

# THE LAE VOICE

OFFICIAL PUBLICATION OF THE LOUISIANA ASSOCIATION OF EDUCATORS

Great Public Schools for Every Louisiana Child

Volume 16, No. 4 February 2020

## LOUISIANA EDUCATORS ATTEND INAUGURATION TO SERVE AS A REMINDER TO GOVERNOR EDWARDS OF HIS COMMITMENT TO INCREASING SCHOOL EMPLOYEE PAY

The January rain didn't keep people away from the second-term inauguration of Governor John Bel Edwards. LAE-member teachers and other school support professionals were in attendance to serve as a reminder to Governor Edwards about his commitment to continue increasing the pay levels of Louisiana's hardest working public servants – the state's school employees.

"As a teacher, it was a special experience to see all the pomp and circumstance," said East Baton Rouge Parish member Anita Augustus. "Even though my students are still quite young, I had the opportunity to talk with them about the process and explain to them how important it is to take part in our democracy."

The governor began his speech by thanking citizens for the trust they placed in him to lead the state.

"I am continually inspired by the goodness, generosity, and decency of the people of Louisiana. My love for this state deepens as I meet more people like you who remind me how blessed we are to call this great state home," Governor Edwards shared.

He then went on to lay out his top priorities for his next term. Education was at the top of the list, with early childhood being his highest priority for new investments. He also shared his goals for increasing public school funding and educator pay.

"I've met with educators all across the state, and they can't run their classrooms on empty promises. They deserve better. Our students deserve better. So over the next four years, we're going to continue increasing classroom funding and give educators additional pay raises that will get them to at least the Southern Regional Average."

LAE members left that day hearing an important promise – one that leaders and member activists will hold Governor Edwards accountable to fulfilling. The 2020 Legislative Session starts in just a few weeks. It is crucial for every Louisiana educator, whether a member of LAE or not, to put pressure on state representatives, senators, Board of Elementary and Secondary Education members, and yes, Governor Edwards, to let these officials know how vital it is to place dollars in the budget for recurring educator salary increases. There is already a critical shortage for teachers, and a lot of it has to do with the fact that the pay here is not competitive with surrounding states. The LAE Lobby Team has already been in talks with key players to articulate the consequences the state will face if we don't prioritize school funding and educator pay.

Together, LAE leaders and member activists will be front-and-center urging lawmakers to make the appropriate investments in public education to ensure all teachers and school support workers are honored for their dedication to our state's future. We will not lose sight of what's most important: coming together to fight for the women and men who work tirelessly to educate and support our children.





# FROM THE PRESIDENT'S DESK

Dr. Tia T. Mills, President

Happy New Year, LAE! The hustle and bustle of the holidays may be gone, but the work of the association is ramping up. With the annual Legislative Session right around the corner (March 9), all Louisiana educators must get up-to-speed on the legislative issues that stand to impact our profession. From equitable school funding and educator salaries to pension protection and fair workplace policies, the LAE continues to strive for victories for public school employees. Together, alongside the education stakeholder groups that make up the Louisiana Public School Coalition (the Louisiana Association of Principals, the Louisiana Association of School Superintendents, the LFT, and the Louisiana School Boards' Association) we are working to spread the message surrounding the importance of making long-term financial investments in Louisiana's public schools. Trust me, this group will be a powerful force to be reckoned with this year. Our strength grows as coalition members continue to advocate for the best interests of Louisiana's students.

It's time our lawmakers understand the importance of investing in our schools, our educators, and our children. Across the state, many of our educators are working (and our students are learning) in less than favorable conditions. I recently had the opportunity to share some of your stories and photographs with lawmakers, but I'm one person. Imagine the power we would have if every single LAE member joined me in this effort. We must raise our voices together and hold our lawmakers accountable regarding the decisions being made that affect our communities. Our strength depends on

the collective efforts of all of us.

It is my commitment to keep you up-to-speed on all of the happenings at the Louisiana State Capitol in the coming months. Please follow our Facebook page, Louisiana Association of Educators, so you can receive up-to-the-minute news and calls-for-action. You can also receive legislative alerts on your phone by texting LAE to 66539.

In addition to the session, we're focusing on another important item next month: LAE Leadership Elections. The choices members make in these elections will determine the trajectory of our association and solidify our ongoing reputation as a force throughout the state. The candidates (whose names and photos are included within this issue) have offered themselves to serve as either an officer or as a delegate at the NEA Representative Assembly. Please take a look at these individuals and make your vote count. Online voting begins on March 10<sup>th</sup> and runs through March 31<sup>st</sup>.

