TSTA fights back

Thousands sign petition to Stop the Cuts Now
Editorial

One person won’t get the job done

TSTA’s Stop-the-Cuts-Now campaign is off to a great start. I want to thank everyone who has signed and collected petitions urging Gov. Rick Perry to call the Legislature into special session to restore the education budget cuts. By Rita Haecker, TSTA President

But this is just the beginning of a long campaign to provide our students and educators the resources we need to provide every child the opportunity to attend a great public school. Our success will depend on all of us staying focused and remaining active in both the political and educational arena.

The $5.4 billion that the Governor and the legislative majority slashed from the two-year state public school budget last spring has had devastating consequences. An estimated 32,000 school employees, including 12,000 teachers, have lost their jobs. More than 8,200 overcrowded elementary classrooms have more students than the limit set and growing with the state’s economy.

The $5.4 billion that the Governor and the Legislature, sooner rather than later, enact a new, permanent source of funding cuts is only the first step. We also must demand that the Governor tear down our public schools. The Governor’s position is at odds with that of the vast majority of Texas parents and taxpayers, who deplore the public school cuts because they know that a strong, healthy public education system is essential for our children’s — and our state’s — future prosperity.

Our task is to ensure that strong public schools — adequately and equitably funded by the state — are the No. 1 political issue in Texas. Restoring the funding cuts is only the first step. We also must demand that the Governor and the Legislature, sooner rather than later, enact a new, permanent source of funding that is fair, adequate, and grows with the state’s economy.

School children will be enough political will in Austin to do that.

One person won’t get the job done.

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NEA’s Read Across America: The cast of “The Lorax”, Taylor Swift, Zac Ethron, Betty White, Danny DeVito, Ed Helms, and Rob Riggle, are this year’s honorary co-chairs. www.nea.org/readacross

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1 TSTA FIGHTS BACK

On Feb. 1 at the Capitol, TSTA announced its campaign to “Stop the Cuts Now,” including a petition drive to urge the Governor to call a special legislative session (see pages 8-9 for details). Thousands of signatures have already been collected, and more than 400 people have joined our “Causes” page (www.causes.com/stopthecutsnow). Recruit your colleagues, friends, and family!

2 LOCALS ANSWER THE CALL

North Lamar ISD’s James Dawson was the first superintendent in his area to sign TSTA’s petition, all school board members signed at their February meeting, and the district administration sent out a news release endorsing the Stop the Cuts campaign. “North Lamar’s goal is 100 percent participation by all school staff members — administrators, counselors, teachers, secretaries, nurses, janitors, cafeteria workers, bus drivers, campus police officers, everyone!” North Lamar TSTA/NEA President Wendy Bozarth said.

The local was already well on its way to reaching its goal by the end of February, and leaders planned to present the signed petitions to TSTA President Rita Haecker at a meeting in Dallas Feb. 25. With only a few buildings reporting in, Laredo leaders and members had already collected over 200 signatures. They did it by activating their association representative network to circulate petitions in buildings, and by bringing petitions to all meetings and local gatherings, such as the regional House of Delegates. The local association also placed a letter to the editor about the campaign in the local newspaper.

3 WORRIES OVER THE DEFINED BENEFIT PLAN

TSTA testified before the Teacher Retirement System board in February, asking them to protect the defined benefit plan and consider the impact of changes on members, the teaching profession, and the education system. TRS will hold a town hall meeting in Austin March 12 to get input from stakeholders; it will be webcast at www.tea.state.tx.us.

4 STAAR WON’T TEACH NEEDED SKILLS, TSTA SAYS

Standardized tests can be useful as a diagnostic tool, but they won’t prepare students for the challenges they will face in college and in life, TSTA Public Affairs Director Ed Martin testified before the House Public Education Committee Jan. 23. http://tsta.org/news-center/education-news#testifies

5 STARS HOST READ ACROSS AMERICA

Honorary co-chairs of this year’s Read Across America are the stars of The Lorax movie: Taylor Swift, Zac Efron, Betty White, Danny DeVito, Ed Helms, and Rob Riggle. The team recorded two promotional videos for NEA, and Efron was to join NEA President Dennis Van Roekel in New York for the March 2 national kick-off. The national tour was scheduled to stop at public schools in Dallas and Austin. www.nea.org/readacross

6 COMMISSIONER AGREES TESTING’S GONE TOO FAR

State Education Commissioner Robert Scott spoke out against over-testing at the Texas Association of School Administrators’ Midwinter Conference, earning a standing ovation from educators. “I believe that testing is good for some things, but the system we have created has become a perversion of its original intent,” Scott said (video at http://bit.ly/whNVA). In February, he announced that implementation of the 15 percent grading requirement connected to the STAAR end-of-course exams had been deferred by a year.

7 HELP A SCHOOL LIBRARY WITH A TEST DRIVE

For each Mazda test drive through April 2, Mazda will donate $25 to the NEA Foundation. In the spring, NEA’s Read Across America will solicit applications for $1,000 grants to public school libraries. Any member will be eligible to apply on behalf of their school library. If they meet the $1 million goal, there will be 1,000 grants nationwide. Anyone with a valid driver’s license — members, parents, community members — can participate in the test drives. www.mazdaraidrivers.com/fonax

8 YOUR BALLOT IS IN THIS MAGAZINE

Between pages 16 and 17 of this issue, you’ll find a ballot for voting on state delegates to the NEA Representative Assembly in Washington, D.C. this summer. Please fill it out and mail it in.

9 COLLABORATION KEY TO USDOE’S NEW PLAN

The U.S. Department of Education has launched RESPECT (Recognizing Educational Success, Professional Excellence, and Collaborative Teaching), a proposal that challenges states and districts to work with teachers and their unions to support and improve the teaching profession. NEA praised the plan, noting that it reflects the spirit of NEA’s 3-Point Plan, released in December. NEA’s three points are: raising the bar for entrance to teaching, and testing teacher quality, and the association taking the lead in transforming the profession. www.nea.org/home/40069.htm

10 TSTA TEAMS WITH SAVE TEXAS SCHOOLS

In February, TSTA’s local associations in the San Antonio area partnered with Save Texas Schools on a regional conference. Participants garnered ideas for increasing support for education in the next legislative session and an understanding of the current budget crisis. Next up: TSTA is cosponsoring the Save Texas Schools rally at the Capitol March 24. See savetxschools.org for details.
School closures: You get what you elect

Grading Texas, Feb. 13, 2012: Elections have consequences, a reality that the parents, children, and teachers of Waco ISD are confronting as that district continues to struggle with the consequences of deep cuts to the state’s public education budget.

Two years ago, McLennan County, in which Waco ISD is located, voted overwhelmingly to recall Gov. Rick Perry. Area voters also elected Birdwell to the Texas Senate, re-elected veteran State Rep. Charles “Doc” Anderson to the Texas House, and, for a second time, re-elected the incumbent with a strong pro-public education record in favor of a newcomer, State Rep. Marva Beck.

Last year, Gov. Perry demanded deep cuts in public school funding, and Birdwell, Anderson, and Beck agreed and voted for education cuts that ultimately totaled $5.4 billion. (Anderson didn’t vote for the final version of the budget, but he supported deep spending reductions for the public schools throughout the appropriations process.)

Now, this month, the budget-strapped Waco school board is weighing a proposal to close four neighborhood elementary schools, shut down a successful high school academy, and merge two middle schools and move them to the academy campus. If the plan is adopted, hundreds of school children are confronting as that district continues to struggle with the consequences of deep cuts to the state’s public education budget.

TSTA challenges the teachers, parents, and other taxpayers in Waco to sign our petition, urging the governor to call the Legislature into special session now and spend $2.5 billion of the Rainy Day Fund to save neighborhood schools by restoring the education cuts for 2012-13. Demand that Birdwell, Anderson, and Beck as well as members of the Waco school board sign it.

There will be legislative elections this year, offering a chance for Waco voters who value their public schools to demand more accountability from the people they send to Austin. But there is enough money in the Rainy Day Fund to stop the cuts — and the school bleeding — now. Sign the petition on the back-cover of this issue, or click on this link to sign the petition online: www.tstaweb.net/forms/2012cutsPetition.html.

Time for Perry to build a real legacy

Grading Texas, Feb. 9, 2012: Seeking to restart his political life after his presidential disaster, Gov. Rick Perry is making public speeches again. And predictably, pontificators are speculating about whether he will be able to “rehabilitate” his reputation. For Perry and his constituents, though, the main thing that counts now is not his political reputation, but his ultimate legacy. What will he eventually have to show for being the longest serving governor in Texas history? So far, that is not much. Future generations (and most members of this one) are not going to give a hoot about how much red meat he continues to toss to conservative activists.

