciting to see her students embrace technology: “Traditionally students in our behavioral program are very limited in their access to current technologies. Their low socio-economic status deepens the digital divide.

“We tell our students that we are like pioneers in the field of bringing these new technologies into the classroom. They take this responsibility very seriously and eagerly teach each other what they have learned about each app,” Newcomb added.

“The impact to these students is enormous. In general, students in social behavioral skills programs are at risk and have the highest dropout rates,” she said. “Giving them access to this technology connects them to the academic process. It sends the right message, giving them a sense of value and purpose to learning.”

What are you waiting for? Find out how you can apply for a grant at www.neafoundation.org.

WHITE HOUSE RECOGNIZES LOVE OF TEACHING

Joy Killough’s love for helping high school students to value and under-

stand science was recognized this summer in a ceremony at the White House for winners of the Presidential Award for Excellence in Mathematics and Science Teaching, the nation’s highest recognition for math and science teachers.

The award recognizes teachers who are innovative and bring teaching to life; winners are determined by a panel of scientists, mathematicians, and educators. Killough, a biology teacher at Westwood High School in Round Rock ISD, was one of two Texans to receive the award.

“Students in Joy’s classroom find innovative lessons and activities designed to make memorable connections through inquiry,” PAEMST said in announcing the award. “Her favorite remarks from students start with why, how, and what if.”

See www.paemst.org for more on the awards.

BECAUSE EVERYONE DESERVES A GREAT SCHOOL

More than 400 college students, teachers, retired educators, higher education faculty, and education support professionals — including several TSTA



members — gave a Maryland middle school a makeover this summer.

The NEA Student Program’s Outreach to Teach corps repaired, landscaped, painted, cleaned, and decorated Johnson Middle School in Lanham. It was the sixteenth year that a school in the host city of the NEA Annual Meeting was refurbished by hundreds of NEA volunteers.

“Ensuring every child’s basic right to a great public school starts with providing children with an environment that is safe, healthy, and conducive to learning,” NEA President Dennis Van Roekel said. “We are here because students and school employees deserve to learn and work in clean and cheerful surroundings.”



Successful parent-teacher partnerships

One of the most significant relationships in a school is between teachers and parents, who partner for the support and success of the child. As the teacher, your actions help determine whether that relationship is open or hostile. **By Bryan Weatherford**

Teachers need the support of parents to reinforce learning that is taking place at school; to help influence student behavior; and to make certain the student comes to school ready to learn.

Parents need the support of teachers; after all, teachers may spend as much or more time with their children as they do. The teacher may be the first to notice if a child is struggling with learning, behavior, or other issues that impact his or her success.

Successful parent-teacher partnerships have four primary attributes that I call the “Four Cs”:

1. **Connect.** Teachers and parents must connect with one another to establish trust and build a solid relationship. If the teacher-parent relationship is solid, the likelihood of col-

laborative problem-solving and continued support is greatly improved.

Take time to “meet-and-greet” parents at back-to-school night; visit with them rather than rushing them; respond to their questions and let them share information about their child. Once school has begun, make sure your first contact with parents is positive. It can be as simple as a note saying their child had a good day.

2. **Communicate.** All relationships are maintained through communication — verbal, written, and non-verbal. Communication keeps the channel of information open and keeps parents engaged as full partners in their children’s education. Daily notes, a weekly newsletter, phone and in-

person conferences are among the best ways to communicate with parents.

A word of advice: Avoid giving parents personal contact information. It’s usually best to keep your professional and personal lives separate. Also be very careful with work email; it belongs to the district — it’s not private — and when you send an email, you never know who else may read it.

3. **Collaborate.** If problems arise, collaboration is essential to solving them. The test of the teacher-parent relationship rests in how effectively the parties work together when there are problems. Through this collaboration, parents become partners in the solution rather than obstacles in the process.

