



Alpha Chapter Newsletter

Organized 1937

*of Xi State
Organized 1935*

**AUGUST
2011**

**OF DELTA KAPPA GAMMA SOCIETY INTERNATIONAL
ORGANIZED 1929**



From Our President.....

Summer is almost over. It has flown by so fast. Now with the heat, we are hoping it will go to autumn quickly. Don't worry.. it will be fall and then Christmas before we know.

Summer was busy but relaxing. Xi State started my summer break. It was a great event. I was asked to speak to the "first timers", recounting my first time experience last year. I met several new people and caught up with others. Our "Black and White" relaxation basket was a hit and went for over \$70 - and I didn't even make a bid. Janice Nelms and I attended several sessions together and learned how to make some interesting crafts. The remembrance ceremony on Saturday honored two of our members. It was so moving.

I've been appointed by our new Xi State President as the Director for Area III for the next two years. I feel honored and privileged to serve in this position which will promote DKG. I will be visiting chapters in our area and be reporting on their activities. Keep me in your prayers as I do this.

Even though this summer was busy for me, it has been a relaxing one as well. Even though I did not go out of the country like I normally do, I've still kept the roads pretty busy. So far two trips to Florida and one to take a history class in Ohio has been on my agenda and, hopefully, I will have another trip before I go back. Ridgeland High doesn't start until the end of August so I will have the opportunity.

As we get ready to celebrate our 75th year, I'm asking each of you to help. Patsy Williamson and Sara Jo Hudson have been working very hard on our very special event. We have the privilege of being the first chapter in the state - Alpha. Several others have made comments, that we were "special". We are!!! Our event is March 18th. Mark your calendars for this extraordinary day. You will be asked

to help on various committees. We will be having about 100 guests coming - various dignitaries, media, and members from other chapters. A big thanks to both these ladies, and those of you have agreed to head the committees working on this 75th Birthday Tea.

Our theme this year is one of "M&M&M's" - Motivate, Movement, Momentum. It is appropriate as we celebrate our 75th year to take our past and prepare as we move forward. Education is our calling, and we are called upon to do much. It is so easy to pay our dues and be done with the chapter because we have other things that are important. DKG is important, too!!! In so many ways - for ourselves and for others. Today, more than ever, we need each other to meet the demands that are put on us. Please take the time to come to the meetings and become **motivated** in your classroom and in your community. **Move** your chapter forward by asking fellow teachers and those working in the education of children to become a part of our wonderful organization that will provide so many things that will make them a better teacher. Each of you taking an active part in our chapter will create that **momentum** that will carry us forward. Each of you are a member of the first and best chapter for a reason - someone saw in you something special as an educator and each of you bring that to this chapter. Our 75 years have brought so many memories, and we will be celebrating that. Come along, be an active part, and celebrate with us.

Have a great school year - it will fly even faster than this last year. For those of you who are retired, enjoy that knowledge that you can sleep longer and rest - you have earned it and it is well deserved.

Remember "M&M&M"

Patti



Our next meeting

Date: Saturday, August 13 at 10:30 a.m.

Location: EPB Building on MLK Drive

Community Room

**You can park on the street for free;
however, there is a charge to park in
the parking deck.**

Devotion: Nancy Klein

**Program: Show and Tell; Travel by Alpha
Sisters**

**Hostesses: Dr. Patti Skates, Janice Nelms, Nancy
Klein, Serie Bland**

2011 Xi State Convention
by Dr. Patti Skates

"I've been to the Mountain". If you attend Xi State, that becomes your mantra. The trip this summer was so refreshing. Janice Nelms, Pat Varnell, and I attended from Alpha Chapter. It was a time to renew friendships from last year and make new ones this year. The various sessions enabled us to learn new crafts, how to take stress out of your life, make your chapter better just to name a few. The special luncheons, the President's Dinner and the Birthday Brunch, were very special. But once again, the most memorable part of the Convention, is the Remembrance Ceremony at the All Saint's Church for those Sisters who had passed away this year. Alpha Chapter had two Sisters who were remembered.. Elizabeth Kimzey and Mirvine Okrasinski. The ceremony is very wonderful, and, afterwards, we gather outside while the DKG song is played on the carillon. If you can't come to the convention next year - and if you don't you miss so much - make plans to come for, at least, a part of the Convention. It will touch you in a very special way.