Yakking heads on Fox News may hyperventilate over his railings about states’ rights, but most Texas parents are much more concerned about the quality of their children’s education, whether they will be able to afford college, and whether their offspring will be prepared for quality, high-paying jobs in the not-too-distant future.

What hath Perry wrought? Soaring university tuition, cuts in student financial aid, dashed college dreams, and the worst public education budget in his lifetime. Remember, Perry and the legislative majority slashed $5.4 billion from Texas’ public schools last spring while hoarding more than $7 billion of taxpayers’ money in the Rainy Day Fund, so Perry could try to make points with anti-government, head-in-the-sand ideologues. Even Perry’s education commissioner, Robert Scott, has admitted public education funding is inadequate.

Does Perry really want to “rehabilitate” himself? He can start with the public schools and undo some of the damage he and his legislative allies inflicted on our children. It would be a great first step, as TSTA has requested, to call the Legislature into special session to appropriate $2.5 billion of the Rainy Day Fund and reverse budget cuts to the public schools for the 2012-13 school year. That would stop the bleeding from our children’s classrooms as the Texas economy continues to improve.

Then the governor can go about the business of seeking a more-permanent school finance fix that includes an adequate and equitable revenue source that grows with the state’s economy — if he wants to leave a legacy that actually means something, anyway.

Follow Clay Robison’s Grading Texas blog at www.tstaweb.net/misstate.
TSTA to Governor: stop the politics and do what’s right for Texas

It was bad enough for Gov. Rick Perry and the legislative majority to slash $5.4 billion from the public education budget last spring. But they compounded their attack on schools by leaving at least $7.3 billion — and probably more — of the taxpayers’ money in the bank, where it still sits in the Rainy Day Fund, while thousands of Texas classrooms are needlessly overcrowded and school job losses threaten to increase. By Clay Robison

TSTA is demanding that the Governor call the Legislature into special session now to appropriate $2.5 billion from the Rainy Day Fund and head off another round of harmful cuts in school budgets for the 2012-13 school year.

“It is time to stop the bleeding and stop the cuts, now,” TSTA President Rita Haecker said at a Feb. 1 news conference at the Capitol, where she and State Rep. Donna Howard of Austin launched a stop-the-cuts petition drive, urging a special session.

Capitol, where she and State Rep. Donna Howard of Austin launched a stop-the-cuts petition drive, urging a special session. Their call came ahead of an emergency meeting of the Texas State Teachers Association executive board on Tuesday, even though TSTA estimates it would cost about $2.5 billion to restore the funding cuts for the next school year. That amount is about half of the district funding obligations — including anticipated enrollment growth — and educational grants that were cut from public education when the two-year state budget was enacted last spring.

TSTA believes there is enough Rainy Day money to do this and meet other anticipated state needs, including fixing a big hole in the Medicaid budget, because the fund is growing and will continue to replenish itself. According to the state comptroller’s official projection, the Rainy Day Fund balance, now about $6.1 billion, will grow to $7.3 billion by Aug. 31, 2013, the end of the current budget period.

Other experts, including Senate Finance Chairman Steve Ogden of Bryan, believe the balance will be even higher because of high oil prices and increased production.

The Rainy Day Fund is a constitutional provision, approved by Texas voters in 1988, providing for an emergency savings account to help the state finance through financial challenges. Officially named the Economic Stabilization Fund, it is fed by oil and gas production taxes that exceed a certain level and by additional general revenue. It grows during good economic times to help pay for state services when state finances are tight.

The Texas economy is recovering, and, with it, so are tax revenues. State Comptroller Susan Combs predicted in December that state government will realize $1.6 billion more revenue during the current, two-year budget period than was expected when the budget was written.

The economy is recovering, and, with it, so are tax revenues. State Comptroller Susan Combs predicted in December that state government will realize $1.6 billion more revenue during the current, two-year budget period than was expected when the budget was written.

“Texas district enrollment in Texas is increasing by about 80,000 to 85,000 students per year. Howard won House approval of an amendment last year that would have sent Rainy Day money to school districts to help pay for enrollment growth if the fund balance passed a designated threshold. But the amendment was stripped from the legislation after right-wing activists pressured Republican legislators to switch their votes.

In slashing education spending while hoarding tax dollars in the Rainy Day Fund, Perry and most Republican legislators were heavily influenced by anti-government ideologues who were (and still are) determined to shrink state government, even at the cost of undermining the public schools.

Perry also may have viewed the large Rainy Day Fund balance as an opportunity to bolster his conservative credentials with Republican voters throughout the country during his race for the GOP presidential nomination. He could brag about “solving” Texas’ budgetary shortfall with budget cuts and still leave money in the bank. At least, that seemed to be his plan — before his presidential campaign crumbled.

Most Texans don’t want more cuts to their public schools. Parents don’t want more teacher layoffs because they know larger classes weaken their children’s learning environment. They want the Governor and the Legislature to stop dismantling public education.

“Let’s give the Governor the chance to do what’s right for Texas,” Haecker said. “He can call a special session, stop the cuts, and do what’s right for Texas.”

Clay Robison is TSTA’s public affairs specialist.
Moonlighting

It’s a way of life for many Texas educators who struggle to make ends meet. Here are a few of their stories.

I am a Texas teacher, and I moonlight. I work on my small hobby farm and try and sell a few eggs or some pickled quail eggs. I try and raise healthy food for myself, and the sales offset some of the expenses of raising food.

I also work seasonally at a local Renaissance Festival, which pays me well for the eight weekends that I work; I work in the lanes with my black warhorse, “Sampson.”

In addition, I take in sewing for the high school theater production. I also work as an actor/writer in corporate murder mysteries.

I stay busy, and I really need the money. Especially with this drought and the skyrocketing costs of hay for my horse.

I took a $3,000 pay cut when my program was reduced and I was moved to a non-magnet position (district budget cuts).

Moonlighting has been the vehicle that has allowed my hobby of teaching to continue. Unfortunately, I am retirement age and have probably already met my three highest years of income to factor into my retirement. I am making considerably less than I was and will also get very little Social Security due to the fact that I live in Texas and could not retire in time to qualify for my Social Security from the years I was married and stayed home with children.

I am an elementary teacher in San Antonio. Prior to becoming a teacher 11 years ago, I did work part-time jobs from time to time, for extra money. It has now become a necessity, as everything has gone up BUT my salary.

During the holiday season, I work as a manufacturer’s rep for various companies at Best Buy. It’s fun, but tiring. I know I can get through it, because many of those days are during Thanksgiving or Christmas break. I work 18 hours each weekend, beginning in October, and some evenings during the week.

This year, after my holiday rep job ended, I was able to get some rest, and was pondering what to do next. After two weeks with weekends free, I received an offer to rep for another company. I wasn’t thrilled about taking on another weekend job, but I simply could not turn it down. It’s supposed to run for 10 more months, but we’ll see if I last that long!

In addition, I work as a Secret Shopper to acquire free food, groceries, and a little extra money.

All of the extra work is not as much fun as it once was. But after my holiday rep job ends, I feel like I’ve taken a huge cut in pay and have to rely on pay day loans upon occasion.

As well as my extra work for pay, three days each week my after-school performance groups meet. This is something I don’t need to be paid for, but it all adds up to one fatigued teacher by the summer!

Right now I am doing extra jobs here at school. We have a credit recovery program, and we get paid extra for it. I have also taken up doing the SAT exams since that pays relatively well. Honestly, I am starting to consider a second job to help out.

It’s not that I have a huge set of expenses. It’s more like peace of mind that I can get through all of the bills, etc. I can only imagine teaching during the week and staying up with special needs children on the weekends.

Some years I have held multiple part-time jobs to keep my family afloat. I worked at Dillard’s an extra 20 hours a week for several years. I have also worked seasonally at a Christmas store. For about seven years I worked as a fragrance “model,” as it is called, for Givenchy. I often worked 20 hours a week and also was responsible for hiring the other part-time workers and coordinating events at Dillard’s.

I had to quit my jobs when Mother became ill and required my constant attention. I used money from her estate to help keep my single family (three daughters in college and myself) afloat when I could not hold down the extra jobs and take care of her as well.

I also worked at a magnet, which had an extra stipend, and taught after-school classes to augment my income. Mother passed away this year, and I am recovering from that. All daughters are now graduated from college and mostly employed.