LAE is constantly looking for ways to keep our members informed. Please head over to the LAE website and learn about the association, as well as other key groups that impact our work. One special request is to read up on the Board of Elementary and Secondary Education (BESE) to learn about the critical role the men and women of this board play in crafting the guiding policies for our work. They're currently in the process of selecting our next state superintendent of education. LAE will be vocal in the selection of this top official, so stay tuned for ways you can help us ensure a worthy candidate is chosen for this position.

Before I close, I want to let you know about a new event I'll be hosting on Facebook live, *Tia's Talks*. *Tia's Talks* will be 15-minute digital chats where I'll have an opportunity to engage with members on association initiatives and important updates. My next conversation is in March. Please be sure to like the Louisiana Association of Educators' Facebook page to find out the exact date and time of when it will take place.

Never forget about the impact you have on the future of this great state. You change lives. Your impact is far-reaching, and for that, you should be proud. I know I am, and so are your fellow educators. On behalf of the LAE Board of Directors, thank you for all that you do. We appreciate every single member of this great association. As always, thank you for being a part of our family.

In Solidarity,  
President Mills



## ANNOUNCING THE MARY A. WASHINGTON SCHOLARSHIP OF EXCELLENCE IN EDUCATION

Members of The Pat Colbert Cormier (PC2) Education Foundation, in partnership with Ms. Mary A. Washington's god-nieces, announce *The Mary A. Washington Scholarship of Excellence in Education*, open to assist a high school senior or college freshman preparing for undergraduate studies in education.

Eligible students must meet all requirements for Louisiana high-school graduation or college freshman that have maintained an overall 3.0 GPA.

For consideration, candidates must complete the PC2 Education Foundation Scholarship Application available at [lae.org/mawscholarship](http://lae.org/mawscholarship).

The deadline to apply is April 4, 2020.

Visit  
[lae.org/mawscholarship](http://lae.org/mawscholarship)  
for more information.



# LOUISIANA **top** THREE

ASSOCIATION OF EDUCATORS

## ISSUES in LOUISIANA'S 2020 LEGISLATIVE SESSION



### PAY

Pay for Louisiana's educators continues to rank among the lowest in the southern region. In the 2020 Legislative Session, it is imperative for lawmakers to appropriate sufficient funds to bring the average salaries of Louisiana's school employees to levels that help the state compete with wages in surrounding states. LAE's legislative work will focus on urging Governor Edwards, members of the LA Board of Elementary and Secondary Education (BESE), and the Legislature to work collaboratively to find a permanent solution to fund (and maintain) salary increases to keep Louisiana educators above the southern regional average.



### SCHOOL FUNDING

Every child in Louisiana deserves access to high quality learning. Legislators – along with members of the LA Board of Elementary and Secondary Education – must find a solution for supporting the state's school funding formula (MFP) so that it not only accomodates for inflation, but also for the ever-changing needs of Louisiana's public school students. LAE will advocate for a permanent and sustained funding solution for the Minimum Foundation Program, so every Louisiana child has access to a 21st-century education.



### RETIREMENT

Educators receive a modest pension following their careers dedicated to public service. LAE will continue to help members defend their retirement security as we join them in advocating to maintain a sound and sustainable defined-benefit retirement system.

### other areas of focus:

**DUAL ENROLLMENT  
EARLY CHILDHOOD  
STUDENT DISCIPLINE**

**SESSION begins  
March 9, 2020**

**go to [lae.org/session2020](http://lae.org/session2020)  
to find out how to get  
involved.**

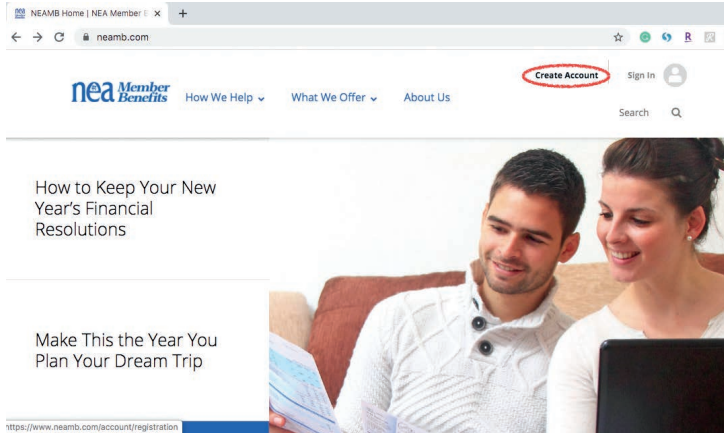




# LAE AWARDED \$2,500 GRANT FROM NEA MEMBER BENEFITS

LAE was one of NEA's top affiliates for new enrollments on the NEA Member Benefits website, [NEAMB.com](http://NEAMB.com). Because of this, the association won a \$2,500 grant that will go toward enhancing member services.