Thank You!

Richard and I would like to thank the Sisters for the phone calls, cards, attendance at the visitation and/or service when our daughter, Kelli, passed away May 6. We appreciate your thoughts and prayers.

Serie

Inspiring Quotes for a Woman's Soul

The most beautiful things in the world are not seen nor touched. They are felt with the heart.

—Helen Keller

"If you have knowledge, let others light their candles in it."

—Margaret Fuller

"Remember no one can make you feel inferior without your consent."

—Eleanor Roosevelt

"I've learned from experience that the greater part of our happiness or misery depends on our dispositions and not on our circumstances."

—Martha Washington

"The most common way people give up their power is by thinking they don't have any."

—Alice Walker

"Courage is like a muscle. We strengthen it with use."

—Ruth Gordon

"If we don't change, we don't grow.

If we don't grow, we are not really living.

Growth demands a temporary surrender of security."

—Gail Sheehy

"If you look at what you have in life,

You'll always have more.

If you look at what you don't have in life,

You'll never have enough."

—Oprah Winfrey

"The soul always knows what to do to heal itself. The challenge is to silence the mind."

—Caroline Myss

"Your own words are the bricks and mortar
of the dreams you want to realize.
Your words are the greatest power you have.
The words you choose and their use establish the life you
experience."

—Sonia Croquette

"You can learn new things at any time in your life if you're willing
to be a beginner. If you actually learn to like being a beginner, the
whole world opens up to you."

—Barbara Sher

"The most damaging phrase in the language is: 'It's always been
done that way.'"

—Rear Admiral Grace Hopper

-www.beliefnet.com

Alpha Chapter Meetings 2011-2012

Sat., August 13 at 10:30 a.m. at EPB Building
Sat., September 10 at 10:30 a.m. at Rossville Library
Thurs., October 6 at 5:00 p.m. at Christ United
Methodist Church
November at Tyner United Methodist Church; date
and time to be announced by Joint Council
Sat., December 10 at 10:30 a.m. at home of
Stephanie Parrott
Sat., January 7 at 10:30 a.m. at Ronald McDonald
House
Thurs., February 9 at 5:00 p.m. at St. John's United
Methodist Church
Sunday, March 18 at 3 p.m. at Brainerd United
Methodist Church. 75th Alpha Celebration
April at Brainerd United Methodist Church; date and
time
to be announced by Joint Council

Additional information re: meetings will be in upcoming
newsletters and can be found at
www.AlphaChapterDKG.com

Please wear your name tag/ribbon to the meetings.



Recipes of the Month

Recipe #1

Tortilla Soup

Ingredients:

2 cans chicken (break apart chunks)
1 can whole kernel corn
1 can kidney beans
1 can black beans
1 can pinto beans
2 cans Ro-tel Tomatoes & Green Chilies
1 (8 oz) jar taco sauce
1 package taco seasoning
1 package Hidden Valley Ranch dressing--mix with
1/2 small chopped onion
Cumin powder to taste
Cayenne pepper to taste.

Directions:

Do NOT drain any ingredients; use juices in the can as
well.
Put all ingredients in a slow cooker with all the liquids.
Cook on low all day.
Serve with tortilla chips or Fritos. You may top with
cheese or sour cream.

*Mary McLain served this delicious soup at the officer's
planning meeting in May. Thank you, Mary, for the
recipe.*

Recipe #2

Best EZ POT ROAST ...It will make you famous.

I have 2 and a half quart slow cooker, and I get 3 lb.
chuck roast. Larger may not fit.
Sprinkle with salt, pepper, lots of Worcestershire
sauce. Put into crock pot. Pour small can of
mushrooms with liquid over. Cook on low for 12 hrs.
(I like 8:00-8:00am)
Second day: Put cooked roast in fridge 2-4 hrs, to
allow fat to rise and solidify. Skim fat. I thicken
drippings with flour and water paste or pkg. mix (don't
use more than one of these or it will be too salty)
This won't really slice. I usually tear pieces into
chunks.

-Patsy Williamson

Thank you, Patsy, for this recipe!