I have applied for summer school every year and teach every year that I am lucky enough to be hired. I have worked my second job for over 20 years. I usually work two to three nights a week during the school year and more during the summer. I also work weekends, depending on the time of year and what event is going on.

People always ask me why I have two jobs. My answer to that is: most of the time I have enough money to pay my bills (car note, mortgage, utilities, etc.) and buy groceries. Heaven forbid if I ever wanted to buy new clothes, go out to eat, go to a movie, or take a vacation.

Also, forget about being sick and going to the doctor with our insurance that doesn’t cover squat or if I have car trouble…you know…those things called LIFE!

However, I have a savings account and money in the bank. I have a credit recovery program, and I receive very little on her disability pay. At the end of each month I have about $231 left to make it to the next pay check. The only way I can keep food on the table and fuel in my pickup is to work on the side.

To make extra money I do home repairs such as painting, fence building, decks, and electrical work. I’m just thankful that I know how to do this kind of work, and it’s awful tempting to quit teaching and go into the construction trade.

It’s shameful when our politicians, as well as a lot of the public, think that teachers are overpaid. If they had to work a week in our shoes, all of them would change their minds!
Information for NEA Delegates

Here’s everything you need to know about the 2012 NEA Representative Assembly June 30–July 5 in Washington, D.C.

Delegates to the Representative Assembly (RA), the association’s highest decision-making body, debate issues impacting American public education, elect top officers, and set association policy. They are elected both locally and statewide (see state ballot and voting information in this issue).

If you are a delegate, this article explains how to reserve a hotel room, which airport is closest, when the Texas caucus meets, and how to register. Please watch the NEA (www.nea.org/ra) and TSTA websites for updates.

LODGING

The official hotel for the Texas Delegation is the Crystal Gateway Marriott in Arlington, VA. Located minutes from Reagan National Airport in the vibrant Crystal City district, the hotel is convenient to many shops and restaurants and connects underground to shopping, a food court, DC’s Metro, and the Crystal City Marriott.

Make your reservations through TSTA’s Center for Executive and Governance rather than the hotel so you can be included in the TSTA delegate room block. The room rate per night is $186 single/double occupancy, $206 triple occupancy, and $226 quadruple occupancy, plus taxes and fees (currently 10 percent). The deadline to submit your hotel reservation to TSTA is May 18, 2012.

Completed reservation forms must include the first night’s deposit. Please provide either your credit card (not debit card) information on the reservation form or enclose with your form a check for the total cost of one room night (including taxes and fees) made payable to Crystal Gateway Marriott. If an incomplete credit card number and/or no credit card or check is submitted, your reservation will not be made. Deposits are refundable if you cancel with notice to the hotel before 6 p.m. on the day of your scheduled arrival.

Hotel check-in time is 3 p.m. Check-out time is noon. Daily parking rates are $22 for self-park and $28 for valet. Room service is available from 6 a.m. to midnight. The daily check-cashing limit for personal checks is $50. If you intend to pay cash for your lodging expenses, be prepared to pay all room, tax, and, if applicable, parking fees at check-in. This is a smoke-free hotel.

All rooms will be assigned on a first-come, first-served basis. Submit your reservation forms as soon as possible to ensure space in the TSTA room block at our guaranteed rate. If you are a delegate who would like to share lodging expenses with another delegate but you do not have a roommate, indicate this on the reservation form. TSTA cannot guarantee a roommate for every request, but we will attempt to pair delegates who ask for such assistance.

TRANSPORTATION

From Reagan National Airport (DCA), complimentary shuttle service is available to and from the hotel every 15 minutes from 5:30 a.m. to 11 p.m. Cab fare from this airport to the hotel is about $10. Other area airports — Dulles International (IAD) and Baltimore-Washington International (BWI) — are approximately 30-50 miles from the hotel. One-way cab fare from these airports is estimated to run $45-$90. SuperShuttle runs from both IAD and BWI. Price quotes and reservations can be made by calling 1-800-BLUE VAN (258-3826).

Because the hotel connects by tunnel to the D.C. Metro, NEA will provide Metrorail passes for each delegate to travel to and from the convention center. This is a Metro-only hotel, so NEA will not be providing bus service for delegates. Delegates who need special transportation assistance should pre-register with NEA as physically challenged.

TEXAS CAUCUS MEETINGS

All Texas caucuses meetings will be at the Texas Delegation hotel. The first Texas Caucus meeting will be Saturday, June 30 at 1 p.m. Thereafter, the Texas Caucus will meet at 7 a.m. each day of the RA, July 2-5. Morning meetings will include coffee service and a light snack.

NOTE: Delegates must register at the Texas Caucus meeting and with NEA at the convention center: Registration will begin 30 minutes before the start of the first Texas Caucus meeting. Please review the Tentative NEA Meeting Event Schedule for NEA registration times.

CLUSTERING TO ELECT NEA DELEGATES

Delegate allocations are based on NEA membership as of Jan. 15, 2012. NEA local affiliates are allocated delegates on a ratio of one delegate for each 150 (or major fraction thereof) active, NEA life, and education 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, submit a local cluster election request form (printed in the Fall Advocate) or contact the TSTA Center for Executive and Governance by April 10. Submit your written request to cluster by email to anezkac@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 front. Texas delegates must wear the official “uniform” on the days the NEA RA is in session (July 2-5).

REMEMBER

➤ Make your room reservation through TSTA’s Center for Executive and Governance, not the hotel.
➤ You must include one night’s deposit or your room reservation will not be made.
➤ The deadline to submit your room reservation to TSTA is May 18, 2012.
➤ From Reagan National Airport, complimentary shuttle service is available to and from the hotel.
**TENTATIVE NEA MEETING EVENT SCHEDULE**

**PRE-CONVENTION SCHEDULE**

**Wednesday, June 27**
- 6:00 a.m.-5:00 p.m.: NEA Retired Annual Meeting
- 8:00 a.m.-5:00 p.m.: Ethnic Leaders Meetings
- 2:30 p.m.-8:30 p.m.: NEA Student Leadership Conference
- 9:00 a.m.-5:00 p.m.: NCUSA Meeting
- 9:00 a.m.-6:00 p.m.: Resolutions Editing Committee Meeting

**Thursday, June 28**
- 5:30 a.m.-4:30 p.m.: NEA Student Leadership Conference
- 6:00 a.m.-5:00 p.m.: NEA-Retired Annual Meeting
- 9:00 a.m.-noon: National Education Employees Assistance Fund Annual Meeting
- 9:00 a.m.-4:00 p.m.: Constitution, Bylaws and Rules Committee Meeting
- 9:00 a.m.-5:00 p.m.: NCUSA 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
- 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
- 4:15 p.m.-5:15 p.m.: Ethnic Minority Affairs Committee Hearing
- 5:00 p.m.-6:00 p.m.: Women’s Issues Hearing

**Friday, June 29**
- 6:00 a.m.-8:30 a.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.-2:30 p.m.: NCUSA Meeting
- 9:00 a.m.-5:00 p.m.: Candidates Interview Day
- 9:00 a.m.-6:00 p.m.: Resolutions Committee Meeting
- 3:00 p.m.-6:00 p.m.: Board of Directors Meeting
- 3:00 p.m.-5:00 p.m.: Credentials Committee Meeting
- 4:00 p.m.-10:30 p.m.: NEA Office
- 8:30 a.m.-noon: Voting on Amendments and Runoff

**Saturday, June 30**
- 8:30 a.m.-10:00 a.m.: NEA Student Leadership Conference
- 9:00 a.m.-5:00 p.m.: Delegate, Successor Delegate, Non-Delegate Registration
- 9:00 a.m.-5:00 p.m.: Public Affairs Committee Meeting
- 9:00 a.m.-11:00 a.m.: Open Hearing on Resolutions
- 9:00 a.m.-12:00 p.m.: Credentials Committee Meeting
- 1:00 p.m.-4:00 p.m.: First Texas Caucus Meeting (new delegate orientation 1:00-1:30 p.m.)
- 2:30 p.m.-3:30 p.m.: Sexual Orientation/Gender Identity Committee Hearing
- 3:30 p.m.-4:30 p.m.: Open Hearing: Policy Statement on Teacher Evaluation and Accountability
- 3:30 p.m.-5:00 p.m.: National Council for Education Support Professionals
- 4:00 p.m.-5:00 p.m.: Special Interest Caucus Meetings
- 4:00 p.m.-6:00 p.m.: National Council for Higher Education Membership Meeting
- 6:00 p.m.-10:00 p.m.: All Day: Campaigning
- TBD: Outreach Service Project

