

# Advocate

Texas State Teachers Association/National Education Association

SPRING 2004



150 years of Texas public schools and 125 years of TSTA

# Stay alert, my friends

Rumors abound in the capital city regarding the answer to the question, "Will there be a special session this spring?"

Remember that the legislature put off dealing with school finance last session and set up a committee to study this complex issue. The rumor mill has it that, even after exhaustive research, lawmakers still can't agree on how to finance Texas schools.

The facts, however, are hard to ignore and the problems must be solved.

to be paid by local property taxes.

Almost half the state's school districts have reached their cap of \$1.50 per \$100 assessed property value. Districts are cutting back on programs, increasing secondary class sizes, and some districts may be charging children to ride the bus!

Texas is 41st in the nation in state money for school districts and almost \$6,000 below the national average in teacher salaries.

Over 50,000 classrooms are filled with inappropriately certified teachers because of the teacher shortage. The Governor is suggesting incentive programs, some of which would require matching district funds, rather than putting new money into our schools.

We are in a crisis, and any plan that doesn't address the fundamental issues is irrelevant! If there is a special session, it will require us to be organized, energized, and fully engaged in the process.

Not only will we have the issues of school finance, but there are those leaders and legislators who would undo a decade and a half of education reform and push our schools back to the 1970s. These retro-reformers would undo the K-4 class size limits, eliminate contracts and due process, and make every other benefit we have fought for a matter of local control. They will continue to press

forward with an agenda that makes standardized testing the only measure of success for students, teachers, and schools.

This is wrong, and we must continue to say it is wrong to these "education-is-a-business" reformers who don't understand our schools and the hard work it takes every day to insure student achievement and success.

We must tell them that we are not a business. Our bottom line is children, not profits. We do not send any defective "materials" back to the factory to be remade. We take every child, even those with special needs that are expensive to educate. And we take them as far as they can go!

We are the ones on the front lines defending public education. We must stand up and face down those who would destroy that which is the cornerstone of our democracy. The purveyors of vouchers and virtual charters would willingly sacrifice that which is great on the altar of corporate profit. We must not let that happen.

Stay alert, my friends. The special session will probably be of short duration so we must be long on determination that our schools should be financed properly without rolling back the standards that have led to their improvement in the education of ALL the children in our great state.



We are not a business. Our bottom line is children, not profits. We do not send any defective "materials" back to the factory to be remade. We take every child,

and we take them as far as they can go!

There are more than four million Texas school children, an amount that grows annually by about 70,000 students.

Per pupil expenditure is about \$600 less than the national average.

The state funds less than 40%, the lowest amount in 50 years, leaving the balance

## UPFRONT

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The bill that closes the one-day loophole passed, but momentum continues to build for the Social Security Fairness Act, which would repeal both the Government Pension Offset and Windfall Elimination Provision. Other news on the Governor's "initiatives" and TSTA's rebuttal, instant certification, our educational support and retired groups, and more.



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This year, for the first time, we're holding the election for state delegates in the *Advocate*. Your ballot is on page 25.

# Advocate

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**How to Contact Us:** Call 877-ASK-TSTA, visit [www.tsta.org](http://www.tsta.org), or write to TSTA, 316 West 12th Street, Austin, TX 78701. Please send address changes to the attention of Membership Records or [membershiprecords@tsta.org](mailto:membershiprecords@tsta.org).

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## Social Security:

# Loophole closes but repeal bill is moving

On February 11, the House passed HR 743, the so-called “Social Security Protection Act,” by a vote of 402-19. At press time, we expected the President to sign it soon.

If you have not been involved in the battle, the bill includes a provision we strongly opposed that eliminates the option for teachers in Texas and Georgia to transfer to a district covered by Social Security for as little as one day to avoid the impacts

of the Government Pension Offset (GPO). The GPO reduces public employees’ Social Security spousal or survivor benefits by two-thirds of their public pension.

(For more background on the GPO and the Windfall Elimination Provision, which reduces the earned Social Security benefits of an individual who also receives a public pension from a job not covered by Social Security, visit [www.nea.org/lac/socsec](http://www.nea.org/lac/socsec).)

The lopsided vote indicates

the popularity of the bill as a whole. A better indication of Congress’ feelings about the offset language was an earlier vote on an attempt by TSTA/NEA and Representative Martin Frost (D-TX) to replace the loophole amendment with provisions to completely repeal the GPO and Windfall Elimination Provision. That attempt failed on a 226-197 vote.

Thank you for all of your efforts in contacting members of Congress. It did make a difference. The debate on HR 743 clearly demonstrated that members of Congress were very well aware of the GPO/WEP issue

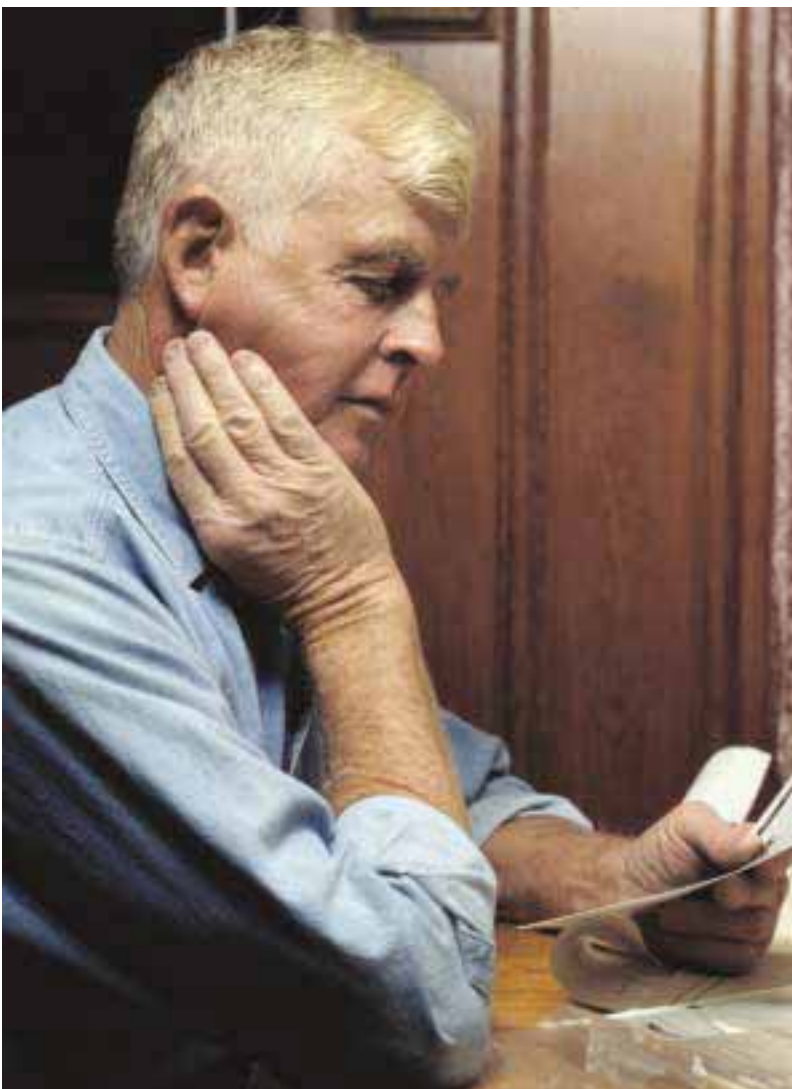
and were under a lot of pressure from their constituents—you—to do something.

### **SOCIAL SECURITY: SIGNIFICANT VICTORIES**

NEA worked very closely with Members of Congress and their staffs as they worked out differences between the House and Senate bills. NEA and state affiliate grassroots efforts resulted in significant victories in the final bill:

► **Change in effective date to June 30, 2004.** The original Senate bill had an early effective date that would have given educators no transitional time before losing the opportunity to transfer and avoid the GPO. NEA was successful in changing the effective date to June 30, 2004, thereby giving educators additional time to take advantage of the one-day rule.

► **Transition period for counting prior service.** There is a five-year transition period after the bill is signed into law. Effective July 1, 2004, a person can qualify for Social Security spousal benefits if they worked for five years (at any point in their career) in a Texas school district that paid into both TRS and Social Security AND their last 30 days of employment is in a district that pays both. After the transitional period, the law will require that a person’s last five years of employment will have to be in a district that pays both TRS and Social Security in



order to be eligible for spousal benefits without the GPO reduction.

► **Elimination of requirements to subject more people to the offsets.** The final agreement does not include an NEA-opposed provision that would have allowed the IRS to notify the Social Security system about individuals who should be subject to the offsets but are not currently offset. Elimination of this provision is a significant victory, as it will protect individuals not currently offset from losing benefits and will prevent others from having to repay benefits they have already received.

► **Limitation of “divided retirement” to Kentucky and Louisiana.** The final bill will allow only the states of Kentucky and Louisiana to conduct “divided retirement” referenda. (The original Senate bill allowed all states to operate a dividend retirement system.) Under such a system, public employees will vote on whether to allow individuals to choose to enter the Social Security system, but all new employees will be required to participate in Social Security. NEA believes that allowing all states to operate a divided retirement system could be a first step by Congress toward mandatory Social Security coverage for all state and local employees, which NEA strongly opposes.

► **Mandate to disclose the impacts of the GPO and WEP.** The final bill requires a state or local government entity hiring an individual for a non-Social Security covered position on or after January 1, 2005 to provide the indi-

## Social Security: Momentum builds for repeal

Momentum continues to build for repeal of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).

As of February, the House version of the Social Security Fairness Act, HR 594, had 287 bipartisan cosponsors.

NEA has received firm assurances that Chairman Clay Shaw (R-FL) will move GPO/WEP legislation through the House Ways and Means Committee’s Subcommittee on Social Security this year.

A resolution (House Resolution 523) seeking a discharge petition has been introduced in the House of Representatives. Although NEA had considered the possibility of pursuing a discharge petition to move the GPO/WEP legislation forward, such a petition is not needed at this time, since legislation will move out

of committee. (A discharge petition is a procedural mechanism designed to force stalled legislation out of committee.)

The sponsors of our GPO/WEP repeal legislation, Representatives McKeon (R-CA) and Berman (D-CA), have made movement of GPO/WEP legislation a top priority. NEA supports the sponsors’ strategy because we believe it offers the best chance for action. Therefore, we are not encouraging members of Congress to sign the discharge petition.

NEA will continue to work closely with McKeon, Berman, and Shaw.

**How can you help? Use the NEA web site at [www.nea.org/lac/socsec](http://www.nea.org/lac/socsec) to email your Senators and Representatives and urge them to support full repeal of the GPO and WEP.**

vidual with a written notice explaining the potential impact of the offsets. The bill also requires the Social Security Administration to include in their annual Social Security Account Statements after January 1, 2007 notification of the potential impact of the offsets for individuals who might be subject to them.