A big THANK YOU to First National Bank of Omaha and NEA Member Benefits for this amazing opportunity to give back to our members!



If you haven't created an account with NEA Member Benefits, please do so today at [NEAMB.com](http://NEAMB.com).



NEA Member Benefits Representative Glenda Jones presents a check to Dr. Tia Mills and Director of Membership Growth and Organizing Dr. Craig Carter.

## LAE PRESIDENT LAUNCHES NEW FACEBOOK LIVE SERIES

Dr. Tia Mills is set to begin hosting a series of online chats to inform members about upcoming association initiatives. These 15-minute digital chats will take place monthly via Facebook live. During this time, President Mills will offer information on a particular association-related topic and then open the floor for participants to ask questions. Be sure to like LAE on Facebook in order to receive alerts for upcoming *Tia's Talks* events.





# THIS IS YOUR OFFICIAL NOTICE REGARDING VOTING IN LAE'S LEADERSHIP ELECTIONS

## ALL YOU NEED TO KNOW ABOUT ONLINE VOTING PROCEDURES AND REQUESTS FOR PAPER BALLOTS

Please let the candidate information provided within this newsletter serve as reference when voting in LAE's 2020 elections. Our neutral, Election-America, will send elections notifications to those LAE members who've provided a valid email address to the LAE. To update this information, contact the LAE Membership Department at 1-800-256-4523, ext. 101.

The elections portal will open March 10 and run through March 31, 2020. During that period, online voting will be available 24-7. You can expect to receive an email to your personal email address notifying you when the online election portal is open. This email will provide you with a link to the elections website site, along with your LAE member ID that you need to access your online ballot. To avoid any confusion, you may want to make sure you're able to accept emails from *Election-America.com*. If you do not

receive this email, please be sure to visit [lae.org](http://lae.org) between March 10 and 31 and look for the LAE Elections link in the LAE Today section on the home page. Simply click the link to be taken directly to the elections portal. You'll need your LAE member ID number on hand in order to log in to access your ballot -- this number can be found on your LAE Membership Card or above your name in the mailing address section of this newsletter. In addition to your member number, you will also need to enter the last four digits of your social security number.



**Election-America**  
In the business of perfection

## PROCESS FOR COLLECTING A PAPER BALLOT

Voting will be by online ballot method. For any member who would prefer to receive a paper ballot, you can request that one be mailed to you by contacting the neutral via [help+LAE@election-america.com](mailto:help+LAE@election-america.com) or 1-866-384-9978. (You will need to have your LAE member number on hand for voter verification purposes. Again, this number can be found on your LAE membership card or in the address section of this newsletter.) All ballots must be received by the neutral by no later than March 31, 2020.

## CANDIDATES FOR 2020 LAE BOARD OF DIRECTORS

*Please note: The biographies contained were not edited for content nor grammatical or spelling corrections. LAE reserves the right to alter the format of the submissions. If the candidate submitted a biography longer than 50 words, it is indicated with "..."*

### SECOND ASSOCIATIONAL DISTRICT, SEAT B ELECTION – VOTE FOR ONE

#### 1. Clara Staten Ellis



Clara Staten Ellis is a Monroe, Louisiana native that currently serves as President of OAE. She has been an active member of LAE for over fifteen years, serving her local as Vice-President and Secretary. She believes in promoting quality public schools and advocating for all students and educators.

#### 2. Damus Smith, Jr.



My name is Damus Smith, Jr., and I'm thrilled to say that this is my 36th year teaching high school. I am a long time active member of LAE/CAE and currently serving as President of my local. I am a hard working but fun guy. I Get It Done!

### EDUCATION SUPPORT PROFESSIONAL, SEAT B ELECTION – VOTE FOR ONE

#### 1. Ruthie Wright



My Fellow LAE Members,

I have served you in a lot of capacities in this organization for almost 41 yrs. I have used my position from my local, state, and National Level to help make changes. Representing our members all these years have been my honor. Let me continue Ruthie...

#### 2. Miranda Haynes





## EDUCATION SUPPORT PROFESSIONAL, SEAT C ELECTION – VOTE FOR ONE

### 1. Vickie Jacquet



Hi, I am Vickie Jacquet, I am seeking your support to be elected to the LAE Board of Directors – ESP Seat C. I would like to be your voice on the Board. I will make sure your

questions, concerns, and issues are addressed. Please VOTE Vickie Jacquet

### 2. Carol McLaughlin

Hi. My name is Carol McLaughlin and I am an ESP (Library Clerk) and I am running for re-election of my ESP Board Seat C and asking for your vote. I have served 9 years (3 terms)

on the LAE Board, 14 years on my Local Board (Caddo Parish) as...