**Sunday, July 1**
- 7:00 a.m.-9:00 a.m.: State Delegations Meeting
- 9:00 a.m.-5:00 p.m.: Delegate, Successor Delegate, Non-Delegate Registration
- 9:00 a.m.-5:00 p.m.: Exhibits
- 9:00 a.m.-6:00 p.m.: Credentials Committee Meeting
- 10:00 a.m.-noon: Open Hearing on Budget and Strategic Plan

**Monday, July 2**
- 7:00 a.m.-9:00 a.m.: State Delegations Meetings
- 8:00 a.m.-10:00 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
- 9:00 a.m.-5:00 p.m.: Special Interest Caucus Meetings
- 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

**Tuesday, July 3**
- 7:00 a.m.-9:00 a.m.: State Delegations 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.: Special Interest Caucus Meetings
- 9:30 a.m.-10:00 a.m.: Special Interest Caucus Meetings
- 10:30 a.m.-5:00 p.m.: Representative Assembly

**Wednesday, July 4**
- 7:00 a.m.-9:00 a.m.: State Delegations Meetings
- 8:30 a.m.-noon: Voting on Amendments and Runoff
- 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.: Special Interest Caucus Meetings
- 9:30 a.m.-10:00 a.m.: Special Interest Caucus Meetings
- 10:30 a.m.-6:00 p.m.: Representative Assembly

**Thursday, July 5**
- 7:00 a.m.-9:00 a.m.: State Delegations Meetings
- 9:00 a.m.-noon: Special Interest Caucus Meetings
- 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

**CONVENTION SCHEDULE**

**Monday, July 2**
- 6:00 p.m.-10:00 p.m.: Special Guests’ Dinner

**Tuesday, July 3**
- 3:00 p.m.-6:00 p.m.: Board of Directors Meeting
- 4:30 p.m.: Elections Committee Meeting
- 6:30 p.m.-10:00 p.m.: Human and Civil Rights Awards Dinner

**Wednesday, July 4**
- 5:30 a.m.-10:00 a.m.: Board of Directors Meeting
- 5:30 a.m.-10:00 a.m.: Credentials Committee Meeting
- 5:30 a.m.-10:00 a.m.: Non-Profit Fundraising Activities

**Thursday, July 5**
- 5:30 a.m.-10:00 a.m.: Board of Directors Meeting
- 5:30 a.m.-10:00 a.m.: Credentials Committee Meeting
- 5:30 a.m.-10:00 a.m.: Non-Profit Fundraising Activities

**HOTEL REGISTRATION FORM FOR NEA CONVENTION DELEGATES**

**June 30-July 5, 2012 • Crystal Gateway Marriott • Arlington, VA**

Complete all requested information and return to TSTA by May 18, 2012. Check-in time 3:00 p.m.—Check-out time 12:00 p.m.

**DO NOT CONTACT THE HOTEL DIRECTLY**

**(PLEASE PRINT)**

**CRYSTAL GATEWAY MARRIOTT**

<table>
<thead>
<tr>
<th>(Texas Delegation Hotel)</th>
<th>Room Type</th>
<th>Room No. 1</th>
<th>Room Type</th>
<th>Room No. 2</th>
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**Room Rate (including tax)**

- Single room (1 person—1 bed): $204.60
- Double room (2 people—2 beds): $204.60
- Triple room (3 people—3 beds): $226.60
- Quad room (4 people—4 beds): $248.60

Cut-off date for ALL rooms at TSTA room rate is May 18, 2012. All rooms are subject to a 10% tax. Rooms not booked through TSTA may be charged at the hotel rack rate.

**I will arrive (June/July) __________________ 2012 at ______ a.m./p.m. and I will depart July __________, 2012.**

**Name:**

**Address:**

**City, State, Zip:**

**Day phone:**

**Evening phone:**

**Home email:**

**School email:**

List ALL individuals per room (one name per line) and accommodations desired:

<table>
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</table>

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

**Spring 2012 TSTA Advocate**
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 allocates State Delegates for the NEA RA based on TSTA Regions in a manner that maximizes your opportunity to elect a full delegation while complying with the NEA one-person, one-vote requirements. This year we will be electing two Category II delegates on a statewide basis, one other delegate on a statewide ballot, and 42 State Delegates from seven Delegate Districts.

All members should vote for Category II delegates i.e. supervisors and retired Life members as defined in NEA Bylaws. Every eligible member should vote for the Statewide delegate. The TSTA Vice President is an automatic Statewide candidate, and should not mark any other Delegate District ballot. The Delegate Districts are:

- Delegate District 1 (Regions 1A and 1D);
- Delegate District 2 (Regions 1B and 1C);
- Delegate District 3 (Regions 3A and 3B);
- Delegate District 4 (Regions 3C, 3D, and TFA);
- Delegate District 5 (Regions 2A, 3E, 4A, 4C, and 4D);
- Delegate District 6 (Regions 1E, 2D, 2E, and 4E);
- Delegate District 7 (Regions 2B, 2C, 2F, and 4B)

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 Anezka.

In the return address portion of the envelope most members will find printed “Del Dist” followed by some number up to seven; 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 Anezka.

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). Then, mark the Statewide ballot (vote for one). Then, find the ballot for your Delegate District. 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. Eligible members who receive votes but are not elected as a delegate will be placed on our alternate list.

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 the sealed 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 27, 2012. 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 canvasses the ballots on April 27 at the TSTA headquarters in Austin. Please contact Carol or Anezka at 877-ASK-TSTA if you are a candidate and want an observer.

The 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 our opportunity to fill all delegate slots while still complying with NEA standards. 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 45 state delegates for the 2012 NEA RA. Based on proportional representation, two delegates must be elected as “Category II” delegates, representing supervisors and Retired Life members as defined in NEA Bylaws. 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 principle in electing the remaining 42 state delegates. We were able to meet all necessary requirements by dividing the 42 delegates among the seven 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 by early February the number of delegates to be elected to the 2012 NEA RA, a local delegate report form, and a copy of guidelines to assure proportional representation by educational position. Local presidents must send the local delegate report forms to TSTA by April 10. Members from locals of 75 or fewer members also may seek election as “cluster” delegates. The Local Cluster Election Request form (printed in the Fall Advocate) is due to TSTA by April 10. If you have questions, please contact Anezka Carmona at 877-ASK-TSTA or by email at anezkac@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.

Elected State Delegates are 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 sets out the caucus and RA attendance expectations delegates must meet in order to receive the stipend.

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 our opportunity to fill all delegate slots while still complying with NEA standards. One delegate must be elected statewide in order to provide a method for the TSTA Vice President to seek election as a delegate.

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BALLOTS MUST BE RECEIVED AT TSTA HEADQUARTERS IN AUSTIN BY 5 P.M. ON FRIDAY, APRIL 27, 2012.

16 TSTA Advocate
Susan Richardson, Caucasian. I have served as delegate. I need your vote!

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There are many ways to a destination, but only one that really prepares you for your arrival. Our Professional Certification Programs provide the guidance and tools vital to your success. Internships can be completed anywhere in the state of Texas.

www.region4acp.net

Delegate District 6 (Regions 1E, 2D, 2E, 4E)
• Doris Hill, American Indian/Alaska Native. I am a special education teacher in Grand Prairie. I would so appreciate your vote to represent you at the N.E.A. representative assembly. Thank you.
• Norma Waters, Hispanic. Currently First Vice President of local and on PAC committee TSTA. Long time advocate and member. It will be a privilege to be your delegate.
• Judy Heiler, American Indian/Alaska Native. Currently serving as 2nd Vice-President and AR Coordinator for GEA, I also serve as regional director and member of the MAT committee.

Delegate District 7 (Regions 2B, 2C, 2F, 4B)
• Robert C. Fiero, Hispanic. NEA Resolution Committee. Previous NEA-RA Delegate. I am committed to serving all TSTA members at the NEA-RA. I need your vote to continue serving you.

It’s Your Future. What Path Will You Choose?

As part of your NEA membership, you’re eligible to receive substantial savings on products for your kitchen, laundry room, garage and home using the VIPLINK™ Program by Whirlpool Corporation. You can save money on recognized, brand name consumer products such as Whirlpool®, KitchenAid®, Amana®, Gladiator® GarageWorks, Maytag®, and more.