Cell Phone Numbers Are Public Now

REMINDER..... all cell phone numbers are being released to telemarketing companies and you will start to receive sales calls.

.... YOU WILL BE CHARGED FOR THESE CALLS

To prevent this, call the following number from your cell phone: **888-382-1222**. It is the National DO NOT CALL list It will only take a minute of your time.. It blocks your number for five (5) years. You must call from the cell phone number you want to have blocked. You cannot call from a different phone number.

<https://www.donotcall.gov/default.aspx>



Debbie Erwin

August 27

Health

What a Little Gem the Cucumber Is



1. Cucumbers contain most of the vitamins you need every day, just one cucumber contains Vitamin B1,, Vitamin B2, Vitamin B3, Vitamin B 5, Vitamin B6, Folic Acid, Vitamin C, Calcium, Iron, Magnesium, Phosphorus, Potassium, and Zinc.
2. Feeling tired in the afternoon, put down the caffeinated soda and pick up a cucumber. Cucumbers are a good

source of B Vitamins and carbohydrates that can provide that quick pick-me-up that can last for hours.

3. Tired of your bathroom mirror fogging up after a shower? Try rubbing a cucumber slice along the mirror, it will eliminate the fog and provide a soothing, spa-like fragrance.
4. Are grubs and slugs ruining your planting beds? Place a few slices in a small pie tin and your garden will be free of pests all season long. The chemicals in the cucumber react with the aluminum to give off a scent undetectable to humans but drive garden pests crazy and make them flee the area.
5. Looking for a fast and easy way to remove cellulite before going out or to the pool? Try rubbing a slice or two of cucumbers along your problem area for a few minutes, the phytochemicals in the cucumber cause the collagen in your skin to tighten, firming up the outer layer and reducing the visibility of cellulite. Works great on wrinkles too!!!
6. Want to avoid a hangover or terrible headache? Eat a few cucumber slices before going to bed and wake up refreshed and headache free. Cucumbers contain enough sugar, B vitamins and electrolytes to replenish essential nutrients the body lost, keeping everything in equilibrium, avoiding both a hangover and headache!!
7. Looking to fight off that afternoon or evening snacking binge? Cucumbers have been used for centuries and often used by European trappers, traders and explores for quick meals to thwart off starvation.
8. Have an important meeting or job interview and you realize that you don't have enough time to polish your shoes? Rub a freshly cut cucumber over the shoe, its chemicals will provide a quick and durable shine that not only looks great but also repels water.
9. Out of WD 40 and need to fix a squeaky hinge? Take a cucumber slice and rub it along the problematic hinge, and voila, the squeak is gone!
10. Stressed out and don't have time for a massage, facial or visit to the spa? Cut up an entire cucumber and place it in a boiling pot of water, the chemicals and nutrients from the cucumber will react with the boiling water and be released in the steam, creating a soothing, relaxing aroma that has been shown to reduce stress in new mothers and college students during final exams.
11. Just finish a business lunch and realize you don't have gum or mints? Take a slice of cucumber and press it to the roof of your mouth with your tongue for 30 seconds to eliminate bad breath, the phytochemicals will kill the bacteria in your mouth responsible for causing bad breath.
12. Looking for a 'green' way to clean your faucets, sinks or stainless steel? Take a slice of cucumber and rub it on the surface you want to clean, not only will it remove years of tarnish and bring back the shine, but is won't leave streaks and won't harm you fingers or fingernails while you clean.
13. Using a pen and made a mistake? Take the outside of the cucumber and slowly use it to erase the pen writing, also works great on crayons and markers that the kids have used to decorate the walls!!

-e-mail from a friend

Relieving Arthritis Pain

Having chronic arthritis pain may make you think that you cannot, or should not, be physically active, but being physically inactive will make the pain worse over time.

The goals of an exercise plan are to decrease pain, improve range of motion of your joints, and improve your strength, endurance, function, and gait. Activities you may try include walking, cycling, water aerobics, strength training, and low-impact exercise programs. There may be times when it is important to protect your joints, so ask your health care provider to help you or to refer you to a professional who can help design an exercise plan.

