

Nobody's Liability Insurance Got These for You!

(Handout)

The following items are often included in this piece of propaganda, but not limited to:

- **Salary Increases**

Salary increases have been consistently less for those systems where TEA has intervened with negotiations than those systems where they have stayed away.

GENERAL CHANGES IN TENNESSEE			
Year	Negotiate	Not	Total Difference
77-78	(\$114)	\$203	\$317
00-01	(\$523)	\$921	\$1,444
03-04	(\$658)	\$1,192	\$1,850

The chart on the left shows the comparison of pay rate of those systems that chose to negotiate and those that did not since the beginning of negotiations in Tennessee (1977-1978). The numbers represent the difference

between the average rate of pay and the state average. Typically those systems that negotiate continue to fall further behind the state average and those that do not negotiate continue to move further ahead of state average pay. Yes, they deserve credit for keeping the salary increases small. For a more in-depth look go to: <http://teacherspet.com/studies.htm>.

- **Job Protection**

TEA provides legal services at their discretion. Because of the optional nature of these services conflicts may be difficult to resolve.

If there were a conflict between two members such as a teacher and an administrator:

- TEA would pick whom they would represent (OR NOT) – usually based on political expediency (teachers have more votes). Or they might choose to represent no one at all. It is their choice
- PET has *GUARANTEED* legal protection for each member. Since both are members, each person would be entitled to legal representation.

- **Fair Dismissal under the Tenure Law**

In 2006 TEA obstructed House Bill 3547 that would have strengthened tenure by removing one of the reasons that a tenured teacher may be fired. They are more concerned with protecting TEA than the teachers they represent.

- **Paid Health Insurance**

Determined by local school boards – with no appreciable difference between those systems that negotiate and those that do not.

- **Instructional Supply Money**

In 2006 TEA obstructed House Bill 2681 that would have required at least 65 percent of BEP funds be spent solely for classroom and instructional position components. This would have kept money in the classroom where instruction happens.

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- **Career Ladder Freeze**

The freeze keeps good teachers from earning potential raises for good performance. Union philosophy is "A teacher - is a teacher - is a teacher." They will always fight to keep the best teachers pay down with the worst – see the point on salary increases.

- **Safer Working Conditions**
- **Duty-free Lunch**
- **Planning Time**
- **Sick Leave**
- **Sick Leave Bank**
- **Personal and Professional Leave**
- **Retirement Plan with a Cost-of-Living Adjustment**
- **Class Size Limits**

All of these items are already state law!

In the 2005-2006 legislative session TEA proudly obstructed nine bills: (TEA's "member matters" May 2006 newsletter)

- Five cost teachers potential pay increases.
- One kept tenured teachers in unnecessary job jeopardy.
- One kept Tennessee out of compliance with the federal "Individuals with Disabilities Act".

No matter what you are told the structure of our state does not allow TEA to write and introduce bills or vote them into law. Their only ability seems to be to block laws that might help teachers.