As part of this program you’ll enjoy the following benefits:*  
• Special member prices  
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• Low cost delivery and installation or free pick-up at designated Whirlpool locations*

Ordering is easy:
1. Log-in to www.neamb.com and visit the Whirlpool VIPLINK page.
2. Follow the simple instructions to get the NEA Group Code and create a member account.
3. Begin saving today!

Order online or by phone at 1-866-808-9274 M-F 8:00am - 6:00pm ET (have your NEA Group Code available)

*Terms and conditions apply. Log into www.gentertwirlpool.com and click on Terms of Use for complete program details. Delivery only to continental United States (Excludes Alaska and Hawaii).
Delegates attending the 2012 TSTA annual convention at the Hyatt Regency Dallas at Reunion will elect the NEA Director for Texas, Place 2. This race is uncontested; the only candidate is Evelyn Loyd of Garland Education Association. If necessary, elections for TSTA Board At-Large members will be held as well. Finally, delegates will vote on two 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, cluster delegates, 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 20, from 7:00 a.m. through close of the first General Session, and re-opens Saturday, April 21, 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 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 18, 2012.

Registration information follows.

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. Delegates must present their credentials (badge and ribbon) and a photo ID to vote.

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### Proposed Bylaws Amendments

Wording in **Bold and Underlined** — Proposed Additions

Wording in [Brackets with Strikethrough] — Proposed Deletions

#### A. Organization

A local affiliate:

1. **Proposed**

   May be formed in a school district or in a geographically-related school districts provided there is no overlap of membership;

2. **Proposed**

   Shall be issued a charter upon meeting the standards established in this Section for recognition as a functioning local. Including those also meeting the standards for recognition as an active local or as a full capacity local. Upon receiving a charter, a local shall receive annually a certificate indicating the level achieved by that local for that year based on the tiers established by this section.

3. **Proposed**

   Shall include TSTA and NEA in the name of the Local Association unless recognized as a dual-state local affiliate.

4. **Proposed**

   A local receiving a charter under this Section shall be recognized as a dual-state local affiliate if it was so recognized on September 1, 2013, or may be recognized in the future as a dual-state local affiliate if, in the future, such a local meets the requirements established by the National Education Association for merged locals, including approval of the bylaws for the merged local by at least two-thirds of the TSTA members of such local present and voting and upon approval by a two-thirds vote of those board members present and voting at a TSTA Board of Directors meeting.

#### B. Status

A local affiliate, including those designated as inactive, shall fit on one of these five tiers:

1. **Proposed**

   Members at large. As provided above in paragraph D of this Section, TSTA locals that fail to meet the standards for at least functioning local status shall be designated as “inactive Locals.” Even though designated as “inactive Locals,” they are not true TSTA locals, because they have not met even the lowest compliance standards for recognition. In reality, they are collections of individual TSTA members employed in the same school district, or members in a group that once was chartered as a TSTA local, but that failed to maintain minimum compliance standards and lost the charter. These members are considered members-at-large in TSTA and the appropriate Region and those inactive locals are not eligible to receive any TSTA rebates or grants. Such members-at-large retain all the rights and privileges of TSTA membership and may seek election to the NEA RA or the TSTA House of Delegates through a board arrangement by contacting the Executive Director of TSTA. If any member or group of members in such a group desires to advance to a higher local tier, they may contact the TSTA Executive Director for assistance and access to assistance from TSTA staff. Such groups are encouraged to designate one of the members as a contact to receive appropriate information, including information regarding cluster elections for representation. Such groups at any time may seek to become an Organizing Committee as provided in paragraph 2, below or to achieve status as a Functioning Local by meeting the compliance standards for a Functioning Local.

2. **Proposed**

   Organizing Committee. Any group of members in an inactive local may seek recognition as an Organizing Committee. In order to be recognized as an Organizing Committee, this group shall create an Organizing Committee and designate one of the...

---

### B. Status

**A. Organization**

- **Proposed**

  1. May be formed in a school district or in geographic-related school districts provided there is no overlap of membership;

- **Proposed**

  2. Shall be issued a charter upon meeting the standards established in this Section for recognition as a functioning local. Including those also meeting the standards for recognition as an active local or as a full capacity local. Upon receiving a charter, a local shall receive annually a certificate indicating the level achieved by that local for that year based on the tiers established by this section.

- **Proposed**

  3. Shall include TSTA and NEA in the name of the Local Association unless recognized as a dual-state local affiliate.

- **Proposed**

  4. A local receiving a charter under this Section shall be recognized as a dual-state local affiliate if it was so recognized on September 1, 2013, or may be recognized in the future as a dual-state local affiliate if, in the future, such a local meets the requirements established by the National Education Association for merged locals, including approval of the bylaws for the merged local by at least two-thirds of the TSTA members of such local present and voting and upon approval by a two-thirds vote of those board members present and voting at a TSTA Board of Directors meeting.

**B. Status**

- **Proposed**

  A local affiliate, including those designated as inactive, shall fit on one of these five tiers:

  1. Members at large. As provided above in paragraph D of this Section, TSTA locals that fail to meet the standards for at least functioning local status shall be designated as “inactive Locals.” Even though designated as “inactive Locals,” they are not true TSTA locals, because they have not met even the lowest compliance standards for recognition. In reality, they are collections of individual TSTA members employed in the same school district, or members in a group that once was chartered as a TSTA local, but that failed to maintain minimum compliance standards and lost the charter. These members are considered members-at-large in TSTA and the appropriate Region and those inactive locals are not eligible to receive any TSTA rebates or grants. Such members-at-large retain all the rights and privileges of TSTA membership and may seek election to the NEA RA or the TSTA House of Delegates through a board arrangement by contacting the Executive Director of TSTA. If any member or group of members in such a group desires to advance to a higher local tier, they may contact the TSTA Executive Director for assistance and access to assistance from TSTA staff. Such groups are encouraged to designate one of the members as a contact to receive appropriate information, including information regarding cluster elections for representation. Such groups at any time may seek to become an Organizing Committee as provided in paragraph 2, below or to achieve status as a Functioning Local by meeting the compliance standards for a Functioning Local.

  2. **Proposed**

     Organizing Committee. Any group of members in an inactive local may seek recognition as an Organizing Committee. In order to be recognized as an Organizing Committee, this group shall create an Organizing Committee and designate one of the...
the members of the committee as the Organizing Contact for the Local. The contact shall have the full powers of the members of the Organizing Committee and a list of issues in the district they would like to ad-
dress. Upon the recommendation of the Organizing Committee by the TSTA President and Executive Director, a TSTA staff member shall be assigned to work with the Organizing Committee to produce a plan for how the group will address the identified issues and, at the end of the year, report on what was accomplished.

2. An Organizing Committee shall not be eligible to receive any TSTA rebates or grants, except that such committees may apply for an Organizing Grant for specific purposes as outlined in the submitted plan; the Organizing Committee also shall have access to any funds being held for past affiliates in that district pursuant to D. 4. of this Section. By the end of the second consecutive year following recognition as an Organizing Committee, such a group must achieve the status of at least a Functioning Local or it will be con-
sidered to be an inactive group of members for at least three years be-
fore it can again seek recognition as an Organizing Committee. An inac-
tive group of members is not re-
quired to achieve status as an Orga-
nizing Committee before becoming a Functioning Local.

3. Functioning Locals. This is the lowest tier for a local to earn a charter in recognition of achieving status as a Functioning Local. The standards to be met in order to achieve such status as a Functioning Local are set forth below in C. 1. of this Section. Any local that achieves this status for a membership year shall receive a grant equal to 3% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors.

4. Capacity Locals. A local that meets the standards established for Functioning Locals additionally may earn status as an Active Local. The standard to be met in order to achieve such status as an Active Local are set forth below in C. 2. of this Section. Any local that achieves this status for a membership year shall receive a grant equal to 3% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors, plus a grant equal to 3% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors.

5. Full Capacity Locals. Locals that meet the standards established for Active Locals additionally may earn status as a Full Capacity Local. The standards to be met in order to earn such status as a Full Capacity Local are set forth below in C. 3. of this Section. Any local that achieves this status for a membership year shall receive a grant equal to 5% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 6% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors, plus a grant equal to 3% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors.

6. Capacity Locals for Recognition. Any local that achieves status as a Full Capacity Local shall receive a grant equal to the product of the local’s dues and the specific level of market share as established in policy by the TSTA Board of Directors, and shall receive a grant equal to 5% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 6% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors, plus a grant equal to 3% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors.