### **SOCIAL SECURITY: WHICH DISTRICTS MIGHT HIRE YOU FOR A DAY?**

NEA recommends that, if you’re planning to retire before the loophole closes, you have all your paperwork completed way in advance of the June 30 deadline, as there may be administrative time needed to process your claim.

**Be sure to contact Social**

**Security to find out how this new law will affect you.** Failure to contact Social Security could result in not being able to take advantage of the loophole.

If you are looking for a school district that will hire you for one day, check with the following:

- Coleman ISD, contact Ed Pryor through [www.colemanisd.com](http://www.colemanisd.com) or 325-625-1896; \$300 processing fee
- Fort Davis ISD, call Debbie at 432-426-4444, ext. 301; \$500 tax-deductible donation to the scholarship fund; openings after June 14
- Iraan-Sheffield ISD, call Delbert Dodds at ext. 224 or Lois Ann McKenzie at ext. 222 at 432-639-2512 or

email [ddodds@esc18.net](mailto:ddodds@esc18.net); \$475 application processing fee

- Kilgore ISD, fax Becky Moss your name, home address and phone number, and the dates you want to work at 903-983-3212 or go to [www.kisd.org/Programs/Business/trs/TRS-offer.htm](http://www.kisd.org/Programs/Business/trs/TRS-offer.htm) to check the car pool bulletin board and to request an application; \$500 application fee
- Lindale ISD, call April, Pat, or Angie at 903-882-6611; \$350 processing fee
- Somerville ISD, call R. Martin and Co. at 281-890-8485; \$700 fee (\$500 tax deductible plus \$200 processing)
- Sweeny ISD, call R. Martin and Co. at 281-890-8485;

\$700 fee (\$500 tax deductible plus \$200 processing)  
►West ISD, contact Amy at 254-826-7500; \$650 processing fee

►West Rusk ISD, visit [www.westrusk.esc7.net/retire.html](http://www.westrusk.esc7.net/retire.html); call 903-895-4503, ext. 101, 103, or 105; fax 903-895-2267; or email [millst@westrusk.esc7.net](mailto:millst@westrusk.esc7.net); \$600 processing fee

For updates on districts, see [www.tsta.org/classroom](http://www.tsta.org/classroom). For more information about the school districts, use Texas Education Agency's Texas School District Locator at <http://deleon.tea.state.tx.us/SDL>.

### SOCIAL SECURITY: SHOULD YOU RETIRE?

Most TSTA members know the Social Security loophole is closing. What is less clear to them is "What does that

mean to me?" It is difficult to answer that question in a general way. What it means to any individual member depends on a variety of circumstances.

So, how does an individual determine whether or not the potential loss of this loophole should force them to retire earlier than planned? Are there alternatives that might make staying longer more attractive? What if leaving before the loophole closes is not even an option? What can you do to minimize the impact?

Certainly the Social Security office should be your first stop for answers. But one additional source that might not occur to you is your NEA Valuebuilder financial representative. The NEA Valuebuilder Program is a supplemental retirement program endorsed by NEA and TSTA that has

several options to assist in a variety of circumstances. Your Valuebuilder representatives can help you evaluate where you stand and what the potential loss of the loophole might mean to you personally. If you have been curious about the answer to some of these questions, now is a good time to give your Valuebuilder rep a phone call or an email.

►El Paso and Surrounding Areas: Phil Boyd, 915-592-2782, [boydphil@sbcglobal.net](mailto:boydphil@sbcglobal.net)

►Houston and Surrounding Areas: Linda Eaton, 281-277-6400, [leaton@dearborn-creggs.com](mailto:leaton@dearborn-creggs.com)

►San Antonio and Surrounding Areas: Diane Mullen & Associates, 800-723-6616, [dianema@swbell.net](mailto:dianema@swbell.net)

►The Valley and Surrounding Areas: Steve Brooks, 956-969-8585, [sbmullen@flash.net](mailto:sbmullen@flash.net)

►Corpus Christi and Surrounding Areas: Karen Watts, 361-241-8696

►Metroplex: Liz Picone, 800-609-6580 (Please indicate your ISD), [lpicone@neamb.com](mailto:lpicone@neamb.com)

►Bryan/College Station and Surrounding Areas: Steve Colson, David Phinney & Doug Crum, 979-680-0658, [stcolson@tca.net](mailto:stcolson@tca.net)

►Amarillo, Lubbock, Midland/Odessa and Surrounding Areas: Jeff Pannell, 806-794-8524

►North Austin ISD and Districts North of Austin: Cindy Foreman, 512-342-2288, [foremn0711@aol.com](mailto:foremn0711@aol.com)

►South Austin ISD and Districts South of Austin: Susan Winkler, 512-894-3533, [benefitslink4u@hotmail.com](mailto:benefitslink4u@hotmail.com)

For areas not listed, contact Liz Picone at 800-609-6580 or [picone@neamb.com](mailto:picone@neamb.com).



## Essay Contest!

The U S Rice Producers Association is sponsoring a contest for students in grades 4-12 in the states of Arkansas, California, Louisiana, Mississippi, Missouri and Texas.

Participating students need to write a 500 to 800 word essay about the subject:

**RICE FARMING: EARTH'S FRIEND**  
How rice farming benefits our air,  
our land, our water and our wildlife.

One student winner for each grade will receive \$150.00. Background information and contest rules and regulations can be found at [www.riceromp.com/contest](http://www.riceromp.com/contest).

Essays must be received by April 14, 2004. E-mail essays to [ricessay@aol.com](mailto:ricessay@aol.com) or mail to U S Rice Producers Essay Contest, 2900 Wilcrest, Suite 180, Houston, TX 77042.

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## If students need help, they'll have to improve

What limited funds we have for education would best be spent in schools where students are already doing well on tests and graduating under the most academically challenging course of study. That's the Perry plan for Texas school finance.

In late January, the Governor released his plan of "financial incentives to spur schools and students toward the goal of maximum performance."

Perry said legislators helped him develop his proposals, crediting Sen. Florence Shapiro and Rep. Kent Grusendorf as the leaders who have championed the move to reward Texas teachers who produce high-achieving students.

A sampling of what schools would receive under the Perry plan:

- ▶ \$100 per student for each year they advance in high school, so long as they pass the TAKS
- ▶ \$100 for each student who scores at least 90% on all TAKS tests taken (\$200 if they're at-risk)
- ▶ \$1,000 for each graduate (\$2,000 if they're at-risk) who successfully completes the Distinguished Achievement Program
- ▶ \$100 for each student passing the Algebra I end-of-course exam (additional \$100 for each at-risk)
- ▶ \$100 per LEP student passing the TAKS test and an additional \$100 for each student who receives commended performance on

all sections of the TAKS.

Read the rest of Perry's agenda at [www.governor.state.tx.us](http://www.governor.state.tx.us).

## TSTA responds to 'incentive' plan

"This isn't about rhetoric; it is about arithmetic. Rhetoric isn't going to fill the 53,000 classrooms that have inappropriately certified teachers in them," TSTA President Donna New Haschke said, responding to Perry's plan. "We must raise the state salary schedule now to address this problem."

"If we are going to continue

to improve the education system in Texas, we must be able to attract and retain highly qualified teachers into our classrooms. Any plan that does not help school districts accomplish this goal will not improve public education in our state.

"We are \$5,000 below the national average in teacher salaries, the state's share of funding for public education has slipped to the lowest in 50 years, we have almost half the districts in the state at the \$1.50 cap and they are cutting back on programs, in-

creasing secondary class sizes and charging kids to ride the bus.

"Incentives don't allow districts to plan their budgets for the next school year and can't be used to fund salary increases or anything that is a reoccurring expense. The Governor's incentive plan might lead to more districts being able to afford new Astroturf, but won't lead to any teacher getting a pay raise.

"Furthermore, attempts to roll back state standards and end the 22-1 class size limit, the salary schedule, and other

## Volunteer to be on a TSTA committee

The TSTA president is charged with appointing individuals to a number of Association statewide and special committees and task forces each year. All members are eligible to serve in these appointed positions; if you are interested in volunteering some time to serve in these appointed positions, please let the TSTA president know by submitting the form below to TSTA, President's Office, 316 W. 12th St., Austin, TX 78701; or faxing to 512-486-7053 by May 28, 2004.

TSTA's statewide committees are in the

following areas: Community and Instructional Advocacy, Legislative and Political Advocacy, and Constitution, Bylaws, and Elections.

Other task forces and special committees are formed from time to time, such as the current task force on collective bargaining. Please indicate your particular area of interest and expertise whether or not it is listed above.

You may also recommend a colleague for consideration for an appointed position.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Ph. \_\_\_\_\_ School Ph. \_\_\_\_\_

Social Security Number \_\_\_\_\_

Local Association \_\_\_\_\_ TSTA Region \_\_\_\_\_

Classification \_\_\_\_\_ Ethnic Status \_\_\_\_\_

Home Email \_\_\_\_\_

School Email \_\_\_\_\_

Local Activities \_\_\_\_\_

State/Regional Activities \_\_\_\_\_

**Please mark the appropriate boxes below:**

CIA  LPA  CBE  Other \_\_\_\_\_

benefits that are necessary to keep teachers in the classroom will only make the situation worse.

“There is no political shortcut to educational excellence. Texas schools don’t need a patchwork of incentives that offer only after-the-fact rewards or a funding system that treats students as if they were widgets coming off an assembly line. We need a real investment in our schools to provide all students with educational opportunity.”

## Perry names new education chief

Governor Rick Perry has named Dr. Shirley Neeley, superintendent of Galena Park ISD in the Houston area, as the new State Commissioner of Education.

A teaching professional since 1971, she started with

GPISD in 1975 as a sixth grade teacher and became superintendent in 1995.

In announcing the appointment, Perry said Neeley, who has come out in support of vouchers, is a “results-driven education leader who sees challenges as opportunities, and who has proven that success in our schools is not predicated on the wealth of a community, but the commitment of the educators, parents and students in that community.”

“We are delighted to see a commissioner appointed who not only has firsthand knowledge of how the public schools of Texas work but also has been a classroom teacher,” TSTA President Donna New Haschke said. “We are also glad to see the Governor break the ‘glass ceiling’ at TEA by appointing

the first woman to ever be commissioner. TSTA looks forward to working with the new commissioner to continue the gains being made by the children of Texas.”

GPISD has been rated an exemplary district for the past two years. The district has a student population that is 66% economically disadvantaged and 88% minority. More than 80% of GPISD graduates enroll in higher education. The number of students taking the SAT or ACT has doubled under Neeley’s tenure and the dropout rate is among the lowest in the state.