When structured properly, parent conferences are an effective way to maintain collaboration. Here are some tips:

- a. Be prepared to begin the conference when parents arrive. Value their time.
- b. Say something positive about their child. You may have to take a negative and turn it into a positive; for instance, if the child is hyperactive, you could say, “He brings a lot of energy to the classroom.” A positive comment pulls the parents into the conference.
- c. Identify the problem you want to address. Tell them why it is of concern and ask the parents if they have seen similar behavior at home. Explain how it impacts their child’s learning.
- d. Brainstorm possible solutions to the problem. Give the parents an opportunity to share any solutions they have; it gives them ownership and a responsibility to address the problem at home.
- e. Develop a plan to implement at school and home, including a

means to follow up with one another to keep tabs on progress. This will make it easier to discuss the issue if it comes up again.

- Share “10 ways parents can help teachers” (see sidebar).
- f. Make sure they leave smiling by closing with a positive. When you engage parents in a problem-solving process, you both will feel confident that positive changes will take place.
4. **Control.** Ultimately, the intent of effective teacher-parent relationships is to bring about achievement in the classroom. The teacher must maintain control of the relationship because it is the

teacher who has control of the classroom. The success of any student rises and falls on many factors; chief among them is the teacher. Through ongoing communication and collaborative problem-solving, the teacher can achieve positive outcomes for the student, and the parents share ownership in the education of the child.

A good relationship with parents builds support for students, adds to the richness of your classroom, and establishes partnerships that have a far-reaching impact on your students. Over the course of your career, you will have many things to juggle. Don’t let a hostile parent be one of them.

10 ways parents can help teachers

1. Create a smooth takeoff each day by hugging your child. Let him/her know how proud you are, as your child’s self-confidence and security encourages success in school and in life.
2. Prepare for a happy landing at the end of the day. Set aside a time to listen to your child talk about the school day — before you check phone messages, read the mail, or complete your own work. This gives your child a touchstone he can count on between school and home. Take an interest in what the child is doing at school. Don’t accept “nothing” in response to “What did you do in school today?”
3. Fill your child’s lunchbox with healthy snacks and lunches. Have dinner at a reasonable hour and a healthy breakfast. A well-balanced diet maximizes your child’s learning potential.
4. Include calm, peaceful times in your children’s afternoons and evenings. Maintain a schedule that allows them to go to school rested, and if they are sick, have a system in place so they are able to stay home and not get behind.
5. Remember it’s your children’s homework, not yours. Create a specific homework space that’s clutter-free and quiet. Homework helps children learn responsibility for the quality of their work.
6. Fill your child’s life with a love for learning by demonstrating your own curiosity, respecting questions, and encouraging efforts.
7. Fill your home with books. The public or school library is an excellent resource.
8. Be a partner with your child’s teacher. When you need to speak to the teacher in reference to a specific issue with your child, do it privately and not in front of your child. Make a point never to criticize your child’s teacher in front of your child.
9. Set up a system where routine items are easily located — such as backpacks, shoes, and signed notices. Create a central calendar for upcoming events to avoid the unexpected.
10. Tuck a “love note” in your child’s lunch bag. Knowing they are loved makes it easier for children to be kind to others.

— Mimi Doe, EdM, www.SpiritualParenting.com



National delegate elections

We're headed to Atlanta for the 2013 National Education Association Representative Assembly and Annual Meeting on July 1-6.

The number of Texas delegates is determined by our TSTA/NEA membership on Jan. 15, 2013. TSTA is allocated one (1) state delegate for every 1,000 Active members, as defined in NEA Bylaws, and locals are allocated one (1) local delegate for every 150 Active members, or major fraction thereof.

MINORITY REPRESENTATION

NEA policy encourages ethnic-minority representation reflective of the ethnic make-up of the state's population. TSTA's goal is to elect at least 55 percent of our total delegation from among our ethnic-minority members. We rely on all of our leaders and caucuses to help recruit ethnic-minority candidates to run for delegate positions at both the state and local levels.

FUNDING & COSTS

TSTA does not fund state delegates to the NEA-RA, though they may receive a small stipend, budget permitting. A few

regions and locals provide partial funding for state or local delegates, but most do not fund delegate expenses. Candidates for NEA delegate should verify whether or not there is funding available with the state or their specific local when seeking nomination.

Delegates can plan ahead for certain expenses. The Texas delegation hotel is the Hilton Atlanta Hotel downtown. The nightly room rate is \$163 single/double, \$173/triple, and \$183/quad, plus taxes. Self parking is \$21/day and valet parking is \$28/day.