7. Full Capacity Locals for Recognition. Any local that achieves status as a Full Capacity Local shall receive a grant equal to the product of the local’s dues and the specific level of market share as established in policy by the TSTA Board of Directors, and shall receive a grant equal to 5% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 6% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors, plus a grant equal to 3% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors.

8. Full Capacity Locals. A local that achieves status as a Full Capacity Local shall receive a grant equal to the product of the local’s dues and the specific level of market share as established in policy by the TSTA Board of Directors, and shall receive a grant equal to 5% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 6% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors, plus a grant equal to 3% of the TSTA dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors.

9. Submit annually by August 1 the following: a list of officers; a copy of the current bylaws and/or constitution; a copy of the financial and operational standards established as required by C. B. of this Section; a copy of the annual full capacity local plan adopted as required by C. 11. of this Section; names and addresses of association representatives as required by C. 12. of this Section; a copy and a financial and operational standards document and including specific timelines for all potential candi-
dates and voter guidelines. Such grants may be a benefit to your local's organizing campaign, to your local's members and, if the local affiliate accepts them, to your local's members and supervisory mem-
bers on such governing bodies; and, Elect officers that shall assume office after an June 1 or July 15 following election.

10. In all elections, guarantees open nominations and secret ballots, except that in the event that there is only one candidate for a position, secret balloting may be waived, and the candidate de-
clarated elected.

11. Guarantee due process to mem-
bers in matters of censure, sus-
pension, or expulsion, and to of-
fer notice of the process of impeachment and removal, as provided below in paragraph G. of this Section.

12. Require all Active members to meet the standards established for Full Capacity Local, a Local Affiliate shall:

a. Be a duly incorporated entity (in the state where it was incorporated, or the state in which it conducts business as defined in the Constitution and Bylaws) and not chartered or licensed by any state or local government to conduct the affairs of the Local Affiliate.

b. Have the same membership year and fiscal year as that of TSTA.

c. Have a minimum of three (3) general or representative meet-
gings each year.

d. Follow the standards established for Functioning Locals.

e. Have a written statement on the Local’s constitution, bylaws, and by-laws, including specific goals concerning the Local’s constitution, bylaws, and by-laws, including specific goals, and any modifications thereto.

f. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

g. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

h. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

i. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

j. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

k. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

l. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

m. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

n. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

o. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

p. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

q. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

r. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

s. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

3. In order to achieve status as a Full Capacity Local, a Local Affiliate shall:

a. Meet the standards required for recognition as an Active Local.

b. Submit by August 1 prior to the beginning of the membership year a grant equal to an additional 1% of such dues paid during that year and shall receive an additional 1% of such dues amount (for a total of 4% of such dues) by achieving a specific level of market share as established in policy by the TSTA Board of Directors.

c. Submit an annual report no later than the December 1st and include a list of officers and supervisory members and their specific duties and responsibilities.

d. Submit an annual audited financial statement along with a balance sheet along with a copy of the financial and operational standards document and including specific timeliness for all potential candidates and voter guidelines.

4. Any local that held a charter as a TSTA local issued prior to Septem-
ber 1, 2013, that is not issued a new charter on September 1, 2013, shall be considered an Inactive Local, and shall remain in that status until achieving recognition as a functioning, active, or full capacity local. Any local that receives a char-
er on September 1, 2013, but sub-
sequently fails to achieve the status of at least a functioning local shall be considered an Inactive Local and their charters shall be designated as inactive. Inactive Locals shall be re-
quired to remit to TSTA all funds or other assets. TSTA shall hold these funds in a designated account until such time as the local, or another local created in the same district(s), earns status as a functioning, ac-
tive, or full capacity local, at which time said local shall be issued a new charter or have the inactive designation removed from the exist-
ing charters held by TSTA for the local shall be returned to the local for use by the local. If an Inactive Local Is

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recognized as an Organizing Committee pursuant to Section 1.8.2 of this Article. The TSTA shall hold a meeting at an earlier date than the one scheduled by the Bylaws Committee for any previous local in that district, the Organizing Committee may request to use those funds in implementing its plan.

E. Censure, Suspension, and Disaffiliation. A local affiliate that fails, after September 1, 2013, to comply with minimum standards for a functioning local set forth in these Bylaws shall not be considered inactive and shall not be entitled to dues payment. Any local that holds a charter issued on or after September 1, 2013, that does not support the mission, vision and goals of the Association shall be subject to censure, suspension, or disaffiliation according to the due process procedures established in Article XI.

F. Grants
1. Local affiliates in compliance with minimum standards for the 2011-12 and/or 2012-13 membership years shall receive a three percent (3%) rebate of their total dues paid to TSTA by Active, Special Education, and Support Professional members of the affiliate to be used for organizing and membership promotion. The Board of Directors shall establish policies allowing locals to reduce the amount of rebate tied to the different tiers.

2. Any local that meets the standards for compliance: 460 “locals” are tracked this system, but over the last three years the number of locals that have met all requirements range from a high of 277 to a low of 5. Clearly, this is a system that is not meeting the needs of either TSTA or our local affiliates.

The proposed system will recognize as “Inactive” those “locals” that make no effort to meet compliance standards, while also creating a plan for those “groups of members” to pursue if they choose to become more active, through the use of an “Organizing Committee” to track the levels of “real” locals, each qualifying for a different amount of dues rebate, with additional dues rebates available at each level for achieving a market share to be designated in Board Policy. Locals will be able to create and follow a plan to reach the level that best reflects each local’s individual reality. The different levels are not based on the size or potential membership for a local, but rather on the level of commitment and activity the members and leaders in each local choose to attain.

For those locals that do strive to meet compliance standards, they will qualify for one of three levels based on their choices. The lowest compliance standards, for “functioning” locals, mirror the current standards, except that there will no longer be an expectation that locals seeking this level need to complete a membership and organizing plan based on the full capacity local documents. Currently, locals that meet the standards other than completing the plan actually could receive a rebate of up to one and one-half percent of TSTA dues paid by their members by accomplishing some activities even without a plan; however, the reality is that many locals attempted to follow that option resulting in locals without a plan receiving no rebate. Under this proposal those locals would receive a one percent rebate and could earn another one percent by meeting market share standards that will be established by Board Policy.

The next tier is for “Active” locals and the two additional requirements for this level are that these locals will be required to have a complete membership and organizing plan, and, in the first year over the 2012-13 year. Once the new tiers have been in place for a year or two, we would expect the amounts of rebates paid to locals under this new system to increase, probably gradually, over a period of several years, as locals begin to understand the new system and work to move up in tiers.

Financial Impact: It is impossible to predict with any great accuracy even a range for the costs associated with adding any new system. It seems likely that during the transition years there may be a slight uptick in costs to TSTA as locals that currently do not operate the standards for compliance begin to prepare for the charter issue of September 1, 2013, by working to reach the minimum standards for functioning locals. The first year for rebates under the new system will be 2013-14, with those rebates paid in April and August of 2014; thus, there cannot be any great confidence in the accuracy of this projection by a review of compliance activity in recent years and the likely impact of the new system, we are sharing the best guess for the impact in 2013-14 so locals will have some idea of cost, and that guess is an increase of rebates to locals of $75,000 in that first year over the 2012-13 year. Once the new tiers have been in place for a year or two, we would expect the amounts of rebates paid to locals under this new system to increase, probably gradually, over a period of several years, as locals begin to understand the new system and work to move up in tiers.

CB&E Recommends: SUPPORT

2. INTENT. To give authority and responsibility for compliance determinations for locals to a governance committee other than having it be a staff responsibility.

ARTICLE IX Committees
Section 1. Statewide Committees
The following statewide standing committees are hereby established: TSTA Political Action Committee (TSTA-PAC), Credentials, Bylaws, and Elections Committee; Compliance Committee; and Legislative Committee.

C. Compliance
1. The Compliance Committee shall be composed of nine members. The TSTA Board of Directors shall specify the process to be used by this committee.

2. This committee shall be responsible for determining whether or not local affiliates are in compliance with established standards found in Article IV, Section 1, of these bylaws and shall certify eligibility for locals to receive appropriate grants under paragraph F.1. of this Article and Section. Any adverse decision related to compliance by this Committee may be appealed to the TSTA Board of Directors by the affected local.

The Committee shall make recommendations to the TSTA Board of Directors regarding revoking or issuing charters to locals under the provisions of these bylaws.