## Instant teacher rule diminishes profession

In November, the State Board for Educator Certification (SBEC) proposed a rule that would allow an individual with any degree to become a certified teacher without completing an authentic preparation program. Under this rule, an individual with any degree could become certified to teach in grades 8-12 if he/she could pass a test. The rule does not set out any minimum standards in training or require any previous experience in a classroom setting.

At press time, the State Board of Education (SBOE) was set to deal with the rule at its February 25-27 meeting. The SBOE only has veto authority over proposed SBEC rules, and it takes a 2/3 vote of the 15-member SBOE to veto the rule.

The four statewide teacher associations were working together to defeat this rule. Our members were contacting

their SBOE members to ask them to vote against it. Visit our web site to find out what happened.

To keep up with the news each week, sign up for the Briefing, our electronic newsletter, at the same site.

## Filing deadline for TSTA state officers

Nominations are open for TSTA Officers (TSTA President and TSTA Vice President) with nominations being due at TSTA’s Organizing Center for Executive and Governance on September 15, 2004. The election will be conducted at the April 2005 State House of Delegates. Contact TSTA’s Center for Executive and Governance, 316 West 12th Street, Suite 510, Austin, Texas, 78701, 877-ASK-TSTA, ext. 1514 or 1510, for a filing form and information regarding the filing process. The term of office for TSTA President and Vice President shall be for three years or until successors are elected beginning on July 15, 2005.

## Kids allowed three treats

On February 3, 2004, Texas Department of Agriculture modified its Foods of Minimal Nutritional Value Policy (issued July 28, 2003) to include exemptions that give school districts some flexibility in allowing FMNV on campuses under certain circumstances:

**School Nurses:** This policy does not apply to school nurses dispensing FMNVs to students on a case-by-case basis for medical purposes.

**Accommodating Students with Special Needs:** Special

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Needs Students whose Individualized Education Program (IEP) plan indicates the use of an FMNV for behavior modification or other suitable need may be given FMNV items.

**School Holiday Celebrations:** Students may be given FMNV items during the school day for up to three different holiday celebrations each school year to be determined by school officials. These items may not be given during meal times in the areas where school meals are being served or consumed.

## It's TSTA Night at the Spurs!

Join the Spurs for their March 20 game against the Boston Celtics and save. They are offering you, your friends and family a special deal on a package; you get a ticket, hot dog, soda, ice cream and Spurs T-shirt for \$14.45 or \$24.45, depending on the seat you choose—which is less than you'd normally pay for the ticket alone. Go to [www.tsta.org/news/TeacherAppreciation.pdf](http://www.tsta.org/news/TeacherAppreciation.pdf) for details.

## Cruising with TSTA-Retired

Mark your calendar for October 31, 2004. TSTA-Retired is planning a fall conference on a Carnival Cruise. The trip will be for seven nights and sails from Galveston to Progreso, Cozumel, and Belize. The group will meet on the ship in lieu of the "Senior Partners Conference" they usually have in the summer. For more information, contact Vivian Gaschen at [vivian@fullertvl.com](mailto:vivian@fullertvl.com) or 1-866-828-6311.

In other TSTA-R news:  
►The TSTA-Retired State Convention will be March 25-26 at the TSTA Headquarters Building in Austin. Every TSTA-Retired Active Member is invited to attend; your presence makes you a voting delegate. On March 25, there's registration from 1:30-2 p.m.; the House of Delegates from 2-4:30 p.m. in the L.P. Sturgeon Room; a speaker who will give her humorous angle on Texas politics; and an opportunity to socialize. The next day, members will have a workshop on how retired members are getting involved with first-year teachers through NEA's mentoring program; an update on retirement legislation; and a presentation by NEA Member Benefits.

►NEA-Retired's Spring Regional Conference is in Tucson, Arizona, April 2-4, 2004. The registration form is in "This Active Life." This is a very informative and fun time spent with other NEA-Retired Members. Contact your TSTA-R Board member for more information.

## A new year and a new site

You are invited to visit the NEA Member Benefits web site, which is newly redesigned for 2004. Now it's easier to see all the great products and services, giveaways, and information available to NEA members! We have:

- Faster and easier navigation
- A new Tools & Tips section with many financial calculators and a wealth of information to stretch your income
- Enhanced pages for Insur-

ance, Financial Services and Member Discount programs  
►Online account access to your NEA life, auto and homeowners insurance, credit cards, and NEA Value-builder accounts...and more!

The new NEA Member Benefits Web Site is more valuable than ever. Please share this message with an NEA colleague, and visit us often at [www.neamb.com](http://www.neamb.com)!

## Do you know your credit score?

Does your credit score say you are credit worthy?

A credit score is a number that reflects your credit risk level. It is generated through statistical models using elements from your credit report. Banks, credit card companies, insurance companies, auto dealers, retail stores and most other lenders that issue credit or loans use credit scores to quickly summarize a consumer's credit history, saving the need to manually review an applicant's credit report and provide a better, faster risk decision.

There are primarily two types of scores, generic bureau-based scores and custom scores. Among bureau-based scores, the most widely used score in the financial service industry is the FICO score generated by the Fair, Isaac Company. The bureau-based credit scores draw on statistics from a large number of consumers across a variety of accounts.

Scores are not just used to rate the credit worthiness of consumers. Lenders also use scores to predict consumer response to offers sent in the mail, the likelihood that ac-

count holders will file for bankruptcy or that a consumer will move their loan to another lender.

If credit scores is a topic that you would like more information about, contact NEA Member Benefits Consultant Liz Picone, 800-609-6580, or by email at [Lpicone@neamb.com](mailto:Lpicone@neamb.com), to schedule a workshop on this subject for your members.

## ESP Corner

HOWARD NOMINATED TO TRS-CARE COMMITTEE  
Shirley Howard of Midland has again been nominated to the Teacher Retirement System of Texas TRS-Care Retirees Advisory Committee. Howard also holds an educational support professional at large position on the NEA Board of Directors and has twice been named TSTA's ESP of the Year. Her term on the TRS committee, in the Active Auxiliary position, began February 1.

### AUSTIN ESP WINS BACK PAY

Education Austin has set a new record for a back pay win for an educational support professional member. Patricia Roach, Murchison Middle School food service manager, has just been notified that she will receive \$13,213.67 in retroactive pay (before taxes). This back pay win is based upon the experience pay consultation agreement that Education Austin negotiated with Austin ISD in 2001-02.



The first mission school, San Francisco de los Tejas, later renamed Mission San Francisco de Espada, was built in 1730.

# The shaping of Texas Public Schools

*Education did not receive much  
attention until Mirabeau B. Lamar was  
elected president of the Republic*

Reprinted from the March 1976 *Texas Outlook* magazine

**D**on Francisco de la Mata was aghast at the unstructured hours of idle entertainment which filled the days of San Antonio de Bexar youngsters.

The Saltillo native, “much grieved at heart,” described the children as “running about as vagabonds engaged only in pernicious pursuits such as playing with arrows and ropes, and spending their time in childish games and other idle entertainments which lead only to perdition.”

So in 1789 he sought official sanction from the *cabildo*, or village council, and opened a school.

Earlier efforts to establish education in Texas, then under Spanish rule, also had produced only transitory results.

► Crockett, 1690. San Francisco de los Tejas was established, the first mission school and a prime educational force in the territory declared as “New Spain.”

► In the next 100 years, Spain founded some 26 more missions in attempts to “civilize” the Indians through Christianity. These missions, somewhat resembling con-

temporary industrial schools, offered the basics in cultivating crops, practicing animal husbandry, or constructing irrigation facilities.

► By 1746 the first non-mission educational institution began operation at San Fernando de Bexar. Founded by Don Cristobal de los Santos Coy, it was a joint venture, built on land donated by the government, with buildings furnished by the church and maintained by the people.

An attempt was made by Spanish officials in 1802 to establish a school system, but it was not until after the Mexican Revolution ended in 1821 that a constitutional provision was made for education.

Officials of the Mexican Republic, in drafting the constitution of Coahuila and Texas, called for establishment of elementary schools and seminaries in principal towns.

In 1828 free textbooks—along with 100 charts, 36 catechisms, and other materials—were supplied for the first time through public funds at a San Antonio school. Supported by private subscription supplemented by munic-

ipal subsidies, it offered lessons in the three R’s, religious doctrine, and morals.

Public free primary schools also were established that year by a law which simultaneously created the timeless enigma of public school finance.

“The central government shifted responsibility for education to the

states; the states, having no money, shifted the burden to the *ayuntamientos* (municipal government); the *ayuntamientos*,

likewise without funds, did not know what to do,” notes a pamphlet, *The Mexican Texans*, from the Institute of Texan Cultures, University of Texas at San Antonio.

Within the next few years, six primary schools were projected. Yet the Mexican government never implemented those plans.

Private institutions—community, “old field,” and “cornfield” schools—played an important role in educa-

An attempt was made by Spanish officials in 1802 to establish a school system, but it was not until after the Mexican Revolution ended in 1821 that a constitutional provision was made for education.

## Celebrating the 150-year anniversary of Texas Public Schools

One hundred fifty years ago, provision was made for the first state public school system in Texas. One hundred twenty-four years ago, the Texas State Teachers Association was founded.

This year and next, we will recognize these milestones in a variety of ways.

TSTA is part of “TexEd150,” a team brought together by the Texas Education Agency and Texas School Public Relations Association (an organization of public relations people who work for our school districts) to draw public attention to the 150-year anniversary of Texas public schools.

TexEd150’s efforts kicked off with a proclamation from the Governor and a news conference at the Administrators’

Mid-Winter Conference in January. Among the projects team members have collaborated on is a traveling exhibit, which you will see at this year’s House of Delegates. If you happen to visit the Texas Education Agency building in Austin, you will also see a permanent display in their lobby.

The *Advocate* will carry a three-part series, starting with the story above which outlines the events leading up to the creation of our schools. The article, which has been slightly edited, was originally printed in 1976 in TSTA’s *Texas Outlook* magazine.

In the summer issue, we’ll look at a list of events that shaped our schools, and in the fall, we’ll hear some of the stories behind the history.

tion among American colonists during this period. One of the best academies of the day was Thomas J. Pilgrim's school near the Gulf coast.

Numerous ethnic groups further contributed to the development of Texas education. The Institute of Texan Cultures has a Norwegian reader used in Bosque County and Danish language school books from Danevang in Wharton County.

Irish Texans organized the first Houston area school in 1824. There were Chinese schools in that city also, as well as in San Antonio, and the Chinese Baptist church helped many immigrants learn English, using the Bible as a textbook.