STATE DELEGATES

NEA requires open nominations and secret ballots for all elections for state and local delegates. At the end of this article you will find a nomination form to seek election as a state delegate to the 2013 NEA RA. An online form is also available

on the TSTA website. If you would like to run for a state delegate position, please complete the form and return it to TSTA.

Each candidate on the ballot for state delegate is entitled to have his or her name and ethnic status published in the Advocate, along with a short statement (25 words or less). In order for your name to appear on the printed ballot, **TSTA must receive the nomination form in the Center for Executive and Governance no later than Jan. 4, 2013.**

Members should receive the Advocate containing ballots for election of state delegates by late March 2013. The deadline for return receipt of ballots at TSTA is April 19, 2013, by 5:00 p.m.

Although we cannot know the exact number of delegates to be elected until after Jan. 15, typically we elect one state delegate on a statewide ballot and the remaining state delegates are assigned to individual regions, clusters of regions or, possibly, statewide in a manner consistent with NEA rules on one-person, one-vote, and in accordance with TSTA policy.

CATEGORY 2 DELEGATES/ SUPERVISORY MEMBERS

NEA also requires proportional representation for supervisory and non-supervisory members. In order to insure this is not violated, supervisory members are not eligible to run for state delegate as outlined above. Instead, all supervisory members are eligible to run in a separate election for Category 2 state at-large delegate (which also includes NEA Active Life Retired members).

Supervisory members who also are members of a local additionally may run in the statewide supervisory cluster election, unless their local is not a part

of that cluster. TSTA removes locals from this cluster only if inclusion would cost the local a non-supervisory delegate. Locals will be notified in February if they have been removed from the cluster.

Supervisory members seeking election as a delegate should complete and return the nomination form at the end of this article (marking the box designated for Category 2 delegates), along with their 25-word maximum statement. Supervisory members who return the form and who are eligible to run in the Supervisory Cluster will automatically be included on the ballot for that election as well.

LOCAL DELEGATES

NEA will notify locals by early February of the number of delegates allocated for each local. NEA will send official forms to each local in order for the local to report who their elected delegates and alternates ("successor delegates") will be. In order to insure delegates have proper credentials at the NEA RA, **the forms are due to TSTA by April 10, 2013.**

Locals must conduct an election that provides for open nominations and secret ballots. This can be accomplished either by (1) delivering a nomination form to each member (using a local newsletter is permissible), then insuring each member receives a ballot with the names of those who returned the nomination form, or (2) by holding an all-member meeting, with proper notice of the meeting sent to each member, and accepting nominations at the meeting, then voting by secret ballot.

LOCAL CLUSTER DELEGATES

A local must have at least 76 members (Active and Life) to qualify for a delegate. Locals with fewer than 76 members may cluster together for the pur-

pose of electing local delegates. TSTA coordinates these cluster elections, so any member interested in seeking election as a cluster delegate must notify the TSTA Center for Executive and Governance. To request a cluster election, return the request form at the end of this article or contact Anezka Carmona in the TSTA office.

RETIRED DELEGATES

NEA allocates one delegate for the first 50 TSTA-R/NEA-R members, and one (1) additional delegate for each 1,000 TSTA-R/NEA-R members thereafter. To seek election as a retired delegate, **return the Retired Delegate Nomination Form to TSTA by Jan. 16, 2013.** The form is available at the end of this article and online at www.tsta.org.

A member who was an NEA Active Life member while teaching, but is now retired, has the option of seeking nomination as a Category 2 state at-large delegate rather than a retired delegate. However, anyone eligible to run in both elections must choose; he or she may only file in one election. To run as a retired delegate, complete the Retired Delegate Nomination Form. To run as a Category 2 delegate, complete the State Delegate Nomination Form and check the Category 2 box. Remember, retired delegate nominations are due Jan. 16. State delegate nominations are due Jan. 4.

QUESTIONS

Anyone with questions about the elections, or needing other information about the process, should contact Anezka Carmona at TSTA, 877-ASK-TSTA, ext. 1510 or email anezkac@tsta.org.