(R-Letter remaining paragraphs in this Section)

Makers: CBE-1 at 2011 TSTA House of Delegates

Rationale: Currently, the responsibility for reviewing compliance documents submitted by locals and for making decisions regarding status and eligibility for dues grants is a responsibility of staff with no system for governance input or review. Through this bylaw, and the policy that would go with it, TSTA would establish a system of review, tracking, and membership documents that would be adopted by the TSTA Board of Directors in order to complete its responsibilities. Staff would continue to review and track the compliance documents and handle the administrative part of the system, implementing the determinations made by the governance committee.

This seems particularly significant given the proposed bylaws to establish different tiers of locals with different grant amounts tied to the different tiers.

Vote Required: Simple Majority (50% plus one vote)

Financial Impact: It is likely this committee would need to meet as many as three times a year in order to complete its responsibilities. As a nine-member committee, this could cost up to $6,100 per meeting, for a total of $10,800 annually. This total could be reduced substantially if the committee is able to complete a large portion of its work through virtual meetings, which appears possible for this type of work.

CB&E Recommends: SUPPORT

Makers: NBE CBE-2 at TSTA 2011 House of Delegates

Rationale: The current compliance language in TSTA Bylaws was established when TSTA had active locals in almost all school districts in Texas and virtually no competing organizations. While it has been amended in recent years, it continues to reflect a “one size fits all” approach to how TSTA relates to local affiliates. The new emphasis on building strong local affiliates reflected in the current mission and vision statements, as well as in the goals adopted to help pursue that mission, demands a more flexible approach to minimum standards and compliance for locals. This amendment would create a tiered system for locals that will help create a better alignment between our goals and our resources. This system recognizes that in many instances what exists in some districts is simply a collection of TSTA members in the same district and is not a local in any real sense. This reality is reflected in data gleaned from the current tracking system for compliance: 460 “locals” are tracked this system, but over the last three years the number of locals that have met all requirements range from a high of 277 to a low of 5. Clearly, this is a system that is not meeting the needs of either TSTA or our local affiliates.

The proposed system will recognize as “Inactive” those “locals” that make no effort to meet compliance standards, while also creating a clear path for those “groups of members” to pursue if they choose to become more active, through the use of an “Organizing Committee” to track the levels of “real” locals, each qualifying for a different amount of dues rebate, with additional dues rebates available at each level for achieving a market share to be designated in Board Policy. Locals will be able to create and follow a plan to reach the level that best reflects each local’s individual reality. The different levels are not based on the size or potential membership for a local, but rather on the level of commitment and activity the members and leaders in each local choose to attain.

For those locals that do strive to meet compliance standards, they will qualify for one of three levels based on their choices. The lowest compliance standards, for “functioning” locals, mirror the current standards, except that there will no longer be an expectation that locals seeking this level need to complete a membership and organizing plan based on the full capacity local documents. Currently, locals that meet the standards other than completing the plan actually could receive a rebate of up to one and one-half percent of TSTA dues paid by their members by accomplishing some activities even without a plan; however, the reality is that many locals attempted to follow that option resulting in locals without a plan receiving no rebate. Under this proposal those locals would receive a one percent rebate and could earn another one percent by meeting market share standards that will be established by Board Policy.

The next tier is for “Active” locals and the two additional requirements for this level are that these locals will be required to have a complete membership and organizing plan, and, in the first year over the 2012-13 year. Once the new tiers have been in place for a year or two, we would expect the amounts of rebates paid to locals under this new system to increase, probably gradually, over a period of several years, as locals begin to understand the new system and work to move up in tiers.

Financial Impact: It is impossible to predict with any great accuracy even a range for the costs associated with adding any new system. It seems likely that during the transition years there may be a slight uptick in costs to TSTA as locals that currently do not meet the standards for compliance begin to prepare for the charter issue of September 1, 2013, by working to reach the minimum standards for functioning locals. The first year for rebates under the new system will be 2013-14, with those rebates paid in April and August of 2014; thus, there cannot be any great confidence in the accuracy of this projection by a review of compliance activity in recent years and the likely impact of the new system, we are sharing the best guess for the impact in 2013-14 so locals will have some idea of cost, and that guess is an increase of rebates to locals of $75,000 in that first year over the 2012-13 year. Once the new tiers have been in place for a year or two, we would expect the amounts of rebates paid to locals under this new system to increase, probably gradually, over a period of several years, as locals begin to understand the new system and work to move up in tiers.

CB&E Recommends: SUPPORT
In the Classroom

They are all our children: moving from inaction to action

A woman walks down a busy street in one of the busiest cities in the world — Chicago. She pushes a shopping cart containing all of her worldly possessions. Walking close to her and tethered to the shopping cart is her child, not more than two years of age. People walk around her, ignoring or avoiding her. There is a McDonald’s nearby but no one comes out with a Big Mac for her or a Happy Meal with a toy for her child; she may as well be invisible. I know, because I was one of the thousands who walked by her.

By Bryan Weatherford

It has been said that failure to act is acting negatively. Each year approximately 76,000 school children in Texas are homeless, spending their days in school and their evenings sleeping in a sordid hotel, a shelter, or the street. That’s one of every 500 children in Texas’ public schools. Every day even more are just a step away from being homeless due to divorce, joblessness, foreclosure, or death of a caretaker, which are the most frequent causes of homelessness. Other children are the victims of the ravages of war, famine, or natural disaster, forced to flee their homes and become refugees or asylum seekers in Texas.

Public education is one of the great equalizers in our country, and by taking initiative, action, and an interest you afford homeless children an opportunity limited only by the scope of their imaginations. Homeless children are among our most vulnerable students and what you do for and with them creates a connection between them and the school, a connection that transforms school from a place of “have to be” into a place of “want to be.” As they become connected to the school, it’s no longer a place for survival but a place for learning.

**McKinney-Vento Law**

The federal McKinney-Vento Homeless Assistance Act of 1987 defines a homeless child as one who lacks a “fixed, regular, and adequate residence.” Most of us know that any child living in a park or other public space is homeless, and this goes for children who may live in abandoned buildings, cars, or some type of shelter. It also applies to “children who share the housing of another person due to loss, economic hardship, or similar reason.”

McKinney-Vento also provides regulations on the rights of homeless children. These rights include:

- Identification as homeless and receipt of Title I services and other supports to ensure academic success.
- Immediate enrollment in school despite an unstable housing situation and despite an inability to produce documents required to demonstrate permanent residency.
- Assistance in receiving school records.
- Continued enrollment in the school they attended when they became homeless or where last enrolled.
- Transportation from their current place of residence to the school of origin.
- Access to free school nutrition.
- Referrals to medical and other appropriate services.
- Assistance in acquiring school supplies, standard dress or uniforms, and other school related provisions necessary to be successful in school.

**Identifying homeless children**

A homeless student is not likely to come up to you and announce that he or she lives on the street or sleeps on a bench in a bus station. So how do you identify children who may be homeless? In the November 2010 Educational Leadership, a publication from ASCD (formerly the Association for Supervision and Curriculum Development), Vicky Dill offers some suggestions:

1. Use of terms such as “couch surfing” — slang for looking for a place to sleep.
2. Change in personality — is there a general mood of unhappiness or increased anxiety or fear, is the student more possessive of belongings?
3. Changes in health, hygiene, or nutrition — are there increased absences due to illness, has the skin lost the healthy glow associated with a healthy and regular diet; does the student show up with a more unkempt appearance?
4. Chronic stress — is the student unable to concentrate due to increased fatigue or stress, does he or she fall asleep during class; is there a decreased level of organization in school work?

Students who demonstrate any of these characteristics are more at-risk for failure and are more likely to drop out or slip under the radar. They are also at a greater risk to become victims of bullying or other forms of school violence.

**What you can do now**

Homeless children represent the most vulnerable students in our public schools, and this is especially true if they also have a disability. You can take action today to move from acknowledgement to achievement.

1. Be sensitive and aware of the students in your class who may be homeless or demonstrate characteristics of being homeless.
2. When you suspect a student is homeless, contact your district’s Homeless Liaison Officer; ask the liaison to assist with the provision of supplies and materials necessary to complete school work.
3. Take time to talk with the student; in many instances, you may be the only person the student confides in.
4. Protect their privacy. Report pertinent information to the appropriate authorities to meet your legal obligation. Homeless children are still protected by the Family Rights and Educational Privacy Act.

In the Classroom
TSTA teams with Save Texas Schools

In February, TSTA’s San Antonio-area local associations partnered with Save Texas Schools on a regional conference to fight back against state budget cuts that led to crowded classrooms, program reductions, and school closures statewide.