Managing your weight can help, too. Weight management means losing weight, if you are overweight, or keep your weight in an acceptable range. Keeping your weight down can decrease pain level, improve body mechanics, and decrease disability. For example, for someone with osteoarthritis, studies have shown that for each pound of weight loss there is a fourfold reduction in the load exerted on the knee per step.

-Healthy Living

Pamper a Child with Luvs & Hugs!!



**Oak Street Baptist Church is spearheading a project to collect 750,000 diapers and 640,000 oz of baby items for Orphanage Emmanuel located in Honduras. This orphanage has approximately 500 children and is supported by sponsors throughout the world. We will be collecting items, coupons, and money from July 1st to October 15th. Checks to be made out to Oak Street Baptist. In the for item line - write Orphanage Emmanuel. Items needed: diapers - all sizes, pull-ups
Baby items: formula, baby lotion, baby powder, baby shampoo, baby soap, diaper rash ointments, Pedilite, etc. Oak Street Baptist cannot do this alone. First and foremost, we are seeking God to lead us in our efforts to help Orphanage Emmanuel.**

This is a project that I am in charge of. If you can help, the children and I would greatly appreciate your help. Please bring any of these to the Alpha Chapter meetings.

-Patti Skates



*Who is the Mystery
Alpha Sister?*

This Mystery Sister has three children and four grandchildren. She received her B.A. degree in English from the University of Northern Colorado, Greeley; her Masters of Library Science from the University of Texas at Austin; and Med in Curriculum from UTC. Her hobbies include singing, sewing, and reading. She has visited Mexico, Nicaragua, Costa Rica, Canada, Great Britain, Austria, Germany, and Italy. Her aunt invited her to become a member of Alpha Chapter. She has attended both a Xi State Convention and an International Delta Kappa Gamma Convention. Her favorite type of music is classical. She volunteers at Rivermont Presbyterian Church and the Northgate Library. Who is our Mystery Sister?

(Answer in the September newsletter)

Answer to the Summer Mystery Alpha Sister: Kay Schwieger.

One hundred years ago...

- The average life expectancy for men was 47 years.
- Only 14 percent of homes had a bathtub.
- Only 8 percent of homes had a telephone.
- There were only 8000 cars and only 144 paved roads.
- The maximum speed limit in most cities was 10 mph.
- The tallest structure in the world was the Eiffel Tower.
- The average U.S. wage was 22 cents per hour.
- The average U.S. worker made between \$200 and \$400 per year. A dentist \$2,500 per year, a veterinarian between \$1500 and \$4000 per year, and a mechanical engineer about \$5000 per year.
- More than 95 percent of all births took place at home.
- Ninety percent of all doctors had no college education. Instead they attended so-called medical schools, many of which were condemned in the press AND the government as "substandard".
- Sugar costs four centers a pound.
- Eggs were fourteen cents a dozen.
- Coffee was fifteen cents a pound.
- Most women only washed their hair once a month and used Borax or egg yolks for shampoo.

- Canada passed a law that prohibited poor people from entering their country for any reason.
- The five leading causes of death were:
 1. Pneumonia
 2. Tuberculosis
 3. Diarrhea
 4. Heart disease
 5. Stroke
- The American flag had 45 stars.
- The population of Las Vegas, Nevada was only 30.
- Crossword puzzles, canned beer and iced tea hadn't been invented yet.
- There was no Mother's Day or Father's Day.
- Two out of every 10 adults couldn't read or write and only 6 percent of all Americans had graduated from high school.
- Marijuana, heroin, and morphine were all available over the counter at the local drugstores.
- Back then pharmacists said, "Heroin clears the complexion, gives buoyancy to the mind, regulates the stomach and the bowels, and is, in fact, a perfect guardian of health".
-
- Eighteen percent of households had at least one full-time servant or domestic help.
- There were about 230 reported murders in the entire U.S.



Please bring any of the following to the August meeting and/or any of the regular Alpha meetings.

General Mills' "Box Tops for Education"

For a limited time, Box Tops are being doubled on selected products. To see a list of products which have double box tops go to:

<http://www.boxtops4education.com/learn/Default.aspx>

Campbell's "Labels for Education" - just bring UPC, not the entire label.