LOCAL CLUSTER ELECTION REQUEST FORM

2013 NEA REPRESENTATIVE ASSEMBLY LOCAL CLUSTER ELECTION REQUEST FORM

For use by TSTA/NEA members in a local with fewer than 76 members. Please return this form to TSTA Headquarters by April 10, 2013.

(Circle One: Mr. Ms.) Name _____
School District _____
Address _____ City _____ State _____ Zip _____
Home Phone _____ Day Phone _____
Email _____ Last 4 Digits Soc. Sec. No. _____
Signature of Nominee _____

Send to: Anezka Carmona, TSTA Organizing Center for Executive and Governance, by mail: 316 W. 12th St., Austin TX 78701; email: anezkac@tsta.org; or fax: 512-486-7053.

RETIRED DELEGATE NOMINATION FORM

2013 NEA REPRESENTATIVE ASSEMBLY TSTA/NEA-RETIRED DELEGATE POSITIONS

Deadline for receipt at TSTA Headquarters is Jan. 16, 2013, 5:00 p.m. (This form is also available online at www.tsta.org)

(Circle One: Mr. Ms.) Name _____
Address _____ City _____ State _____ Zip _____
Home Phone _____ Day Phone _____
Email _____ Last 4 Digits Soc. Sec. No. _____

ETHNIC GROUP: (Check all that apply)

- American Indian/Alaska Native Asian Native Hawaiian/Pacific Islander Multi-ethnic
 Black Hispanic Caucasian (not of Spanish Origin) Other
 Check here if you do not want your ethnicity printed
 Enclosed is my biographical sketch of 25 words or less which will be sent with the ballot. (Note: If your statement exceeds 25 words, it will be cut at 25 words.)
 Check here if you will be a first-time delegate

Send by U.S. Mail or FAX (512-486-7043) to: TSTA-Retired, 316 W. 12th Street, Austin, TX 78701

Signature of Nominee _____

STATE DELEGATE NOMINATION FORM

2013 NEA REPRESENTATIVE ASSEMBLY STATE DELEGATES

Deadline for receipt at TSTA Headquarters is Jan. 4, 2013. (This form is also available online at www.tsta.org)

NOMINEE FOR: (Check one)

- State At-Large Delegate: Category 1—Teacher, ESP or other Non-Supervisor
 State At-Large Delegate: Category 2—Supervisor or NEA Active Life Retired*
 Statewide Supervisory Cluster—Supervisors who are members of a local association**

*NEA Active Life Retired—NEA Active Life member while teaching and now retired

**Supervisory members whose local chooses not to participate in the cluster are not eligible to run in this election.

(Circle One: Mr. Ms.) Name _____
Address _____ City _____ State _____ Zip _____
Home Phone _____ Work Phone _____ Cell Phone _____
Email _____ Last 4 Digits Soc. Sec. No. _____
Local Association _____ TSTA Region _____ Work Site _____
Position (Teacher, Principal, ESP, etc.) _____ Supervisory Non-Supervisory

ETHNIC GROUP: (Check all that apply)

- American Indian/Alaska Native Asian Native Hawaiian/Pacific Islander Multi-ethnic
 Black Hispanic Caucasian (not of Spanish Origin) Other
 Check here if you do not want your ethnicity printed
 Enclosed is my biographical sketch of 25 words or less which will be published in the spring Advocate. (Note: If your statement exceeds 25 words, it will be cut at 25 words.)
 Check here if you will be a first-time delegate

Send to: Anezka Carmona, TSTA, Organizing Center for Executive and Governance, 316 W. 12th St., Austin, TX 78701; or email to anezkac@tsta.org or fax to 512-486-7053

Signature of Nominee _____

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*APUS Alumni Employer Survey, January 2011-December 2011. We want you to make an informed decision about the university that's right for you. For more about our graduation rates, the median debt of students who completed each program, and other important information, visit www.apus.edu/disclosure.





TSTA state convention **delegate** elections

TSTA members who have no opportunity to join a local association or who belong to a local that is not eligible to elect a delegate are still eligible to seek election as a delegate through a cluster election. Contact TSTA's Center for Executive and Governance to participate in a cluster election.

This year's state convention is April 12-13, 2013, at the Hyatt Regency Houston in downtown Houston. State delegate allocations for local associations (including the Texas Faculty Association) to attend the TSTA House of Delegates are sent to local presidents the end of January. Delegate allocations are also posted on the TSTA website.