State Reps. Mike Villarreal and John Garza, Sen. Leticia Van de Putte, and San Antonio Mayor Julian Castro joined educators, state leaders, and pro-education legislators; the new public education funding model; and the origins of the funding crisis to fight back against state budget cuts that led to crowded classrooms, program reductions, and school closures statewide.

Approximately 300 participants left with an understanding of public education funding and the origins of the funding crisis in Texas, how to support pro-education legislators, the new STAAR tests, and effective education messaging.

Save Texas Schools gained statewide attention with a 2011 rally that drew more than 13,000 Texans to the Capitol to stand up for public education. The group is planning another rally and march this year on March 24, and TSTA is a cosponsor. For more information, visit www.savetxschools.org.

HAYS TEACHERS WIN AGAINST TBSS RECOMMENDATIONS

The Hays CISD school board made a bold decision in January: they rejected the Texas Association of School Boards’ recommendation to change the deadline for nonrenewal notification. As a result of the board’s decision to retain current policy, teachers now have a written guarantee that their contracts will not be renewed within 45 days before the last day of instruction.

Prior to the vote, Hays Educators Association emailed all district teachers a video explaining the situation and circu-

led a petition for continuing the 45-day notification on www.change.org.

The local praised the board’s courageous move. "The power of collective action never ceases to amaze me," President Esperanza Orozco said. "When educators stand alone, we are taken for granted; standing together, we command respect. I am proud to work in a district that not only makes a commitment to employe morale, but takes the extra step to make that commitment real by demonstrating a clear respect for its educators. I can only hope that neighboring districts follow our district’s courageous lead.”

BUILDING A BETTER AR SYSTEM

TBSS local associations in San Benito and Harlingen have invested many hours this school year in training and restructuring their association representative (AR) system, and each has designated at least 15 ARs to register voters.

San Benito ARs committed to monthly meetings, and they frequently speak at school board meetings.

Harlingen TBSS/NEA ARs meet the first Saturday of each month, and they attend all school board meetings. A week before their first board meeting, 18 members met to learn how to decipher a board agenda, read between the lines on how money is moved, and understand the process of changing board policy. Harlingen challenges every Texas local to attend school board meetings regularly, not just when there is an issue, to establish good working relationships.

LOCAL SMOOThS SOFTWARE TRANSITION

Ector County teachers were overwhelmed by new lesson planning software this year, when the district implemented both Eduphoria and CSCOPE. As a result of a rally and survey by Ector County TSTA/NEA, adjustments were made: “It’s certainly good to know that they’re responding to teachers,” TSTA Board of Directors member Chuck Inzer was quoted as saying in the Odessa American newspaper. “It sounds to me like they’re listening.”

STUDENTS AT CLEAR LAKE CAMPUS BOOST MEMBERSHIP

At the TSTA-Student Program District III Convention in January, many awards were presented, including the University of Houston-Clear Lake’s award for greatest membership increase. The chapter now has almost 200 members. Among the 84 convention participants were students and advisors from Lamar University, Lone Star College-Kingwood, University of Houston-Downtown, Lone Star College-North Harris, University of Houston-Clear Lake, and San Jacinto College.

NEWS FROM TSTA-RETIRED

Elections: At press time, elections were underway for TSTA-Retired treasurer and delegates to the TSTA House of Delegates and NEA Representative Assembly. Paul Haus of El Paso and Rose Champion of Brownsville filed for treasurer. Ann Price Outz of Irving was unopposed for secretary.

Quilt fundraiser: Gall Dunham of Burleson created a quilt of TSTA and NEA T-shirts that measures 77 x 77 inches and can be used as a wall hanging or throw. (See the fall Advocate for a photo.) Tickets are available from region presidents for $2. The drawing will be April 21 at the TSTA House of Delegates. You do not have to be present to win. For information or tickets, call 214-398-0500 or email tsta-r@tsta.net.

MEETINGS: The Retired East and West Conferences have been combined as the NEA-Retired Leadership Development and Organizing Conference, March 28-30 in Las Vegas. See www.nea.org/grants/50580.htm for further information.

The TSTA-R Annual Meeting is April 18-19 at the Hyatt Hotel in downtown Dallas. Any member may attend but must register with TSTA-R at 512-476-5355 to ensure that adequate materials, space, and food are available. Two days of activities are tentatively scheduled for El Centro College, a short distance from the hotel and the DART rail line. Watch for details in the spring TSTA-Retired Reporter. Registration, meeting materials, and a group meal are free. Rooms are $149 plus tax (currently 15 percent) for single, double, triple, or quad. For an extra $5 per person, you can buy a food/beverage voucher, a $15 value. The hotel also offers a discounted valet parking rate of $14 per day.

The TSTA House of Delegates follows at the same hotel on April 20-21. “Activities for TSTA-R members include business, fun, games, social networking, and shopping,” President Johnetta Williams notes, adding that, “The West End, with mixed entertainment venues and restaurants, is a short walk or cab ride, as Deep Ellum is a quick cab ride.”

Register for the NEA-Retired Annual Meeting June 26-29 in Washington, D.C., at www.nea.org/retired, and watch This Active Life magazine for further information. All members may attend and vote on bylaws amendments, but only elected delegates may vote for officers.
Faces of TSTA

James Valadez: educator, citizen soldier

Both at home and abroad, he serves his country with an eye toward its future. By Roy Ivey

In his part-time job in the Army National Guard, James Valadez has spent two tours in the Middle East helping maintain the security of the United States. In his full-time job as a teacher at San Angelo Lake View High School (LVHS), he helps special education students stay in mainstream classrooms as a path to their future success in American society.

“Sometimes, students’ disabilities impede learning,” Valadez said, “so we give them instruction here – whatever they need. Some of these students have hardships at home, so they may not get what they need. Some of these students have

That is quite an honor for me,” he said. “I didn’t know everyone knew what I do here.”

Such honors were far from Valadez’s mind when he graduated from San Angelo Central High School in 1989. Without a true plan for his future, he joined the Army National Guard in 1991 at the urging of his uncle, also a guardian.

“I started with Angelo State University right out of high school and wasn’t successful at first because I just wasn’t focused,” Valadez said. “When I joined the Army National Guard, I became pretty focused.”

Now a guardian for more than 20 years, Valadez credits the discipline he learned in the military for giving him the impetus to restart his quest for a college education. He earned his bachelor’s degree from Angelo State in 2003 and his master’s degree in school administration in 2011.

After earning his bachelor’s degree, Valadez coached football at Edison Junior High School/Central Freshman Campus and continued raising a family with his wife Carol. The couple has three daughters, Ariell, 19, a sophomore at Angelo State; Maci, 7, and Jamie, 6. He also served through three Army National Guard deployments.

Valadez’s first National Guard call-up came in 2003, when he trained to go to Iraq but stood down when the fighting quickly ended. His second tour began in 2005, and he spent 18 months training for and serving in a peacekeeping mission in Egypt.

During his last deployment in 2008, he served in Iraq escorting supply convoys across the war-torn countryside. It was during that assignment that Valadez’s two worlds came together: he took off his Army helmet and put on his teacher’s cap for a day at an Iraqi school.

“We did humanitarian missions where people from our platoon would go to a school or hospital and provide them with things they needed,” Valadez said. “During one mission, we took office supplies and snacks to a school in An Nasiriyah, about four hours south of Baghdad.”

“When they asked me if I wanted to teach a lesson through an interpreter, I said, ‘Shoot, yeah,’” he added. “I used a book on geography with Mickey Mouse in it. That made it easier for the students to understand, because everyone knows who Mickey is.”

By Roy Ivey, story courtesy of Angelo State University Magazine. James Valadez is a member of San Angelo TSTA.
STOP THE CUTS

Governor Perry, we the undersigned call on you to call the Legislature into special session to restore state formula and TEA grant funding to local school districts for the 2012-2013 school year. Budget cuts have already cost Texas 32,000 education jobs, including 12,000 teachers, and a total of 50,000 education jobs and 68,000 related private sector jobs could be lost by the end of the two-year state budget cycle. The cuts will force students to learn in thousands of overcrowded classrooms and harm the quality of their education. We can stop the cuts now! At least $7.3 billion will remain in the State Rainy Day Fund at the end of the current budget cycle. That’s more than enough to restore the cuts with no new taxes before local districts set budgets for the 2012-2013 school year, and still leave billions in the bank for other state priorities. We further urge legislators and local elected officials to join the call to STOP THE CUTS, NOW!

Print Name ___________________________________________________ Signature ___________________________________________________
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For more information or extra copies of this petition, contact your TSTA local association or visit our website at www.tsta.org.