

THE LAE VOICE

OFFICIAL PUBLICATION OF THE LOUISIANA ASSOCIATION OF EDUCATORS

Great Public Schools for Every Louisiana Child

Volume 18, No. 3 February/March 2022

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 2022 elections.

Our neutral, YesElections, will send elections notifications to those LAE members who've provided a valid email address. To update this information, contact the LAE Membership Department at 1-800-256-4523, ext. 102.

The elections portal will open March 10 and run through March 31, 2022. 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 and your voting code 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 *YesElections.com*. If you do not receive this email, please be sure to visit *LAE.org* between March 10th and 31st and look for the LAE Elections link in the LAE Today section on the home page. This link will direct you to the elections portal. To vote, you will need your LAE member ID number and your voting Code that will be sent to you by YesElections.



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@YesElections.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, 2022.

CANDIDATES FOR 2022 LAE PRESIDENT AND VICE PRESIDENT

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 "..."



PRESIDENT/NEA STATE DELEGATE - Elected Unopposed

Dr. Tia Mills

As the current LAE President and a member of several NEA Committees, I've put my knowledge to practice regarding policymaking, budgeting decisions and the operations of a corporation. With your vote, I will continue my commitment to our great association by affecting change through initiatives that best serves all members.



VICE PRESIDENT/NEA STATE DELEGATE - Elected Unopposed

D'Shay Oaks

Do you want your LAE Vice-President to have experience and keep a watchful eye on how LAE spends your membership dues? Then re-elect D'Shay Oaks as your LAE Vice-President. I am a middle school librarian in Concordia Parish.





From the PRESIDENT'S DESK

Dr. Tia T. Mills, President

"And now let us welcome the new year, full of things that never were."

-Rainer Maria Rilke

Greetings to you in 2022, LAE! A New Year means new beginnings! It is my prayer that you had a great opportunity to make some lasting and delightful memories with your loved ones during the holiday break. Things are already heating up as we anticipate a very exciting legislative session ahead. Recently, Governor John Bel Edwards made an announcement regarding the raises he has allocated in the budget for this year. While we recognize that it isn't enough, the increase is more than what has been offered in recent years. We will continue the fight for better wages and ask that you stand with us to assist via your invaluable input. Your responses and activism are what many lawmakers need to make final decisions on issues that affect us.

Don't ever take for granted what you can bring to the association.

Louisiana is also in the process of discussing redistricting in our communities. This is an important issue that will determine the makeup of our governing bodies for the next 10 years. We encourage you to get educated about the process and do everything possible to inform others. Voting is extremely crucial and being knowledgeable about all aspects of it helps you to become a stronger decision maker and our union as a mighty collective.

With that being said, LAE Leadership elections are soon upon us. The candidates listed in this issue are vying for the opportunity to make an impact in our great association. Please review the photos and statements from the individuals who wish to represent YOU! Online voting takes place from March 10th until March 31st. Be on the lookout for an email regarding voting instructions. If you wish to have a paper ballot, the details are found in this newsletter. After 2 years of being virtual for the LAE Representative Assembly, we are ecstatic to be back in person!

There is also a virtual option available. If you are interested in representing your local as a delegate, reach out to your local leadership and ask for election information and steps to qualify as a candidate. If you need guidance, feel free to reach out to LAE Headquarters for assistance.

LAE continues to keep you informed and motivated in areas that impact our profession. We are requesting that you continue to stay engaged with your lawmakers. The accountability that BESE board members and legislators receive can be the turning point in public education.

As I close, know that LAE treasures and holds each of you close in our everyday activity. The resilience exhibited in your respective roles aren't going unnoticed. Thanks for putting your trust in me and our team. Don't let up. You deserve the best and we will make every effort to cover as many priorities as we can to make your working conditions and personal well-being better. We are family! We are one! LAE forever!

In Solidarity,
President Mills

CANDIDATES FOR 2022 LAE BOARD OF DIRECTORS



2ND ASSOCIATIONAL DISTRICT SEAT A - Elected Unopposed

Tamara Ross

I am a 20-year educator in Monroe City. I am currently the president of my local association and serve as a member on LAE's Board of Directors. With your vote and support, I will work hard to acknowledge, understand, and contribute to solutions that benefit the community.



3RD ASSOCIATIONAL DISTRICT SEAT C - Elected Unopposed

Gladys Mouton

Gladys Mouton teaches high school English in Vermilion parish. She works with schools and districts statewide to provide professional development to educators. Additionally, she represents LAE on the Louisiana Teacher Recruitment, Recovery, and Retention Task Force. She is passionate about education and ready to continue serving as a board member.



4TH ASSOCIATIONAL DISTRICT SEAT A - Elected Unopposed

Katina Thompson Givens

I serve on EBRPAE and LAE board. During the summer of 2018, I served as the treasurer for LAE at the RA in Minneapolis, MN. In 2015, I was awarded the LAE Ancillary Image Award



4TH ASSOCIATIONAL DISTRICT SEAT C - Elected Unopposed

Candita Belona-Sims

My name is Candita Belona Sims and I have been an educator for 15 years. Currently, I am an English teacher at Broadmoor High School. I am the Vice President of the East Baton Rouge Parish Association of Educators. I am an advocate for the rights of educators and students.