But by 1833 both Mexican and Anglo-American citizens were dissatisfied with conditions in Texas. In an effort to placate them, the State Congress declared that half of the income from municipal funds, up to \$2,000, would be directed toward education.

The following year a survey by the federal government pointed out that Texas wanted "a good establishment for public instruction where the Spanish language may be taught, otherwise the language will be lost."

Despite all attempts, difficulty in obtaining qualified teachers, a depleted state treasury, and extreme poverty of the people were responsible for the government's failure to develop an effective educational system.

This failure "to establish any system of public education" weighed heavily in the revolt against Mexico, as emphasized in the Texas

Declaration of Independence.

When the constitution was adopted March 17, 1836, it was declared the duty of Congress, "as soon as circumstances will permit, to provide by law a general system of education."

Yet education did not receive much attention until Mirabeau B. Lamar was elected president of the Republic in 1838. His efforts earned him the title,



Mirabeau B. Lamar, elected president of the Republic in 1838.

"Father of Education in Texas."

Following his first message to Congress, which included a plea for public education, the Committee on Education introduced "a bill which laid the foundation for the present endowment of public education in Texas," writes Frederick Eby in *The Development of Education in Texas*.

Enacted January 26, 1839, it provided that three leagues—13,284 acres—of land in each county be sur-

veyed and set apart for a primary school or academy. Two colleges or universities were provided with an endowment of 50 leagues.

A bill enacted the following year set apart a fourth league and stipulated that the Chief Justice and his associates in each county would act as a board of school commissioners.

Among their responsibilities: Divide counties into

providing a perpetual source of income.

As a result of this increasing interest in education, there was talk of a teachers meeting in Houston. The "Convention of the Friends of Education" was held January 9, 1846, the first of its kind in the state. Uniform textbooks were recommended; a board was appointed to examine teachers; and an organization known as the Texas Literary Institute grew out of the session.

By 1848 the Legislature had chartered eight universities, seven colleges, 10 academies, and four institutes. They included San Augustine University, Rutgersville College, Galveston University, Marshall University, and Baylor University (Waco).

The first petition to the governing body for publicly funded education, long championed by German Texans, came in 1849 from Pastor Adolph Fuchs.

After Texas received \$10 million from the 1850 sale of land to the United States, Gov. E. M. Pease was successful in his request to the Legislature that \$2 million be allocated for a Special School Fund. Interest from the fund would help support the schools.

The 1854 law also included a provision for immediate organization of common schools. Tuition for indigent children would be absorbed from state revenue directed toward education, while a final feature enabled conversion of private institutions into common schools.

—Debby Bay, March 1976  
*Texas Outlook magazine*



# Five amendments to consider at the 125th Annual TSTA Convention

April 23-24, 2004 • Renaissance Austin Hotel

If you are a delegate to the 2004 TSTA Convention, you will be voting on five proposed amendments to TSTA's Bylaws. The amendments are printed below, for your review prior to arriving at the convention. Wording in brackets with strikethrough [-] reflect current language to be deleted and items bolded and underscored reflect insertion of proposed new language.

Other information about convention housing and transportation appeared in the winter 2003 *Advocate* and is available on the TSTA web site, [www.tsta.org](http://www.tsta.org). Further information about the convention will be mailed directly to delegates.

## PROPOSED BYLAWS AMENDMENTS

**1 INTENT:** To comply with NEA Bylaw requirements

Article III, Members  
Section 2. Qualifications and

### Conditions of Membership

#### D. Substitute Teacher members

##### 1. Qualifications

Substitute Teacher members not qualifying for Active membership shall:

a. Hold credentials appropriate to their respective duties; ~~[and]~~

**b. Maintain membership in the National Education Association and the TSTA local affiliate when eligible under the constitution or bylaws of the local affiliate; and**

~~[b.]~~ **c.** Support the goals and objectives of TSTA and abide by these Bylaws.

##### 2. Dues

Substitute Teacher members shall pay annual dues of fifty percent (50%) of the amount of the dues of Active members.

#### 3. Privileges

Substitute Teacher members shall:

- a. Be entitled to such services as may be authorized by the Board of Directors; and
- b. Be eligible to serve as a voting delegate to the House of Delegates if a member of TSTA and local affiliate when eligible and elected under provisions of Article VIII, Section 2D.

#### 4. Restrictions

Substitute Teacher members shall not be eligible:

- a. To hold elective office; and
- b. To vote unless serving as a voting delegate to the state House of Delegates under the provisions of Article VIII, Section 2D.

**Maker:** Constitution, Bylaws and Elections Committee

**Rationale:** Same as intent

**Vote Required:** Two-Thirds (2/3rds)

**Financial Impact:** None

**2 INTENT:** To change the date for locals to submit compliance documents to TSTA

Article IV, Affiliate Structure  
Section 1. Local Affiliates

C. Minimum Standards of Compliance for active local affiliates

An active local affiliate shall:

1. Apply the one-person/one-vote principle in electing delegates to the regional house of delegates, the state House of Delegates and the NEA Representative Assembly and in electing members of governing bodies except that the affiliate shall guarantee ethnic-minority representation at least proportionate to

- its ethnic-minority membership;
- 2. Provide for proportionate representation on governing bodies between nonsupervisory members and supervisory members if the local affiliate is an all-inclusive one;
- 3. Guarantee due process to members in matters of censure, suspension, or expulsion and to officers in matters of impeachment and removal;
- 4. Require all Active, and Educational Support Professional members to maintain membership in the region, state and national associations where eligible;
- 5. Have the same membership year, and fiscal year as that of TSTA;
- 6. Conduct elections for TSTA which guarantee open nominations and secret ballots. In the event that there is only one candidate for a position, secret balloting may be waived, and the candidate declared elected.
- 7. Elect officers that shall assume office either on June 1 or July 15 following election;
- 8. Conduct a yearly audit of financial transactions and transmit a copy of this audit to TSTA within sixty (60) days ~~from the end of the terms of the outgoing local officers for the year which has just concluded~~ **of the end of the fiscal year;**
- 9. Submit by June ~~+~~ **30** annually a list of officers and if changes were made and a copy was not

- previously submitted to TSTA, a revised updated bylaws and/or constitution;
- 10. Hold a minimum of three (3) general or representative meetings per year;
- 11. Submit names and addresses of association representatives and verification of training as specified by the Board of Directors; and
- 12. Provide for an appeals process through a local election committee, to resolve local election challenges. The appeals process shall include a member's right to appeal in writing the decision of a local election committee to the state Executive Director. The appeal to the Executive Director must be delivered or postmarked on or before the tenth day after receiving the written decision of the local election committee.

**Maker:** Constitution, Bylaws and Elections Committee

**Rationale:** Audits should be done on a fiscal year basis.

**Vote Required:** Two-Thirds (2/3rds)

**Financial Impact:** None

**3 INTENT:** To allow additional delegates for growing locals

Article IV, Affiliate Structure Section 2. Regional Affiliates

D. House of Delegates

- 1. Composition  
The Regional House of Delegates shall be composed of:
  - a. All elected regional officers, Regional Board

- of Directors and Board of Directors members;
- b. Local affiliate delegates shall be elected on the ratio set by each region's governing document provided the ratio maintains the one-person/one-vote principle. Delegates shall be allocated on the number of Active, Educational Support Professionals, and Life members holding membership in the local affiliate on May 31 of the preceding year **except as provided in Article VIII, Section 2. A. of these Bylaws.** Major fraction shall be used in allocation of delegates. Locals not allocated a delegate based on the above ratio, but which maintain annual officers and meet the requirement under Article IV, Section 1, C, 11, shall be allocated one (1) delegate to the Regional House of Delegates;

Article VIII, The State House of Delegates Section 2. Allocation of Delegates

- A. Local Affiliates  
Local affiliates shall elect one (1) delegate for each fifty (50) members or major fraction thereof based on the local affiliate's Active, Life, and Educational Support Professional membership on May 31 of the year immediately preceding the state House of Delegates. **Any local may apply by January 15 to the Executive Director to qualify for additional dele-**

**gates based on membership growth. Upon receipt of such application, the Executive Director shall determine if the local is entitled to additional delegates based on the membership as of January 15 and shall notify the local whether or not it qualifies for additional delegates. In such instances, the Executive Director shall make a similar calculation to determine the appropriate number of delegates for the Regional House of Delegates and shall notify the local and the Regional President of the result.** Locals not allocated a delegate based on the above ratio but which maintain annual officers and meet the requirement under Article IV, Section 1, C, 11, shall be allocated one (1) delegate to the state House of Delegates. New locals that have affiliated after the May 31 deadline shall have representation based on their membership one hundred twenty (120) days prior to the state House of Delegates.

**Maker:** Constitution, Bylaws and Elections Committee

**Rationale:** Same as intent

**Vote Required:** Three-Fourth (3/4th)

**Financial Impact:** None

**4 INTENT:** To clarify language

Article VII, Board of Directors Section 1. Board of Directors

A. Composition

- 1. ~~The Board of Directors shall be composed of the President, the Vice President, the Regional Presidents, the NEA Directors and elected At Large~~

~~Board of Directors members.] **The Board of Directors shall be composed of the following voting members: The TSTA President, the TSTA Vice President, the TSTA Regional Presidents, the TFA President, the President of TSTA-R, the President of TSTA-SP, the NEA Directors for Texas and elected TSTA At-Large Board of Directors members.**~~

2. ~~[The presidents of the department affiliates and NEA At-Large Board of Directors members shall be ex officio members without the right to vote or to make motions.] **The following TSTA members shall be ex officio members of the Board of Directors without the right to vote or to make motions: NEA Executive Committee members elected by the NEA RA; NEA At-Large Board of Directors members elected by the NEA RA; NEA Directors elected by NEA-R; and NEA Directors elected by NEA-SP.**~~

**Maker:** Constitution, Bylaws and Elections Committee

**Rationale:** Same as intent

**Vote Required:** Two-Thirds (2/3rds)

**Financial Impact:** None

**5 INTENT:** To clarify language so that the announcement of candidates running for TSTA Office and/or NEA Director shall be published in an every member publication in the first issue after the close of filing.

Article VIII, The State House of Delegates Section 5. Functions

The state House of Delegates shall:

- A. Act as the highest decision-making body of TSTA except when these Bylaws give exclusive powers to the Board of Directors or officers;
- B. Adopt the rules and agenda for the state House of Delegates;
- C. Provide for the election of the President and Vice President at the state House of Delegates;

Nomination and Election

- 1. Nominations for the office of President, Vice President, NEA Director and Alternate NEA Director shall be by open filing with the Executive Director no later than September 15.