Toiletries for Vets -any size toiletries. They can also use phone cards, white socks, and white T-shirts.

Magazines - Cut off or mark over your personal information

Hardback or paperback books to be bought by other Alpha Sisters

(Shocking? DUH!)

-Try to imagine what it may be like in another 100 years.

-e-mail from a friend



HELP NEEDED !

Do you have a friend or family member who is a resident of an assisted living facility or nursing home facility? If so, why not volunteer to take the magazines that have been contributed at a meeting to those residents? You do not have to volunteer for the year. One time is fine. If so, please contact Serie.

Won't you volunteer to keep the Box Tops and/or UPC codes from Campbell soup cans that are brought to the meetings and distribute to any Sister who wants them before the end of school? If you are willing to do so, please contact Serie.

God didn't promise days without pain, laughter without sorrow, nor sun without rain. But He did promise strength for the day, comfort for the tears, and light for the way.

-unknown



*Xi
State
News*

July 24-28, 2012 Delta Kappa Gamma
International Convention
Sheraton New York Hotel &
Towers (7th Ave)
New York, New York

July 10-13, 2013 Southeast Regional Conference
Gaylord Palms
Orlando, Florida

July 28-August 1,
2014 Delta Kappa Gamma
International Convention
Indiana

July 2015 Southeast Regional Conference
Georgia

July 2016 Delta Kappa Gamma
International Convention
Nashville, Tennessee

The Price of Gas vs. Printer Ink

Think a gallon of gas is expensive? This will make you think and put things in perspective.

- Diet Snapple 16 oz \$1.29 = \$10.32 per gallon
 - Lipton Ice Tea 16 oz \$1.19 = \$9.52 per gallon
 - Gatorade 20 oz \$1.58 = \$10.17 per gallon
 - Brake fluid 12 oz \$3.15 = \$33.60 per gallon
 - Vick's Nyquil 6 oz \$8.35 = \$178.13 per gallon
 - Pepto-Bismol 4 oz \$3.85 = \$123.20 per gallon
 - Whiteout 7 oz \$1.39 = \$25.42 per gallon
 - Scope mouthwash 1.5 oz \$.99 = \$84.48 per gallon
- And the real kicker....

Evian water 9 oz \$1.49 = \$21.19 per gallon...for water!...and buyers don't even know the source. (Evian spelled backwards is Naive.)

Ever wonder why printers are so cheap? So they have you hooked for the ink. Someone calculated the cost of printer ink at\$5200 per gallon...

So the next time you're at the pump, be glad your car doesn't run on water, Scope, Whiteout, Pepto-Bismol, Nyquil, or printer ink!

-e-mail from a friend

Interesting Tidbits

- ❖ If you are right-handed you will tend to chew your food on the right side of your mouth. If you are left-handed, you will tend to chew your food on the left side of your mouth.
- ❖ To make half a kilogram (2.2 pounds) of honey, bees must collect nectar from over two million individual flowers.
- ❖ Heroin is the brand name of morphine once marked by Bayer.
- ❖ Tourists visiting Iceland should know that tipping at a restaurant is considered an insult!
- ❖ Albert Einstein was offered the presidency of Israel in 1952, but he declined.
- ❖ Astronauts can't belch--there is no gravity to separate liquid from gas in their stomachs.
- ❖ The Mona Lisa has no eyebrows. In the Renaissance era, it was fashion to shave them off.
- ❖ Because of the speed at which Earth moves around the sun, it is impossible for a solar eclipse to last more than 7 minutes and 58 seconds.
- ❖ Google is actually the common name for a number with a million zeros.
- ❖ It takes glass one million years to decompose which means it never wears out and can be recycled an infinite amount of times.
- ❖ Gold is the only metal that does not rust, even if it's buried in the ground for thousands of years.
- ❖ Your tongue is the only muscle in your body that is attached at only one end.
- ❖ If you stop getting thirsty, you need to drink more water. When the human body is dehydrated, its thirst mechanism shuts off.
- ❖ Zero is the only number that cannot be represented by Roman numerals.
- ❖ Drinking water after eating reduces the acid in your mouth by 61%.