### 3. Kreshia Daniel

## EDUCATION SUPPORT PROFESSIONAL, SEAT D ELECTION – VOTE FOR ONE

### 1. Patrick Landreth



I have been a member of our local board for years and would like the chance to represent at the state level. I am hard working and will work hard for ESP'S statewide. Please vote Patrick Landreth for ESP at large Seat D.

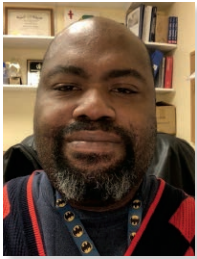
### 2. Natasha Joseph



My name is Natasha Joseph and I am presently the ESP board member for Seat D. I am asking for your support for my re-election. As a member of my local, Acadia Association of Educators I hold the office of secretary. I would deeply appreciate your vote. Thank you.

## LAE BOARD – ADMINISTRATOR ELECTION – VOTE FOR ONE

### 1. Walter Brown



Walter Brown, the son of two lifelong educators, has served as an assistant principal and a district supervisor of English and Librarians. He has served the children and teachers of Louisiana for 26 years and is a proud father and husband. He also attained National Board Certification in 2001.

### 2. Candace S. Robertson

Member for 18 years  
-Work Experience:  
Chief School  
Improvement Office  
St. Helena Parish  
School District  
2011 – present  
Teacher

St. John the Baptist Parish  
2007 – 2011

Teacher

St. Landry Parish  
2002 – 2007

-LAE Experience: Building Representative,  
LAE Board of Directors, Local and State  
Delegate to NEA Representative Assembly.

### 3. Cynthia Y. Henderson



Thank you for your continuous support. A vote for Cynthia guarantees that you will have an experience member and Administrator to bring your issues and concerns to the board. Elect Cynthia Henderson 2019 LAE's Administrator Image Award Recipient and newly elected NEA Administrator At-Large to the LAE Board of Directors.

## NEA DIRECTOR ELECTION – VOTE FOR ONE

### 1. Dr. Elizabeth Ann Sullivan



I am Dr. Elizabeth Ann Sullivan, dedicated leader striving to advance the cause of public education, and support our students, ESPs, teachers and administrators.

Currently I am serving on the LAE Executive Committee, member of the LAE Board of Directors, formal local President of CAE, Delegate to NEA representative assembly.

### 2. Jarred James Breaux



- Experienced veteran educator
- Focused on improving public education for my students and colleagues
- Meet regularly with elected officials, community leaders, and

parish administrators to make sure our voices are heard.

• More information at [jarredforlouisiana.com](http://jarredforlouisiana.com) & [facebook.com/jarredforlouisiana](https://www.facebook.com/jarredforlouisiana)

### 3. Ruthie Wright



My Fellow LAE Members,

I have served you in a lot of capacities in this organization for almost 41 yrs. I have used my position from my local, state, and National

Level to help make changes. Representing our members all these years have been my honor. Let me continue Ruthie...

*continued on next page*

# WELCOME TO LAE'S NEWLY ELECTED OFFICERS!

*THE CANDIDATES LISTED BELOW RAN UNOPPOSED AND WERE ELECTED BY ACCLAMATION.  
CONGRATULATIONS AND WELCOME TO THE LAE BOARD OF DIRECTORS*

## **FIRST ASSOCIATIONAL DISTRICT, SEAT A**

Dr. Elizabeth Sullivan, Elected, Unopposed

## **SECOND ASSOCIATIONAL DISTRICT, SEAT C**

Jane Green, Elected, Unopposed

## **THIRD ASSOCIATIONAL DISTRICT, SEAT A**

Donna Wilridge, Elected, Unopposed

## **FOURTH ASSOCIATIONAL DISTRICT, SEAT B**

Valencea Johnson, Elected, Unopposed

## **FOURTH ASSOCIATIONAL DISTRICT, SEAT C**

Anita Augustus, Elected, Unopposed

## **FIFTH ASSOCIATIONAL DISTRICT, SEAT B**

Julia Reed, Elected, Unopposed

## **SIXTH ASSOCIATION DISTRICT, SEAT B**

Almetra Pierce, Elected, Unopposed

## NEA DELEGATES

### NEA ADMINISTRATOR DELEGATE ELECTION – VOTE FOR 1

#### **1. Alfred "Al" Carter**



All have been teaching for 11 years and an administrator for 2 years. I am a 3rd generation teacher following the footsteps of my Mother and Grandmother. I have

been married 34 years with three children. I have an M.Ed. in Education and active in politics.