LOCAL DELEGATES

Delegates are allocated to locals in a ratio of one (1) delegate for each fifty (50) members, or major fraction thereof, based on the local's Active Professional, Active ESP, and TSTA Life membership on Jan. 15, 2013. However, a local

may conduct its election for delegates prior to Jan. 15 by keeping a list of delegates in the order of votes received, then reporting the top vote getters as delegates and listing the remaining vote getters as alternates. The forms for reporting local delegate elections, available online and sent to local presidents with the allocations, are due to TSTA by March 15, 2013.

CLUSTER DELEGATES

TSTA members who have no opportunity to join a local association or who belong to a local that is not eligible to elect a delegate are still eligible to seek election as a delegate to

the TSTA House of Delegates through a cluster election. The member must notify the TSTA Center for Executive and Governance of his or her interest in seeking election as a cluster delegate no later than Feb. 13, 2013.

RETIRED DELEGATES

Retired at-large delegates are allocated to TSTA-Retired members in a ratio of one (1) delegate for each seventy-five (75) members, or major fraction thereof, on Jan. 15, 2013. In order to run for a TSTA-R at-large delegate position, the candidate must be a member of both TSTA-R and NEA-R.

Nomination forms are due to TSTA no later than Jan. 16, 2013. Ballots for the election will be sent to members in early February. The deadline for returning ballots to TSTA is March 7, 2013.

BUDGET PLANNING

Locals and/or individual delegates

may want to start planning now for travel expenses to the state convention. The hotel's nightly room rate for members in the TSTA convention room block is a flat \$155, plus taxes (currently 17%).

QUESTIONS

Contact Anezka Carmona in the Organizing Center for Executive and Governance at 877-ASK-TSTA, extension 1510, or anezkac@tsta.org if you have questions regarding the elections.

CLUSTER ELECTION REQUEST FORM

TSTA HOUSE OF DELEGATES—APRIL 12-13, 2013
The deadline for receipt of this nomination form at TSTA's Headquarters is Feb. 13, 2013.
(This form is also available online at www.tsta.org.)

(Circle One: Mr. Ms.) Name _____

School District _____

Address _____

City _____ State _____ Zip _____

Email _____ Last 4 Digits Soc. Sec. No. _____

Check the appropriate box:

There is no TSTA local in my area.

My local has fewer than 50 people and is not eligible to elect a delegate.

Signature of Nominee _____

Send to: Anezka Carmona, TSTA Organizing Center for Executive and Governance, by mail:
 316 W. 12th St., Austin, TX 78701; email: anezkac@tsta.org; or fax: 512-486-7053.

RETIRED DELEGATE NOMINATION FORM

RETIRED AT-LARGE DELEGATE POSITIONS—TSTA HOUSE OF DELEGATES—APRIL 12-13, 2013
The deadline for receipt of this nomination form at TSTA's Headquarters is Jan. 16, 2013. (This form is also available online at www.tsta.org.)

(Circle One: Mr. Ms.) Name _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Day Phone _____

Email _____ Last 4 Digits Soc. Sec. No. _____

ETHNIC GROUP: (Check all that apply)

American Indian/Alaska Native Asian Native Hawaiian/Pacific Islander Multi-ethnic

Black Hispanic Caucasian (not of Spanish Origin) Other _____

Check here if you do not want your ethnicity printed

Enclosed is my biographical sketch of 25 words or less which will be sent with the ballot. (Note: If your statement exceeds 25 words, it will be cut at 25 words.)

Check here if you will be a first-time delegate

Send by fax to 512-486-7043 or mail to: TSTA-Retired, 316 W. 12th Street, Austin, TX 78701

Signature of Nominee _____



a child has many feelings...



hunger shouldn't be one of them.



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TSTA/NEA
TEXAS STATE TEACHERS ASSOCIATION/NATIONAL EDUCATION ASSOCIATION
877-ASK-TSTA • www.tsta.org

2012-13 ENROLLMENT FORM

Please return this completed form to your Association Representative or mail to TSTA Membership Department, 316 West 12th Street, Austin, Texas 78701-1892. If you have questions, call **877-ASK-TSTA**.