-e-mail from Mary McLain

Tech Info

If you need tech help, the solution is TeachParentsTech.org, a website created by Google that offers more than 50 two-minute videos with step-by-step instructions on everything from how to cut and paste copy to creating a blog. Just go to the site and click on the topics that have got users stymied. The selected videos will be e-mailed to you. The videos have received more than 1 million views since the December 2010 launch of the site.

-aarp.org/bulletin



Alpha Chapter has received this seal from Delta Kappa Gamma International which has been placed on our website. www.AlphaChapterDKG.com has been a Delta Kappa Gamma Certified Website since 2009. At the present time, only 31 of the 81 Xi State chapters have certified websites.



Be sure to visit:
www.DKG.org
www.XiState.org
and
www.AlphaChapterDKG.com

More Church Bulletin Bloopers

- For those of you who have children and don't know it, we have a nursery downstairs.
- Next Thursday, there will be a tryout for the choir. They need all the help they can get.
- At the evening service, the sermon topic will be "What is Hell?". Come early and listen to our choir practice.
- Eight new choir robes are currently needed due to the addition of several new members and to the deterioration of some older ones.
- This evening at 7 pm there will be a hymn singing in the park across from the church. Bring a blanket and come prepared to sing.
- Ladies Bible Study will be held Thursday morning at 10 a.m. All ladies are invited to lunch in the Fellowship Hall after the B.S. is done.

- The eighth-graders will be presenting Shakespeare's Hamlet in the church basement Friday at 7 pm. The congregation is invited to attend this tragedy.
- The associate minister unveiled the church's new campaign slogan last Sunday: "I Upped My Pledge- Up Yours".
-e-mail from a friend



To our Alpha Sisters who are still active in the teaching profession, we wish you the best in the new school year!

It Takes Just a Little

*It takes so little to make us sad.
Just a slighting word or a doubting sneer.
Just a scornful smile on some lips held dear;
And our footsteps lag, though the goal seemed near.*

*And we lose the courage and hope we had...
So little it takes to make us sad.*

*It takes so little to make us glad.
Just a cheering clasp of a friendly hand.
Just a word from one who can understand;
And we finish the task we long had planned.
And we lose the doubt and the fear we had..
So little it takes to make us glad.*

- Ida Goldsmith Morris

**Remember the Alpha slogan for 2011-2012:
*Motivate-Move- Momentum***



***It's that time again!
Dues this year are the
same as last year: \$70.
Please give to Susan
Grow no later than the
October 6th meeting.
Dues may be mailed to
Susan 2417 Bending
Oaks Dr.
Chattanooga, TN 37421
Of this \$70...
\$40 goes to International, \$1
to the International
scholarship fund, \$14 goes
to Xi State, only \$15 stays
with Alpha Chapter.***

TEACHERS DESERVE MORE

If the state legislature in 2010-2011 set out to demoralize teachers this year, they've done a great job.

If the 107th General Assembly set out to create a near dictatorship in operations of the school systems, they've come pretty close.

If this same state legislature planned to ignore the advice of those working to improve teaching, they did a good job at that, too.

In doing away with teacher contracts, the legislature created "Collaborative Conferencing," a term few people have ever heard of and even fewer persons knew what to do about it. At the same time, the new law states there can be no collaborative conferencing until both sides are trained, which won't happen until sometime next year. For many school systems, that leaves a year with no official outlet for teacher input and nearly unfettered powers for directors of schools when it comes to teacher transfers and changes -- not to mention the financial benefits that were established through negotiations. Even when collaborative conferencing takes place, the School Board has the right to reject proposals to which it does not agree.

But that's not all.

The new tenure system gives a lot of weight to teacher evaluations. On the face of it, that's not a bad thing. Nobody wants to see a bad teacher continue working in the classroom. Under the new evaluation system, teachers are scored 1-5, with 3 being described as a "good solid teacher" by those developing the system, and 4 and 5 fitting the few teachers who are exceptional. So far, so good. We all know there are a many good teachers, but few exceptional ones. For this state legislature, however, a good solid teacher is not good enough to be granted tenure - that only goes to the 4s and 5s. (It does not apply to teachers who have already been granted tenure.) Where's the sense in that?