#### **2. Candace S. Robertson**

Member for 18 years  
-Work Experience:  
Chief School  
Improvement Office  
St. Helena Parish  
School District  
2011 - present

Teacher

St. John the Baptist Parish  
2007 - 2011

Teacher

St. Landry Parish  
2002 - 2007

-LAE Experience: Building Representative,  
LAE Board of Directors, Local and State  
Delegate to NEA Representative Assembly

#### **3. Cynthia Y. Henderson**



Assistant Principal  
Herndon Magnet  
School. Thank you for  
your continuous  
support. As we look to  
the future, I am excited  
about the LAE and the  
opportunity to represent

you at NEA's Representative Assembly in Atlanta. Help me continue the work we have begun and vote Cynthia Henderson NEA State Delegate.

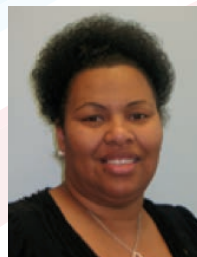
### NEA DELEGATE/SUCCESSOR DELEGATES ELECTION – VOTE FOR 10

#### **1. Cynthia Coffey Daigle**



I am Cynthia Coffey Daigle, Louisiana Teacher Certified and National Board Certified Speech-Language Pathologist. I would like to be your advocate at the National Convention in Atlanta. My experience as an educator allows me to voice your issues and concerns. I am thanking you in advance for your vote and...

#### **2. Vickie Jacquet**



Hi, I'm Vickie Jacquet, I'm seeking your support to be elected as an NEA State Delegate / Successor Delegate. I would like to be your voice at the Representative Assembly. I'm willing to stand up, step up and speak up to continue moving our profession forward.

Please VOTE  
Vickie Jacquet

*continued on next page*

### 3. Julia S. Reed



Currently, I am a fifth-grade teacher in Lafayette Parish and serve as local president. Prior to that, I was a local board member and AR. I attended the 2019 NEA RA as a local delegate. I would be honored to serve our state at the 2020 NEA RA in Atlanta.

### 4. Ruthie Wright



My Fellow LAE Members,

I have served you in a lot of capacities in this organization for almost 41 yrs. I have used my position from my local, state, and National Level to help make changes. Representing our members all these years have been my honor. Let me continue  
Ruthie...

### 5. Jema Cedillo

My name is Jema Cedillo, I have been teaching for 14 years. I love teaching and advocating for public education. I am currently completing my masters in educational leadership. I have been actively involved with our local and state organization and would love to represent our state on the national...

### 6. Jarred James Breaux



- Experienced veteran educator
- Focused on improving public education for my students and colleagues
- Meet regularly with elected officials, community leaders, and parish administrators to make sure our voices are heard.
- More information at [jarredforlouisiana.com](http://jarredforlouisiana.com) & [facebook.com/jarredforlouisiana](https://facebook.com/jarredforlouisiana)

### 7. Jamal A. Taylor



Jamal Taylor is the President of the St. Landry Association of Educators. He is a graduate of Southern University, ULL, and Columbia University. He

at last year's National RA Championed passing the NEA Teacher 100% Loan Forgiveness Program. He humbly requests your support.

### 8. Kristi Michelle Gregoire M. Ed



Proactive. Informed. Rational. Analytical. Known for her dedication to LAE's Teaching and Learning Center, and exclusively trained by Educational Testing Services,

Gregoire travels locally, statewide, and nationally, facilitating teacher professional development. She has a passion for the success of all students and is a zealous steward for all educational stakeholders.

### 9. Dr. Elizabeth Ann Sullivan



As a delegate to the NEA, I am seeking to fight and advance the rights and priorities in our Education System. Please, cast your vote for Elizabeth Sullivan as an NEA State Delegate

to the NEA Representative Assembly. I am proud to serve our members. Thank you for your support.

### 10. Ella B. Grant



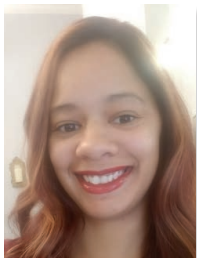
Serving is my role. My family, friends, and colleagues know I'm here to support. Leading people is a passion and commitment shared through my life career, therefore, my membership includes serving others which is the greatest and most beneficial part of a global vision.

### 11. Wanda Milliman



Vote for me! I have the experience and drive you need! I am a National Board Certified Teacher of Secondary Mathematics, President of my local in Iberia Parish, and your District 5, Seat C Board of Director for LAE. Most of all, I believe in you and our public schools!