- 2. Announcement of those filing for office shall be published ~~[in the month prior to election,]~~ in ~~[an]~~ **the first** every-member publication **with a copy deadline after the close of filing.**

- 3. The election shall be held at the state House of Delegates. In the event that only one candidate files for TSTA President, Vice President or NEA Director then that individual shall be declared the winner and no ballot shall be printed.

- 4. The election committee of the Association appointed by the President shall tabulate all ballots and the chairperson of the Election Committee shall certify the results of

the election to the TSTA House of Delegates.

- 5. In the event no candidate in a race receives a majority vote, a runoff will be conducted between the two candidates receiving the highest number of votes using the same procedures as established for the first balloting.

- 6. The Board of Directors shall establish timelines and procedures for elections.

- D. Provide for the election of the NEA Director and Alternate NEA Director, by NEA members only who are elected delegates, at the state House of Delegates;

Nomination and Election

- 1. Nominations for the office of President, Vice President, NEA Director and Alternate NEA Director shall be by open filing with the Executive Director no later than September 15.

- 2. Announcement of those filing for office shall be published ~~[in the month prior to election,]~~ in ~~[an]~~ **the first** every-member publication **with a copy deadline after the close of filing.**

- 3. The election shall be held at the state House of Delegates. In the event that only one candidate files for TSTA President, Vice President or NEA Director then that individual shall be declared the winner and no ballot shall be printed.

- 4. All voting members who have been properly certified to the state House of

Delegates and who are NEA members may be eligible to vote in the election of NEA Director and Alternate NEA Director.

- 5. The election committee of the Association appointed by the President shall tabulate all ballots and the chairperson of the Election Committee shall certify the results of the election to the state House of Delegates.

- 6. In the event no candidate in a race receives a majority vote, a runoff will be conducted between the two candidates receiving the highest number of votes using the same procedures as established for the first balloting.

- 7. The Board of Directors shall establish timelines and procedures for elections.

E. Establish goals consistent with the Charter and these Bylaws;

F. Amend these Bylaws;

G. Receive reports and act on recommendations of the officers, the Board of Directors and the statewide and special committees;

H. Authorize expenditures from the Permanent Fund of TSTA by a three-fourths (3/4) vote; and

I. Enact other measures as may be necessary to achieve the goals and objectives of TSTA.

**Maker:** 2003 State House of Delegates

**Rationale:** Same as intent

**Vote Required:** Majority

**Financial Impact:** None



# TSTA House of Delegates to elect NEA Director

For the first time since the change in the TSTA Bylaws calling for NEA Directors to be elected by delegates to the TSTA House of Delegates, there is a contested election for NEA Director, Place 1.

While we have held elections for at-large positions to the TSTA Board at previous Houses of Delegates, this will be the highest level election conducted at the HoD.

We hope for a smooth election process, but we encourage delegates to arrive in plenty of time to get registered and vote.

Delegates must have their credentials with them in order to vote.

Registration will be open Friday from 7 a.m. until the end of the first General Session (usually between 6 p.m. and 7 p.m.). On Saturday, registration will open again at 6:30 a.m. Regional caucuses are scheduled from 7:00 a.m. to 8:15 a.m., with voting from 8:15 to 9:00. If you plan on arriving to register on Saturday morning, be sure to allow yourself plenty of time to get registered and vote.

Here are the statements from the two excellent leaders seeking election to the NEA Director for Texas, Place 1 position.



## Rita C. Haecker

**Professional Training:** University of Texas at Austin, December 1988, B.A. of Science in Education; June 1990, Bilingual Endorsement

**Professional Experience:** Austin ISD, August 2002-03, Consultation Chairperson; August 2000-03, Joint Insurance Committee Chairperson; August 2002-03, Charitable Choice Fund, Inc. president

**Professional Education Associations:** National Education Association, National Council Urban Education Association, Texas State Teachers Association, Texas Association for Bilingual Education, National Association of Bilingual Education, American Federation of Teachers, Texas Federation of Teachers

**Offices Held:** Local: Education Austin, Vice President, 1999-2003; Austin Association of Teachers, Vice President, 1998-99. State: TSTA Region 27 Vice President, 1998-2000; TSTA Region 2E, President, 2000-03; NEA Resolutions Committee member, Texas Elected Representative, 2000-03

**Campaign Statement:** Teachers and Educational Support Professionals in Texas deserve a strong, experienced voice to articulate their interests at the national level. As your elected representative on the NEA Resolutions Committee for the past three years, I have gained the expertise to be that voice.

My 14 years as a classroom teacher and ten years as local elected officer and TSTA Region President, gives me a broad perspective of local and state-wide issues. As a local TSTA leader I successfully negotiated agreements on health care, professional development and stipends that have made a difference for our TSTA members.

As your NEA Director, I will use my abilities as a proven leader to represent you. I ask for your support in electing me NEA Director for Texas, Place 1.



## Russell Bryant

**Professional Training:** Midwestern State University, 1987, B.B.A.; 1994, teacher certification; 2002, M.Ed.

**Professional Experience:** Wichita Falls ISD, 1994-present, teacher-elementary

**Professional Education Associations:** Texas State Teachers Association; Association of Supervision and Curriculum Development; Phi Delta Kappa

**Offices Held:** Wichita Falls Educators Association, President, 1998-2000; Region 21, President, 2000-2002; Region 4B, President, 2002-present; TSTA Budget Committee, Vice Chair,

2000-2003; TSTA Advisory Committee, present

**Campaign Statement:** I made the decision to become an educator because of the importance and value of education to everyone. My passion for and commitment to public education and my students is the reason I have spent my entire career as a member of TSTA/NEA. There is no other organization so dedicated to the idea that every child deserves a quality education and every employee in public school deserves respect, just compensation, and a positive environment in which to work. I have actively served at all levels of TSTA/NEA. I have served on the TSTA Board of Directors for four years and have actively represented the students and educators I represent. I am now asking for the opportunity to use my experience, passion, and commitment to represent the public education employees of Texas on the NEA Board of Directors, Place 1. I promise to listen well and provide responsible, reasoned representation.

Be sure to bring your credentials with you and arrive in plenty of time to register and vote.



# Election of TSTA supervisory at-large Board of Directors member

One of the “core values” for TSTA is that certain groups (minorities and ESPs) should be insured an appropriate voice in the organization, while other groups (administrators) should not be allowed to have influence beyond their numbers. TSTA has adopted Bylaws and policies to insure that the organization operates in a way that reflects this value.

Under the policies, we do a calculation each year to determine what proportion of our membership is in each of those three (3) categories, based on the May 31 membership numbers. TSTA membership shows 23.8% of our members as ethnic minorities, 11.2% as ESPs and 3.3% as supervisory. With a Board of 25 (President, Vice President, Regional Presidents, NEA Directors for Texas), that means TSTA must have at least six (6) minorities and three (3) ESPs, and one (1) supervisor.

Just considering continuing members for 2004-05, we have nine ethnic minority Board members. Therefore, no additional action is required from the Board of Directors to reflect the proper balance of ethnic-minority members. Both educational support at-large Board members’ terms go another year and one educational support regional president is continuing. Therefore, there will be no need to hold an election for an educational support at-large member.

The term of the supervisory at-large Board member is expiring so the State House of Delegates will need to elect a supervisory at-large Board member. Therefore, TSTA must seek nominations now for a supervisory at-large Board member. The election will be held at the 2004 House of Delegates on

April 24. The person elected will serve July 15, 2004 through July 14, 2006.

The TSTA Board of Directors Policy EP-14 stipulates that all nomination forms must be mailed to TSTA by **CERTIFIED MAIL WITH RETURN RECEIPT REQUESTED, FAXED, OR DELIVERED IN PERSON WITH A RECEIPT ISSUED BY TSTA BY THE DEADLINE ESTABLISHED EACH YEAR IN THE ELECTION TIMELINE ADOPTED BY THE BOARD OF DIRECTORS** as stated below. **Nomination forms that are received through the regular mail will not be accepted and will be returned to the sender.**

Based on TSTA’s Bylaws, TSTA will mail a packet to each person who files a form detailing the responsibilities of a Board member. The packet also will contain a form the candidate must sign and return stating the candidate has read the packet and will accept the responsibilities if elected. The candidate statement form does not have to be returned with the nomination form, but must be signed

and returned before ballots are distributed and within the timeline as stated in this article.

Please make sure that the SUPERVISORY NOMINATION FORM with this article is COMPLETELY filled out and SIGNED by the nominee. In order to comply with the approved Election Timeline, candidates will need to comply with the following timeline:

►April 2 (Friday): Deadline for receipt of flyers to be included in delegate packets.

►April 5 (Monday): Nomination Form postmark deadline if mailed by certified mail with return receipt requested.

►April 8 (Thursday): Nomination Form receipt deadline of 4:45 p.m. for filing by fax or in person.

►April 15 (Friday): 4:45 p.m. deadline for receipt of signed statement by candidate.

►April 24 (Saturday): Election to be held at the TSTA State House of Delegates.

►April 24 (Saturday): Runoff Election (if necessary) at the TSTA State House of Delegates.

## Qualifications:

►Be actively engaged in the

education profession within the state at the time of election

►Have held Active, TSTA-R, ESP, TFA, or any combination of Active, ESP, TSTA-R and TFA or life membership in TSTA for at least three consecutive years preceding election

►Be actively employed as a supervisory member

►Maintain membership status and educational position in TSTA during term of office

►Sign and return the form accepting the responsibilities of a Board member

If mailing a nomination form, send by certified mail with return receipt to TSTA’s Center for Executive and Governance, 316 West 12th Street, Austin, TX 78701 or fax to 512-486-7053. Hand delivered nomination forms must be received by the Center for Executive and Governance with a hand written receipt being issued. Questions regarding the election are to be directed to the Center for Executive and Governance by calling 877-ASK-TSTA, ext. 1514 or 1510, or emailing sandras@tsta.org or connier@tsta.org.

## NOMINATION FORM

### TSTA Board of Directors Supervisory At-Large Position

I am filing for a supervisory position and certify that I am a supervisory member of TSTA.

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Day Phone \_\_\_\_\_

Local Assn. \_\_\_\_\_ Soc. Sec. # \_\_\_\_\_

Email \_\_\_\_\_ Position \_\_\_\_\_

Work Site \_\_\_\_\_ School District \_\_\_\_\_

When mailing by certified mail, the nomination form must be postmarked on or before April 5 with return receipt requested. Mail to: TSTA, Center for Executive and Governance, 316 West 12th Street, Suite 510, Austin, Texas 78701.

If faxing or delivering in person, the nomination form must be received on April 8 by 4:45 p.m. by TSTA’s Center for Executive and Governance with a return receipt being issued. Fax to 512-486-7053 or hand deliver to Suite 510 at TSTA Headquarters, 316 West 12th Street in Austin.