The evaluation also puts a lot of weight on student test scores, both achievement and in the value-added (progress). Teachers in general tend to resist having their life's work boil down to a performance on a standardized test, but this is especially problematic to teachers in subjects that do not have standardized tests. For them, a portion of their evaluation will be based on the school-wide performance.

So where does all this, and more, leave teachers? Many feel they have been slapped in the face by the legislators. The great majority of those who enter teaching do so because they have a calling. They care about children, they care about education, and they want to do a good job. But they are human and deserve to be treated with respect and professionalism.

In large part, now, their morale depends on the administrators, especially the directors of schools. It is incumbent on the top educational leaders of each county/or school system to reassure their staff, principals and teachers that they will be treated with professionalism, that their views are important, and that they have the right to participate in the decision making process.

Under the new laws, directors of schools could become more dictatorial, if they choose to do so This must never happen. School Boards, the ultimate boss of the superintendent/director of schools, need to remember that they represent the students, the teachers, the principals and the community. Ideally, the directors will keep all their Board members informed. If that's not the case, Board members need to pay attention to what's happening in their central office, because, action there will trickle down to the classroom. Just as teachers now have a more rigorous evaluation system, the same also should be in place for the directors.

Principals need to play a variety of roles now, to be an educational leader, mentor and evaluator as well as keeping the school operation running smoothly, often in the smaller school systems without additional help. Principals can have the greatest impact on teacher performance and morale. Ideally, there will be respect and professionalism going on to and from principals and teachers in order to have a cooperative effort to make learning happen.

Regardless of what's happening elsewhere in the school system, the county, state or nation, it all comes down to what's happening in the school and classroom. It all comes down to teachers. Educational leaders need to do everything possible to help teachers grow, and yes, to weed out, the ones who don't.

And equally important, good teachers need to be assured of their value by all who care about education.

-e-mail from a friend

There comes a time in your life, when you walk away from all the drama and people who create it. You surround yourself with people who make you laugh. Forget the bad and focus on the good. Love the people who treat you right, pray for the ones who don't. Life is too short to be anything but happy. Falling down is a part of life, getting back up is living.

- unknown

Collective Bargaining and Collaborative Conferencing

This side-by-side comparison is by no means all inclusive. Ultimately teachers will still very much have input into those items that are important to them and LEA's can achieve necessary reforms in education in Tennessee.

Collective Bargaining (Educational Professional Negotiations Act of 1978 - EPNA)

Requires 30% of all teachers to request an election; requires 50% + 1 of ballots cast in an election in order to bargain. (Organization)

Provides for exclusive recognition of a single professional employees' organization for bargaining purposes.

There are eight mandatory subjects of negotiation – scope of negotiations:

Salaries or Wages

- Grievance procedures
- Insurance
- Fringe benefits
- Working conditions
- Leave
- Student discipline procedures
- Payroll deductions
- Provides for a memorandum of agreement.
- Dictates the number of individuals on the teacher negotiating team and the number allowed on the management team. Based on the size of the school system.
- Defines and describes unlawful acts (and grants exclusive rights to the recognized professional employees' organization).
- Provision for the filing of complaints in chancery court.
- Provides for mediation and conciliation upon disagreement. Can go on indefinitely if resolution not agreed upon by both parties.

Collaborative Conferencing (Professional Educators Collaborative Conferencing Act of 2011 - PECCA)

Requires 15% of all teachers to request an election; requires 50% + 1 of those eligible to vote in an election in order to collaborate. (Organization)

Provides for inclusive recognition of professional employees' organizations and individual professional employees for collaborative purposes.

There are seven conditions of collaboration and are limited to:

- Salaries or wages
- Grievance procedures
- Insurance
- Fringe benefits
- Working conditions
- Leave
- Payroll deductions; excludes any deduction for political action committee purposes.
- Provides for a memorandum of understanding.
- Dictates the number of individuals on both teams to be equal and to be between 7 and 11 members on each team.
- Defines and describes unlawful acts (and grants all professional employees' organizations equal access to facilities and teachers as deemed reasonable).
- Provision for the filing of complaints in chancery court.
- Mandates continuance of collaboration upon disagreement. If no agreement can be reached, the board of education shall resolve via board policy.

©2011 Professional Educators of Tennessee

-submitted by Delores Vinson