### 12. ShaRhonda Joseph



I have been teaching for 12 years in St. Landry Parish Schools. I am currently the Membership Chair on the executive committee for our local association. I would like to be a voice for educators at the National Representative Assembly. I have never been afraid to speak up when needed.

### 13. Karen Barrie



I am seeking your support to represent the LAE at the NEA RA as a State Delegate. I served on the NBI committee and represented Louisiana at the NEA. I am a teacher in Ascension parish and have been an LAE member for 20 years. Please vote Karen NEA State...

*continued on next page*



**14. Patrick Landreth**



I have been a member of our local board for years and would like the chance to represent at the state level. I am hard working and will work hard for ESP'S statewide. Please vote Patrick Landreth for ESP at large Seat D.

**15. Jois Williams**



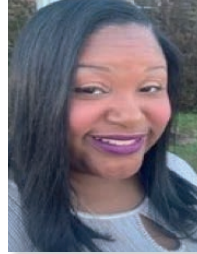
Jois Williams is an advocate for education. She has devoted 20 years of public service to the East Baton Rouge Parish Community. She is a highly qualified Special Education Teacher with a Bachelor's degree. She has served at the state level on the Developmental Committee.

**16. Donna M. Wilridge**



My name is Donna Wilridge and I am asking for your vote as an NEA State Delegate. I am a teacher in Acadia Parish. I am an active member in LAE attending conferences and trainings throughout the year. I look forward to representing Louisiana at the NEA.

**17. Valencea Johnson**



I am Valencea Johnson. I have taught various grade levels K-5 for 11 years, Lead Teacher, T.O.Y. 2018-2019, and the Vice President of EBRPAE. I serve as a board member for the State Board and served as a delegate for both the state and the national level.

**18. Jane S. Green**



People with a Positive Purpose change Policy. Allow me to represent you at the National Education Association as a Louisiana Delegate. Vote Jane S. Green, NEA Delegate

**19. Anita H. Green**



Anita H. Green, School Librarian at Northdale Supt's Academy. I am currently a board member for EBRPAE. I served on the Resolution and New Business Items committee for the last six years. I am asking you to vote for me to attend NEA RA in Atlanta as a State Delegate.

**20. Clara Staten Ellis**



Clara Staten Ellis is a Monroe, Louisiana native that currently serves as President of OAE. She has been an active member of LAE for over fifteen years, serving her local as Vice-President and Secretary. She believes in promoting quality public schools and advocating for all students and educators.

**21. Almetra Pierce**



Being passionate, motivated, and a proven leader are a few of my many positive characteristics. I have been an educator for 21 years. I am a special education teacher and currently hold a master's degree in Education. I will be grateful for your vote to represent Louisiana at the RA.

**22. Damus Smith, Jr.**



My name is Damus Smith, Jr., and I'm thrilled to say that this is my 36th year teaching high school. I am a long time active member of LAE/CAE and currently serving as President of my local. I am a hard working but fun guy. I Get It Done!

**23. Gwendolyn Hill**



I am seeking your support and vote for NEA State Delegate. As an active LAE member, my entire career I have served in numerous roles and committees including Resolution, ESP on the Board of Directors. I will continue to be an advocate for all educational employees and educators support professional.

**24. Natasha Joseph**



My name is Natasha Joseph and I am an ESP in Acadia Parish. I am an ESP on the LAE board. Throughout the years I have attended several state RAs, summer leadership conferences as well as Women and Minority Conference. Your vote for me will be appreciated.

# 2020 PROPOSED LAE CONSTITUTION & BYLAW CHANGES

## DELEGATES WILL VOTE ON THE FOLLOWING PROPOSED AMENDMENTS

### AT THE LAE REPRESENTATIVE ASSEMBLY ON APRIL 5TH

**Strike through = Deletions**

**Bold and underlined = New language**

## LAE CONSTITUTIONAL AMENDMENT PROPOSALS

### Proposed Constitutional Amendment 1: ARTICLE V. BOARD OF DIRECTORS - Section 2. Composition.

The Board of Directors shall consist of:

- d) the state any elected Louisiana members of the NEA Board of Directors; and,

---

### Proposed Constitutional Amendment 2: ARTICLE V. BOARD OF DIRECTORS - Section 2. Composition.

The Board of Directors shall consist of:

- f) An Administrator nominated through an open nomination procedure and elected by secret ballot vote of the membership shall be an ex-officio, ~~non-voting~~ member.