Signature of Nominee \_\_\_\_\_



Washington D.C. Convention Center, photo by MH Concepts

# NEA Representative Assembly

## July 2-7, 2004, Washington, D.C.

**T**he 2004 NEA Representative Assembly will be held at the Washington Convention Center in Washington, DC. The Texas Delegation to the 2004 NEA Representative Assembly will be housed at the Hyatt Regency Crystal City Hotel in Arlington, Virginia. The hotel is adjacent to Washington's Reagan National Airport.

The hotel is conveniently located to Metro rapid transit, nearby shopping and restaurants. Texas delegates attending the NEA Representative Assembly will want to view TSTA's web site, [www.tsta.org](http://www.tsta.org), for up-to-date information on lodging,

travel, delegate night out event and Texas' "official uniform" order form.

### TRANSPORTATION

Washington is serviced by three area airports and Amtrak. Baltimore-Washington International (BWI) airport is about 40 miles away; Dulles is 27 miles; and Reagan National is next to the Hyatt Regency Crystal City Hotel with the Potomac River being on the far side of the airport. Amtrak's Union Station is downtown and about four miles away.

The hotel offers FREE shuttle to/from Reagan National Airport. Directions on the Baggage Claim level of

the Reagan airport will point you to the shuttle stop.

Cab fares are approximately \$70 to downtown DC from BWI and Dulles and no more than \$15 from Reagan National. Cab fare from Reagan National to the Texas delegation hotel, Hyatt Regency Crystal City, is \$6.

If you choose to use the Metro ([www.wmata.com](http://www.wmata.com)) the hours of operation on Metro-rail start at 5:30 a.m. weekdays and at 7 a.m. on weekends. Metrorail closes at midnight (3 a.m. on Friday and Saturday). Remember to verify the departure time for the last train from the station you plan to use. Metrorail

fares and passes range from \$1.20 to \$3.60. Non-rush hour, evening and weekend prices are lower than rush hour prices. The largest amount of change the ticket machines give is \$5. One-day passes are \$6 and allow unlimited rail travel on weekdays after 9:30 a.m. and all day on weekends. One-week passes are \$30 and allow unlimited rail travel for seven consecutive days. The Metro-rail system uses a farecard system to collect fares. The farecard is a lightweight card, with a magnetic strip on the back. It records where you enter and exit the system, and remembers the remaining fare

left on the card. Farecards are purchased from machines located at the station entrance. These machines accept coins, bills up to \$20 and most major credit and debit cards (Visa, Mastercard and Discover). *If you are taking the Metrorail to the Hyatt Regency Crystal City, you will take the Blue or Yellow line to the Crystal City Station. Take the escalators from the station up to the street. Once you are at the top of the escalators, turn to the left toward the brown Metro sign. The Hyatt shuttles stop at the corner (look for the White/Red Shuttle sign) every half hour. For pick-up at the Metro, you may call the hotel directly at 703-418-1234. The Metrorail cost is \$1.15 to the hotel.*

Southwest Airlines, in cooperation with TSTA, is offering attendees who choose to fly into Baltimore-Washington International airport for the 2004 NEA RA/Convention a 10% discount on most of its already low fares for air travel to and from the event. You or your travel agent may call Southwest Airlines Group and Meetings Reservations at 800-433-5368 and reference the assigned **ID Code M0346**. Reservation Sales Agents are available 7:00 a.m. to 8:00 p.m. Monday through Friday or 8:30 a.m. to 5:30 p.m. Saturday and Sunday, Central Standard Time. These discounted rates are not available on the Internet. You must make reservations five or more days prior to travel to take advantage of this offer.

If attendees are driving, the Hyatt Regency Crystal City Hotel provides 300 spaces with in and out privileges at the cost of \$22. The hourly

rate is \$6.00. An attendant is on duty.

## CAR RENTAL

Receive discounted car rental rates by logging onto TSTA's web site and clicking on Member Benefits to request a rental car identification card or calling TSTA's Member Benefits office at 800-364-8622. Delegates will need a rental car identification card in order to receive discounted car rental rates with Advantage, Alamo, Avis, Budget, Dollar or Hertz. Please call early enough for TSTA to provide you with the card by return mail.

## HOTEL RESERVATIONS

The lodging form is located on page 21. Friday, **May 21, 2004**, is the deadline for receiving the form in the Center for Executive and Governance. It is very important that you submit your lodging request forms as early as possible. *All rooms will be assigned on a first-come, first-served basis.* Iowa, North Carolina and South Carolina delegations will also be housed at the Hyatt Regency Crystal City Hotel.

Mail lodging forms to the attention of the Organizing Center for Executive and Governance, Texas State Teachers Association, 316 West 12th Street, Austin, Texas 78701 or FAX them to 512-486-7053. Do not contact the hotel directly. **Reservations must be made through the Organizing Center for Executive and Governance.**

You **MUST** include a credit card number or check with your reservation for one night's deposit in order to guarantee your reservation.

*All deposits are fully refundable if reservation is cancelled within 72 hours prior to arrival.* If an incomplete credit card number or no credit card and/or check is submitted, reservations will not be made.

## TEXAS CAUCUS MEETINGS

The first Texas Caucus meeting is scheduled for Friday, July 2, at 1:00 p.m. All Texas Caucus meetings will be held at the Hyatt Regency Crystal City Hotel.

## TEXAS NIGHT

TSTA is again coordinating for the Texas delegates a "Night Out" on July 2. At this time, TSTA is considering theater tickets at the Kennedy Center. However, other options are also available and are being researched. As plans are finalized, delegates will receive information on how to order ticket(s). It is estimated that the cost for Texas delegates will be approximately \$30. Keep monitoring the TSTA web site for the most up-to-date information.

## CLUSTERING TO ELECT NEA DELEGATES

Delegate allocations are based on NEA membership as of January 15, 2004. NEA local affiliates are allocated delegates on a ratio of one delegate for each 150 (or major fraction thereof) active, NEA life, and educational support members of NEA. Thus, local associations with 75 or fewer NEA members must cluster to elect an NEA delegate. If your local association has 75 or fewer NEA members and is interested in clustering to elect an NEA delegate, you

must contact your regional president for assistance. Cluster forms are due at TSTA Headquarters, Organizing Center for Executive and Governance, by May 5.

## THE TEXAS TRADITION

Texas delegates capture the eyes of the entire nation at each NEA Representative Assembly. The uniform for all Texas delegates will be a Texas Vest or Texas Shirt (Texas Flag with a white star on the right front side of the vest or shirt) with white or navy blue pants/skirt/dress/shorts (no stone washed jeans). Delegates may order the "Texas Vest" by submitting in writing to the Organizing Center for Executive and Governance the appropriate size (Small, Medium, Large, X-Large, 2XL, 3XL and 4XL) and a check made payable to TSTA in the amount of \$37.50. TSTA will not accept phone orders. An order form is printed with this article and will be in the May mailing to delegates. It may also be found on TSTA's web site. Deadline for receipt of ALL Texas Vest orders is May 14. The Texas Vests will be available for pickup at the first Texas Caucus meeting on July 2. The official Texas uniform is worn on the days that the NEA RA is in Session (July 4-7). All Texas delegates are expected to wear the official "uniform."

## TENTATIVE PRE-ANNUAL MEETING EVENT SCHEDULE

The tentative Pre-Annual Meeting Event Schedule is listed on page 20.

## TENTATIVE MEETING EVENT SCHEDULE

***The schedule outlines all of the activities of the 2004 NEA Convention. Information packets will be mailed to all Texas delegates in early May. The first Texas delegation meeting is scheduled for July 2 at 1:00 p.m.***

### PRE-CONVENTION SCHEDULE

#### Sunday, June 27

8:00 a.m.–5:30 p.m. .... Student Leadership Conference

#### Monday, June 28

8:00 a.m.–5:00 p.m. .... Ethnic Leaders Meetings  
 8:00 a.m.–5:30 p.m. .... Student Leadership Conference  
 Noon–5:00 p.m. .... National Council of Urban  
 Education Associations Meeting  
 2:00 p.m.–5:30 p.m. .... NEA-Retired Annual Meeting

#### Tuesday, June 29

8:00 a.m.–6:00 p.m. .... Student Leadership Conference  
 8:30 a.m.–6:00 p.m. .... NEA–Retired Annual Meeting  
 9:00 a.m.–5:00 p.m. .... National Council of Urban  
 Education Associations Meeting  
 9:00 a.m.–6:00 p.m. .... Joint Conference on Concerns of  
 Women and Minorities  
 9:00 a.m.–6:00 p.m. .... Resolutions Editing Committee  
 Meeting

#### Wednesday, June 30

7:30 a.m.–8:30 a.m. .... Women's Issues Hearing  
 8:30 a.m.–3:00 p.m. .... Joint Conference on Concerns of  
 Women and Minorities  
 8:30 a.m.–6:00 p.m. .... NEA–Retired Annual Meeting  
 9:00 a.m.–12:00 noon .... The NEA Fund for Children and  
 Public Education Meeting  
 9:00 a.m.–2:00 p.m. .... National Council of Urban  
 Education Associations Meeting  
 9:00 a.m.–4:00 p.m. .... Constitution, Bylaws and Rules  
 Committee Meeting  
 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 & Rules  
 Committee Meeting w/ Candidates  
 for NEA Office

#### Thursday, July 1

8:00 a.m.–5:00 p.m. .... Men's Issues Meeting  
 9:00 a.m.–5:00 p.m. .... Candidates Interview Day  
 9:00 a.m.–6:00 p.m. .... Resolutions Committee Meeting  
 11:15 a.m.–5:00 p.m. .... Board of Directors Meeting  
 3:00 p.m.–5:00 p.m. .... Credentials Committee Meeting

#### Friday, July 2

8:00 a.m.–10:00 a.m. .... Open Hearing on Resolutions  
 9:00 a.m.–5:00 p.m. .... Campaigning; Exhibits  
 9:00 a.m.–5:00 p.m. .... Credentials Committee Meeting  
 9:00 a.m.–5:00 p.m. .... Delegate, Successor Delegate,  
 Non–Delegate Registration  
 9:30 a.m.–3:30 p.m. .... Read Across America Read-In  
 1:00 p.m.–4:00 p.m. .... **Texas State Delegation Meeting**  
 4:00 p.m.–5:30 p.m. .... Special Interest Caucus Meetings  
 4:00 p.m.–6:00 p.m. .... National Council for Higher  
 Education Conference  
 4:00 p.m.–7:00 p.m. .... National Council for Educational  
 Support Professionals  
 7:00 p.m.–10:30 p.m. .... Special Guests' Dinner  
 Evening .... **Texas Night Out**