NAME: _____ SOCIAL SECURITY NUMBER: _____ DATE OF BIRTH (M/D/Y): _____

ADDRESS: _____ LOCAL ASSOCIATION: _____ HIRE DATE (M/D/Y): _____

CITY: _____ STATE: _____ ZIP: _____ NAME OF ISD: _____

EMAIL AT HOME: _____ CAMPUS/WORKSITE: _____

EMAIL AT WORK: _____ POSITION (I.E. CLASSROOM TEACHER, LIBRARIAN, BUS DRIVER, ETC.): _____

AREA CODE HOME PHONE: _____ AREA CODE CELL PHONE: _____

<input checked="" type="checkbox"/>	ANNUAL DUES AND CONTRIBUTIONS	AMOUNT
	1. Professional Dues—TSTA/NEA (Active)	\$470.00
	Professional Dues—New to the profession	\$325.00
	2. Educational Support Dues—Full-time	\$252.50
	Educational Support Dues—Part-time	\$136.50
	3. NEA Fund for Children and Public Education (suggested amount \$15.00)	
	4. TSTA-PAC (see disclaimer below)	\$ 9.00
	5. Region Dues	
	6. Local Association Dues	
TOTAL DUES AND CONTRIBUTIONS		

NOTE: Membership must include local and region dues if eligible.

ETHNICITY/GENDER

American Indian/Alaska Native Native Hawaiian/Pacific Islander
 Black Unknown
 Hispanic Multi-ethnic
 Caucasian (not of Spanish Origin) Other
 Asian

Gender: Male Female

This information is optional and failure to provide it will in no way affect your membership status, rights or benefits in NEA, TSTA or any of their affiliates. This information will be kept confidential.

METHOD OF PAYMENT/PAYROLL DEDUCTION AUTHORIZATION (BELOW)

I hereby authorize the _____ School District to deduct the total amount of the annual obligation as set by the appropriate Association governance bodies in _____ equal payments in order to pay my dues to the professional associations and organizations listed and for political action contributions indicated. The authorization will continue in effect for this school year and future years, including any increase that may occur, until I give written notice to the local by September 15 to revoke. I further authorize any unpaid annual balance to be deducted from my final check. The Local Association or TSTA/NEA will notify School District officials of the annual dues amounts for all levels of the Association each year.

FOR STAFF/LOCAL USE ONLY
ISSUE CAMPAIGNS
 CAMPAIGN ISSUE _____ ACTION REQUESTED _____

The TSTA Political Action Committee (TSTA-PAC) and the National Education Association Fund for Children and Public Education collect voluntary contributions from Association members and use these contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributions to the NEA Fund 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. Although The NEA Fund for Children and Public Education requests an annual contribution of \$15, this is only a suggestion. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates.

Contributions or gifts to The NEA Fund for Children and Public Education, TSTA-PAC and local PACs are not deductible as charitable contributions for federal income tax purposes.

Federal law requires political committees to report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

Federal law prohibits The NEA Fund for Children and Public Education from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

"I decline to contribute to TSTA-PAC and I understand this will not in any way affect my membership status or rights." _____ INITIAL _____

Former student member?
 YES NO

Membership is open only to those who agree to subscribe to the goals and objectives of the Association and to abide by its constitution and bylaws.

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction.

Legal Liability Coverage: Professional liability insurance is underwritten by the AIG Companies or successor provider selected by Nautilus Insurance Company, a subsidiary of W.R. Berkley Corporation (Berkley), or successor provider selected by NEA. Coverage is subject to the terms, conditions and exclusions of the policies which are available to members upon request by calling the TSTA Help Center at 877-ASK-TSTA. These insurers may not be subject to all the laws and regulations of Texas. The insurance solvency guarantee fund may not be available to you or to TSTA.

Employment Defense: To be considered for legal services for job protection, membership is required for at least 30 days before the member knew or should have known of the events or occurrences leading up to the action complained about. Pre-existing conditions will not be pursued, except by discretion of TSTA.

MEMBER SIGNATURE _____ DATE _____ LOCAL ASSOCIATION REPRESENTATIVE _____



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