---

### Proposed Constitutional Amendment 3: ARTICLE VII. EXECUTIVE COMMITTEE - Section 1. Functions.

- b) The Executive Committee shall:

- 1) act as the Personnel Committee of the Board of Directors; **and shall have final authority on issues of hiring and firing.**

---

### Proposed Constitutional Amendment 4: ARTICLE VII. EXECUTIVE COMMITTEE - Section 2. Composition.

The Executive Committee shall consist of:

- a) The Executive Officers; and

- b) One member from each Association District, to be elected by the Board of Directors in secret ballot.

- c) Any at-large seat, including the state elected Louisiana member(s) of the NEA Board of Directors, shall be eligible for the seat in the Associational District in which he/she is employed. Retired representatives shall be eligible for the seat in the Associational District in which he/she lives.

- d) **NEA Director**

## LAE BYLAWS AMENDMENT PROPOSALS

### Proposed Bylaw Amendment 1: Section 2-3. Membership Dues

- a. The Association shall have unified dues with the National Education Association and its local affiliates, except where there is no local affiliate. Annual active dues shall be equal to the average dues of the NEA Southeast Region, excluding Puerto Rico, for the previous membership year. The state dues shall be raised by no more than ~~ten~~ **two** dollars per year **month**. The Board of Directors is empowered to freeze the dues or limit the increase to less than ten dollars.

---

### Proposed Bylaw Amendment 2: Section 4-1. Powers and Duties of the President

- o. Have authority to make final decisions of LAE as it relates to membership strategy and personnel decisions that do not include hiring and firing.**

---

### Proposed Bylaw Amendment 3: Section 10-4. Association Executive Director

~~10-4. Associate Executive Director~~

The Associate Executive Director's position will be a funded, permanent position.

---

### Proposed Bylaw Amendment 4: Section 9-2. LAE-Retired (LAE-R)

The LAE-Retired (LAE-R) shall be an organization comprised solely of the retired members of the Association. The president of LAE-R shall be chosen by the retired members. LAE-R shall be recognized as a statewide local affiliate. The LAE-R shall operate in accordance with Bylaws adopted by LAE-R subject to approval by Board of Directors **Majority Vote of members present at the LAE-R General Membership Meeting.** Such Bylaws shall be compatible with the Constitution and Bylaws of the Association. The LAE-R shall conduct all elections with open nominations and secret ballot.



# KNOW YOUR RETIREMENT: FREQUENTLY ASKED QUESTIONS

BY: LAE GOVERNMENT RELATIONS SPECIALIST SHANE RIDDLE

## What is TRSL?

TRSL is the Teachers Retirement System of Louisiana. TRSL is a pooled, defined benefit (DB) retirement plan that offers a predictable, defined monthly benefit to retired employees. A DB retirement from TRSL provides a steady income stream that is guaranteed for the remainder of a retiree's life. TRSL members (except those in Plan B) do not pay into Social Security, so they are not eligible for Social Security benefits through their TRSL covered employment; therefore, the TRSL DB plan is the primary retirement benefit for the vast majority of K-12 public school teachers, education support professionals, and other public employees.

## How are retirement benefits earned?

In a DB retirement plan like TRSL, coverage is universal; all eligible employees are automatically enrolled in the retirement plan. The amount of monthly income each employee receives is based on the employee's years of service, their final average salary, and a fixed multiplier that is determined by the plan.

## How is TRSL funded?

TRSL is funded by employer contributions and contributions from employees themselves. The TRSL DB plan has the advantage that investment earnings can do much of the work of paying for benefits because the contributions made on behalf of current workers are invested, these investment earnings compound over time. Earnings on investments have historically made up the bulk of retirement fund receipts. It is estimated that 10.3 percent of total state and local retirement fund receipts came from employee contributions, 19.4 percent from employer contributions, and 70.4 percent from investment earnings. [Source: U.S. Census Bureau. 2009. *State and Local Government Employee-Retirement Systems*. Washington, DC: U.S. Census Bureau.]

## How are investment decisions made?

Trustees who have a fiduciary duty to ensure that the retirement fund is operating in the best interest of workers and retirees oversee the TRSL retirement plan. These trustees hire professional asset managers to steer the investment of these funds. TRSL has been recognized for its high value, low-cost investment program, and its cost-effective retirement administration.

## Why do retirements matter to employees?

Specific characteristics of DB retirement plans make them effective in supporting retirement security. Specifically, the guaranteed lifetime income is one of the most appealing attributes of DB plans for employees. DB retirement plans also provide ancillary benefits, such as spousal protections and disability benefits. Retirement experts have long acknowledged the importance of the so-called "three-legged stool" to provide Americans with financial security in retirement: Social Security benefits, DB retirement income, and supplemental individual savings. In Louisiana, where educators do not participate in Social Security, the retirement benefit must take the place of two legs of the stool.