#### Saturday, July 3

All Day ..... Campaigning  
 7:00 a.m.–9:00 a.m. .... State Delegation Meetings  
 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.–12:00 noon .... Open Hearing on Budget &  
 Strategic Planning  
 10:00 a.m.–4:00 p.m. .... Resolutions Committee Meeting  
 Noon–1:00 p.m. .... Special Interest Caucus Meetings  
 1:00 p.m.–3:00 p.m. .... Legislative Open Hearing  
 1:00 p.m.–3:00 p.m. .... Open Hearing on Constitution,  
 Bylaws and Rules  
 2:00 p.m.–4:00 p.m. .... Elections Committee Meeting  
 5:00 p.m. .... Board of Directors Meeting  
 6:30 p.m.–10:00 p.m. .... Human and Civil Rights Awards  
 Dinner

### CONVENTION SCHEDULE

#### Sunday, July 4

All Day ..... Campaigning  
 7:00 a.m.–9:00 a.m. .... State Delegation Meetings  
 9:00 a.m.–11:00 a.m. .... Exhibits  
 9:00 a.m.–5:00 p.m. .... Credentials Committee Meeting  
 9:00 a.m.–5:00 p.m. .... Non–Delegate Registration  
 9:30 a.m.–11:00 a.m. .... Special Interest Caucus Meetings  
 11:00 a.m.–5:00 p.m. .... Representative Assembly

#### Monday, July 5

7:00 a.m.–9:00 a.m. .... State Delegation Meetings  
 8:30 a.m.–12:00 noon .... Voting for Officers  
 9:00 a.m.–5:00 p.m. .... Credentials Committee Meeting  
 9:00 a.m.–5:00 p.m. .... Non–Delegate Registration  
 9:00 a.m.–5:00 p.m. .... Non–Profit Fundraising Activities  
 9:30 a.m.–10:00 a.m. .... Special Interest Caucus Meetings  
 10:00 a.m.–5:00 p.m. .... Representative Assembly  
 LUNCH BREAK ..... Special Interest Caucus Meetings  
 7:30 p.m.–12:00 a.m. .... Friendship Night

#### Tuesday, July 6

7:00 a.m.–9:00 a.m. .... State Delegation Meetings  
 8:30 a.m.–12:00 noon .... Voting on Amendments and Runoff  
 Elections (if necessary)  
 9:00 a.m.–5:00 p.m. .... Credentials Committee Meeting  
 9:00 a.m.–5:00 p.m. .... Non–Delegate Registration  
 9:00 a.m.–5:00 p.m. .... Non–Profit Fundraising Activities  
 9:30 a.m.–10:00 a.m. .... Special Interest Caucus Meetings  
 10:00 a.m.–6:00 p.m. .... Representative Assembly  
 LUNCH BREAK ..... Special Interest Caucus Meetings

#### Wednesday, July 7

7:00 a.m.–9:00 a.m. .... State Delegation Meetings  
 9:00 a.m.–12:00 noon .... Non–Delegate Registration  
 9:00 a.m.–5:00 p.m. .... Credentials Committee Meeting  
 9:00 a.m.–5:00 p.m. .... Non–Profit Fundraising Activities  
 9:30 a.m.–10:00 a.m. .... Special Interest Caucus Meetings  
 10:00 a.m.–6:00 p.m. .... Representative Assembly  
 LUNCH BREAK ..... Special Interest Caucus Meetings

## HOTEL REGISTRATION FORM FOR NEA CONVENTION DELEGATES

### July 2–7, 2004 • Hyatt Regency Crystal City, Arlington, Virginia

Complete all requested information and return to TSTA by May 21, 2004. Check-in time 3:00 p.m.—Check-out time 12:00 noon.

#### DO NOT CONTACT THE HOTEL DIRECTLY

#### HYATT REGENCY CRYSTAL CITY

(Texas Delegation Hotel)  
2799 Jefferson Hwy.  
Arlington, VA 22202  
Phone: 703-418-1234  
Fax: 703-418-1289

#### ROOM RATE

\_\_\_\_\_ Single room (1 person—1 bed).....\$135.00  
\_\_\_\_\_ Double room (2 people—2 beds).....\$135.00  
\_\_\_\_\_ Triple room (3 people—2 beds).....\$145.00  
\_\_\_\_\_ Quad room (4 people—2 beds).....\$155.00  
\_\_\_\_\_ Rollaway (\_\_\_ people @ \$10 per additional person)

Cut-off date for ALL rooms and room rate is May 21, 2004. All rooms are subject to a 9.75% room tax.  
Rooms not booked through TSTA may be charged at the hotel rack rate.

I will arrive (June/July) \_\_\_\_\_, 2004 at \_\_\_\_\_ (a.m./p.m.) and I will depart July \_\_\_\_\_, 2004.

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:

Circle Room Type	Room No. 1	Circle Room Type	Room No. 2
Single 1.	_____	Single 1.	_____
Double 2.	_____	Double 2.	_____
Triple 3.	_____	Triple 3.	_____
Quad 4.	_____	Quad 4.	_____

First night's room and tax is due upon receipt of reservation. Deposits can be made by major credit cards or check. Make check payable to Hyatt Regency Crystal City. Should cancellation be necessary, you must advise the hotel 72 hours prior to your arrival date. If the hotel is not advised, you will be responsible to pay for space held.

Approved major credit card: \_\_\_\_\_ Exp. date: \_\_\_\_\_

Credit card #: \_\_\_\_\_ Name on card: \_\_\_\_\_

Return to: TSTA Organizing Center for Executive and Governance, 316 W. 12th St., Austin 78701, fax 512-486-7053

## TEXAS VEST ORDER FORM

### NEA Representative Assembly, July 4-7, 2004

#### NUMBER OF UNISEX VESTS BEING ORDERED AT \$37.50 PER VEST:

SMALL: \_\_\_\_\_ MEDIUM: \_\_\_\_\_ LARGE: \_\_\_\_\_ XL: \_\_\_\_\_ 2XL: \_\_\_\_\_ 3XL: \_\_\_\_\_ 4XL: \_\_\_\_\_

#### IF YOU WISH TO SPECIFY AN EXACT SIZE, PLEASE COMPLETE BELOW:

CHEST: \_\_\_\_\_ WAIST: \_\_\_\_\_ HIPS: \_\_\_\_\_ CHEST: (*Base of neck to waist*) \_\_\_\_\_

All vests will be available for pick up at the first Texas Caucus meeting on July 2. If you wish to have your vest mailed to you, you will be charged an additional fee of \$2.50 per vest to cover shipping costs.

\_\_\_\_\_ I will pick up the vest(s) at the first Texas Caucus Meeting, July 2.

\_\_\_\_\_ Please mail the vest(s) and I understand that I must pay the shipping fee of \$2.50 per vest.

Total amount included: \$ \_\_\_\_\_

Name: \_\_\_\_\_

Address, City, State, Zip: \_\_\_\_\_

Day phone: \_\_\_\_\_ Evening phone: \_\_\_\_\_

Home email: \_\_\_\_\_ School email: \_\_\_\_\_

#### ORDERS AND CHECKS MUST BE RECEIVED NO LATER THAN MAY 14, 2004:

TSTA Organizing Center for Executive and Governance, 316 West 12th Street, Austin, TX 78701

# Vote here for NEA delegates

## PLEASE NOTE:

There is an important change this year in the manner in which TSTA elects State Delegates to the NEA Representative Assembly.

In past years, ballots for State Delegates were mailed to local associations and the locals conducted the election and returned the results to TSTA.

This year **the ballots are printed in this issue of the *Advocate***. There is a separate ballot for each region and Texas Faculty Association (TFA) and another ballot for state-wide Category II. You must have an NEA membership category to be eligible to vote.

### HOW TO VOTE

**1.** Turn to page 25 of this issue. Remove the entire page by cutting or tearing along the dotted line.

**2.** If you are not sure which TSTA region is yours, check the mailing label on the back cover of the magazine. In the upper left corner you will find one number and one letter (e.g., 2C) or TFA. This is your TSTA region.

**You will need that label to verify your right to vote.**

**3.** On the page that you removed from the

*Advocate*, find the ballot for your region. The number of delegates for each region is determined on the basis of the one-person, one-vote principle. The ballot for your region will tell you how many votes you may cast. You may vote for the printed name(s), or you may write in a name and vote for the write-in.

**4.** Mark only the sections of the ballot that are for Category II and for your region. Seal it in an envelope.

**5.** To preserve the secrecy of your ballot, seal that sealed envelope inside a second envelope.

**6.** Peel the label off the back cover of the magazine and use it as the return address by affixing it to the outside envelope. Address and mail the envelope to:

TSTA Election  
316 W. 12th Street  
Austin, TX 78701

**If the label is not attached, the vote will not be counted.**

Some locals may be encouraging members to vote by collecting the sealed envelopes and mailing a group of envelopes together. This is acceptable, so check with your local president to see if your local is doing this.

**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 16, 2004.**

Some of the candidates running for State Delegate provided statements that you will find below. TSTA policy provides for printing statements from those candidates who file such a statement before the established deadline. TSTA policy also provides that any candidate may have an observer present when the Elections Committee canvasses the ballots on April 17 at the TSTA building in Austin. Please contact Connie or Sandra at 1-877-ASK-TSTA if you want an observer.

### CANDIDATE STATEMENTS

Below is a listing of all nominees with their Professional Involvement Statements, if they provided one:

#### Category II

► Rose Champion, Hispanic. I have been a member of AOB/TSTA/NEA for 20 plus years. Served on Executive Board as Membership Chair and Administrator on Executive Board for 2003-2004.

► Guadalupe Y. Morales, Hispanic. Joined TSTA as a teacher in 1963 and bought a lifetime membership. As classroom teacher, served as treasurer, secretary and vice-president of the local association.

► James (Jim) R. Wells, Caucasian. Joined TSTA 1948. Held and served posi-

Please remember to peel the label off the back of this magazine and place it as the return address on the outer envelope that contains your ballot. If you forget your label, your vote will not be counted. To protect the secrecy of your ballot, seal it inside one envelope and place that inside another envelope to mail to TSTA. If you have questions, call 877-ASK-TSTA.

tions of Leadership both active and retired-local-state-national. First President TSTA-Retired. Please elect me as your delegate.

► Bobbie Duncan, Caucasian. My experiences as both an active and retired member and my continued local advocacy qualify me to represent the entire membership on NEA issues. Thanks!

### **Region 1A**

► Alberto Villarreal, Jr., Hispanic. No Statement Provided.