## Are retirements an effective recruitment and retention tool?

The TRSL retirement plan is an effective and vital retention tool. Retirements are a proven tool for recruiting and retaining highly effective, young professionals in our schools and classrooms. DB

retirement plans represent the most efficient way for younger workers to save for retirement. A 2008 MetLife survey found that 72 percent of employees cite retirement benefits as an important factor in their loyalty to their employer. Among employers, a 2004 study found that 84 percent of DB plan sponsors believe that their retirement plan has a positive impact on employee retention.

## Why do retirements matter to taxpayers?

All American taxpayers have an interest in making sure that all workers can retire with an adequate income. Also, DB retirement plans help government employers recruit and retain a qualified workforce that provides essential public services. Compared with other types of retirement benefits, DB retirement plans are the most economically efficient use of taxpayer funds. The most current research indicates that a DB retirement can provide the same retirement benefit at half the cost of an individual, defined contribution plan. Also, public sector employees' contributions and investment returns have historically paid for about 80 percent of retirement benefits, with taxpayers covering only a small portion of the cost.

## Are retirements more economically efficient than defined contribution plans?

Yes. A recent analysis of the cost to achieve a target retirement benefit under both a DB and defined contribution (DC) structure found that a DB plan costs half as much as the DC plan. That is, the cost to deliver the same retirement income to a group of employees is 46 percent lower in the DB plan than in the DC plan. The reason for such cost savings is threefold. First, because DB plans pool the longevity risks of large numbers of individuals, they need only accumulate enough funds to provide benefits for the average life expectancy of the group. Second, DB plans take advantage of the enhanced investment returns that come from a balanced portfolio over long periods. Third, DB plans achieve higher investment returns than DC plans.

## What is the macroeconomic effect of expenditures from DB retirement income?

The economic impact of DB retirements reaches well beyond the retirees who receive retirement checks. Retirement income has a broad economic impact, both nationally and on the local level. Almost 90% of the retirement dollars TRSL pays out goes to individuals who live in Louisiana where they buy local goods and services and pay taxes. Each year, TRSL benefit payments introduce income into local economies and create a string of economic activity that fuels other industries. This is known as the "ripple effect." TRSL pensions supported 17,932 Louisiana jobs and over \$713 million in income. Each dollar of a Louisiana pension benefit ultimately supports \$1.31 in economic activity/output. TRSL benefit recipients generated approximately \$419 million in tax revenues for federal, state, and local governments. It is important to note that TRSL benefits are a modest yet reliable source of income, enabling individuals to purchase goods and services even in uncertain economic times. Stable pensions promote self-sufficiency instead of dependence on costly government assistance programs.

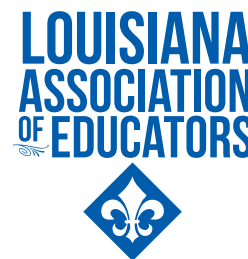
## THE LAE VOICE

Published Monthly by the  
Louisiana Association of Educators  
8322 One Calais Avenue  
Baton Rouge, LA 70809

Phone: 225-343-9243  
Toll Free: 1-800-256-4523  
Fax: 225-343-9272  
www.lae.org  
LAE Advocacy Center: 1-877-452-3477  
advocacycenter@lae.org

Dr. Tia T. Mills, President

NON-PROFIT ORG.  
U.S. POSTAGE  
PAID  
BATON ROUGE, LA  
PERMIT #246



### *In this Issue...*

1. Louisiana Educators Attend Inauguration To Serve As A Reminder to Governor Educators of His Commitment To Increasing Educator Pay
2. From The President's Desk
3. LAE Members Win \$2,500 Grant From NEA Member Benefits
4. LAE President Launches New Facebook Live Series
5. This Is Your Official Notice Regarding Voting In LAE's Elections
6. Candidates For 2020 LAE Board Of Directors
7. Welcome To LAE's Newly Elected Officers!
8. Candidates For 2020 NEA Delegates
9. 2020 Proposed LAE Constitution & Bylaws Changes
10. Know Your Retirement: Frequently Asked Questions
11. Upcoming Events

### UPCOMING EVENTS

February 24-25:  
Mardi Gras Holiday

March 2:  
Read Across  
America Day

March 9:  
2020 Legislative  
Session begins

April 3:  
LAE Board Meeting

April 4 - 5:  
LAE Representative  
Assembly

April 10 - 13:  
Easter Holiday\*

\*LAE Headquarters CLOSED