### **Region 1C**

► Eliza M. Garcia, Hispanic. No Statement Provided.

### **Region 1D**

► Beth Shellenberg, Caucasian. Building Representative, SATC Board of Directors, SATC/AFT merger team, Alliance Executive Council member, local PAC.

► Gracie Oviedo, Hispanic. Editor of SATC Now newsletter, SATC Treasurer, SATC/AFT merger team, TSTA CIA state committee, Alliance Treasurer, Alliance-Consultation Team member.

### **Region 2A**

► Leah Osborne. I recently went to the Ambassador's Academy. I realized at that meeting the importance of our association and what it can do for our members.

► Delia Camacho, Hispanic. Your vote is greatly appreciated! Qualifications: NEA Women's Caucus Chair, NEA Women's Issues Committee Member, PAC Council Representative—NEA Fund for Children & Public Education.

### **Region 2B**

► Gilbert F. De La Rosa,

Hispanic. I've represented Texas as a delegate and have worked hard to represent you. I would appreciate the opportunity to represent Texas again. Vote for Gilbert.

### **Region 2C**

► John T. Duncan, Caucasian. No Statement Provided.

### **Region 2D**

► Gloria Bryant-McCoy, Black. I have been a teacher for the past 34 years and

would like to be a delegate for the convention.

### **Region 2E**

► Felecia Owens, Black. I have served in offices on my local and region level and am currently on the CIA committee.

► Rae Nwosu, Black. I currently serve as an Executive Board member for Education Austin. I also was a participant in the TSTA Ambassador Training last year.

► Louis Malfaro. President, Education Austin; President, Austin Central Labor Council; VP, Texas AFL-CIO; Member, AFT Program and Policy Council; Member, TSTA-TFT Merger Team.

► Rita Haecker, Hispanic. I currently serve as TSTA Region 2E President and Vice President of Education Austin. I've also served as a member of the NEA Resolutions Committee.

## The Delegate Story

NEA Bylaws and policies determine the allocation of delegates to the NEA RA. TSTA is allocated one 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.

TSTA policy allows the TSTA Board to determine whether to elect the delegates by Region or in one statewide election, or in some combination of those methods. The Board has determined to elect as many by Regions as we can, consistent with the NEA requirements.

TSTA is allocated 37 state delegates. One of those is reserved for the state Vice-President (the State President also is an automatic delegate, but does not count against our total allocation). Based on proportional representation, three delegates must be elected as "Category II" delegates, representing supervisors and NEA Active Retired members. That leaves 33 to be allocated by regions this year.

Local associations are allocated one delegate for each 150 active and educational support NEA members or major fraction thereof. Locals with fewer than 76 NEA members may cluster to form delegate units. Presidents of locals that have 76 or more members should receive from NEA in late February the number of delegates to be elected to the 2004 NEA Representative Assembly with an accompanying form that is due at TSTA by April 10 and a copy of guidelines to assure proportional representation by educational position. Local presidents should send the state and NEA copies of the local delegate report forms to TSTA as soon as possible after they conduct their local NEA delegate elections or by April 10.

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.

► Shirleta Jackson. I have been an NEA/TSTA member for over twenty-five years. TSTA programs have afforded me opportunities to represent and serve campus and community.

► Relaine Reeves, Caucasian. I serve as Region 2E Secretary. I also serve on the Education Austin Executive Board and the Joint Insurance Committee.

► Brenda Urps-Williams, Black. I have been an active member in the association at the local, state and national level for over 18 years.

► Karen Barnes, Caucasian. I serve as a member of the District Consultation Team. I also serve as a member of the Education Austin Executive Board.

► Bill Arteaga, Hispanic. I currently serve on the Education Austin Executive Board. I have represented ESP's on many local and state committees.

### **Region 3B**

► Lucy Reza-Morales, Hispanic. AEA elections chair and former local president, region executive board, state committee—Constitution & Bylaws, former chair TSTA Women's Caucus, serve on various TEA/EXCET committees

► Joyce Roberta Miller-Alper. JR is a combination of institutional memory and vision for our region and state. Reelected a leader of over 18 years that reflects YOUR views.

### **Region 3D**

► Davey G. Vela, Hispanic. A member for 30 years, and have served as a NEA dele-

gate 15 years. Please send a qualified person to NEA.

► Diane Wilkerson, Caucasian. I've been an active member of the Conroe Education Association TSTA/NEA serving as Association Building Representative, local and regional officer and on state board.

► Roseanna Rawlins, Caucasian. I am Western Regional Director of the Peace and Justice Caucus, a national board for NEA. I work against high-stakes testing and appreciate your vote.

### **Region 3E**

► Rebecca Veazey. I have served as local and regional president, state budget committee for three terms, currently local grievance chairperson, membership chairperson, state legislative cadre member.

► Bettie J. Curtis, Black. Served on the State Executive Board for eight years, attended many NEA Conventions, and was the first Black to serve as District V TSTA President.

### **Region 3F**

► Winifred Jackson, Black. I am an activist for children and education. I currently serve as President of Region 3F and Longview Educators. I've served on various state committees.

► Cathy DeCloux, Caucasian. No Statement Provided.

### **Region 4A**

► A. "Andy" Cleveland. Having taught through many changes in education the NEA convention allows me to see, hear and share what's

new coming "down the educational pike."

► A. Dayne Antwine, American Indian/Alaska Native. No Statement Provided.

► James D. Harris, Caucasian. No Statement Provided.

► Loretta Wheeler, American Indian/Alaska Native. No Statement Provided.

### **Region 4B**

► Russell Bryant, Caucasian. No Statement Provided.

► Doris Hill, Caucasian. I am a TSTA/NEA member of seven years; a TSTA Ambassador, 2003; State House of Delegates; NEA Convention delegate; and a legislative cadre member.

### **Region 4D**

► Ethene L. Jones. A member of TSTA for over 10 years. Continuous involvement in New Member Recruitment and Special Projects. "I look forward to being a NEA delegate."

► Jay Frederick, Caucasian. CTD member—3-1/2 years; Building Rep—1-1/2 years; BoD—1 year; Most members in my building of all schools in DISD; #1 recruiter within CTD.

► Donna Beimer, Caucasian. As a dedicated teacher and active member for the past 30 years, I would appreciate your vote. I will work very hard for the organization.

► Mildred T. Savannah, Black. If elected, I will represent all stakeholders in TSTA. All votes will be cast in the best interest of the association and my fellow members.

► Esther A. Sebu, Asian. I

serve Dallas ISD's District 5 group of dedicated, talented, multicultural teachers and hope to represent them, their concerns and interests at the national level.

► Blanca E. Flores, Hispanic. I'm involved with CTD where I'm on the BOD. I'm also a professional interpreter. I've helped with curriculum writing and teacher assessment on educational issues.

► Ronald L. Savannah, Black. As a delegate to the NEA RA, my votes will be cast in accordance with TSTA goals and objectives.

► Mary Deniece Smith, Black. I'm a nine year teacher from Dallas ISD. I've attended regional, state, and national conventions and enjoy learning what is going on in my profession.

► Girtha Hunt, Black. I am involved in my local association. At the present time, I serve as District Director, Area Representative and as grievance liaison for my campus.

► Rebekah R. Cole, Black. A child's education shouldn't be taken lightly. Children are empowered by educators, always learning something new. Let's not forget about the children. Keep THEM first!

### **Region 4E**

► Maritza M. Knight, Black & Hispanic. I am Maritza Knight, a bilingual math teacher, twice NEA convention delegate and Human Relation Council Member. Let me be your voice at the convention.

► Ila M. Gilstrap, Black. No Statement Provided.



# BALLOT FOR STATE NEA DELEGATES

## 2004 STATE NEA DELEGATES ELECTED AT-LARGE

**CATEGORY II MEMBER POSITIONS:** To vote, place an "X" before the names of no more than three (3) candidates.

Rose Champion   
  Guadalupe Y. Morales   
  James (Jim) R. Wells   
  Bobbie Duncan   
  Jerry Watkins  
 Write-in \_\_\_\_\_ Local \_\_\_\_\_

## 2004 STATE NEA DELEGATES ELECTED BY REGION

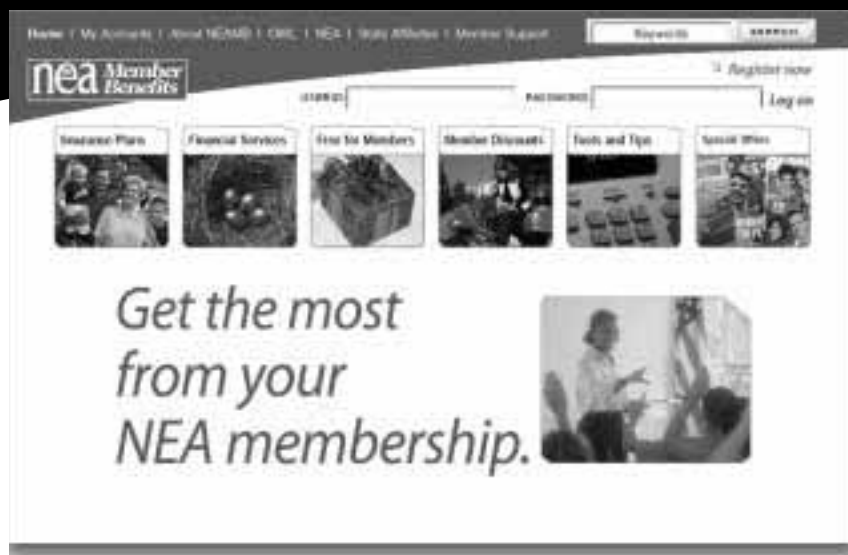
**VOTE ONLY WITHIN YOUR REGION BY PLACING AN "X"  
BEFORE THE NAMES OF THE APPROPRIATE NUMBER OF CANDIDATES.**

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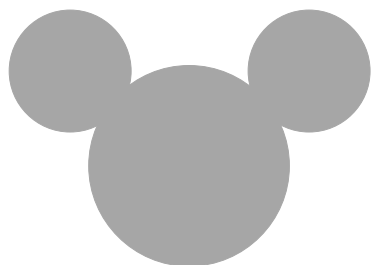
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# There's been a change in how you vote

Inside this issue, on page 25, is the ballot you'll use to vote for the state delegates who will represent you at the NEA Convention this summer.



Step-by-step instructions for voting are in the accompanying article.

To protect the secrecy of your ballot, you will seal it inside one envelope, then place that envelope inside a second envelope to mail to TSTA.

## STEP ONE

Please remember to peel the label off the back of this magazine and place it in the upper left-hand corner of the outer envelope that contains the envelope holding your ballot. In other words, it will serve as your return address label.

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## STEP TWO

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