5TH ASSOCIATIONAL DISTRICT SEAT A - Elected Unopposed

Delisa Washington

- Elementary School Counselor
- 30+ years of active service
- 14 years as District 5 Board of Directors
- Lafayette Parish Assoc. of Ed. Executive Board Member
- LAE/NEA Convention Delegate
- LAE Ancillary Image Award Recipient

Dedicated and committed to continuing to serve and be an advocate for all members.



EDUCATION SUPPORT PROFESSIONAL AT LARGE (BOARD OF DIRECTORS) SEAT A - - Elected Unopposed

Anita Blanton Williams

I am passionate about representing my fellow Education Support Professionals. With the knowledge of fiscal operations, in addition to serving on the EBRPAE Board of Directors, preparations have been made to serve in this capacity. Voting for me will be an effective voice for you!

FIRST ASSOCIATIONAL DISTRICT SEAT C



1. Rachel Gifford

NBCT with 27 years of experience ready to serve you. With your vote of confidence, I will represent all members of LAE at the NEA Convention. Extensive experience on local, state, and national level. LAE Teacher Image Award winner, NEA Foundation Teacher of Excellence Awardee.



2. Dr. Fredrick Pinkney

VOICE. VALUE. AND VISION. are attributes I want to bring to the LAE Board of Directors. I will continue to improve, defend, and protect our noble profession through transparency and integrity. It will be an honor to represent the educators of the **First Associational District**. Please support with your vote.

NEA ADMINISTRATOR / DELEGATE



1. Keywana Baker

I am a 38-year educator in Lincoln Parish. Currently I am the vice-president of my local association, and a PRAXIS facilitator for LAE and NEA. I will work diligently to assist with making decisions that will improve our education system. I humbly ask for your vote and support..



2. Cynthia Henderson

Assistant Principal Herndon Magnet School. Thanks to your continuous support I currently serve as NEA Administrator At-Large. I need your help to continue the work that we have begun. It will be an honor to represent you at NEA Representative Assembly in Chicago. Vote Cynthia NEA State Delegate. Thank you.

NEA STATE DELEGATE



1. Katina Thompson Givens

I serve on EBRPAE and LAE board. During the summer of 2018, I served as the treasurer for LAE at the RA in Minneapolis, MN. In 2015, I was awarded the LAE Ancillary Image Award.

2. Elizabeth Sullivan

Elizabeth Sullivan is a 9th grade counselor at Woodlawn Leadership Academy. Active with the local association and the state level. Please vote for a representative that is working with the school board, lobbying representatives concerning education for teachers, support personnel and our students..



3. Clara Staten Ellis

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



4. Rachael Gifford

NBCT with 27 years of experience ready to serve you. With your vote of confidence, I will represent all members of LAE at the NEA Convention. Extensive experience on local, state, and national level. LAE Teacher Image Award winner, NEA Foundation Teacher of Excellence Awardee.



5. Donna Wilridge

My name is Donna Wilridge. I am a first grade teacher in Acadia Parish. I am the President of Acadia Association of Educators and an LAE state board member. I will deeply appreciate your vote for me to serve as an LAE state delegate this year at the NEA assembly.



6. Natasha Joseph

My name is Natasha Joseph. I am a Sped Para in Acadia. I am the secretary of Acadia Association. Previously I've had the opportunity to represent Louisiana as a delegate at the NEA assembly. I am a state ESP board member. I would appreciate your vote as an NEA delegate.



7. Katrice Antoine

I am Katrice Antoine, a science teacher at Istrouma High School. I have 23 years of teaching experience. I am currently an active member of LAE and have been participating in NEA organizing, new teacher orientation and various rallies. I am an advocate for equity for teachers and students.



8. Vickie Jacquet

Please VOTE for me, Vickie Jacquet, as your NEA State Delegate / Successor Delegate. I would like to bring my 20 plus years of experience to the table and be your voice at the Representative Assembly. Let's keep moving our profession forward together. Thank You



9. Tamara Ross

I am a 20-year educator in Monroe City. I am currently the president of my local association and serve as a member on LAE's Board of Directors. With your vote and support, I will work hard to acknowledge, understand, and contribute to solutions that benefit the community.



10. Gwendolyn Hill

My name is Gwendolyn Hill. I am a member of the Livingston Parish Association. I am secretary for the local. Also, serves as the ESP Representative on the Lae Board of Directors. With your support and vote, I can continue my efforts, and bringing back new ideas to my colleagues..



11. Candita Belona Sims

My name is Candita Belona Sims and I have been an educator for 15 years. Currently, I am an English teacher at Broadmoor High School. I am the Vice President of the East Baton Rouge Parish Association of Educators. I am an advocate for the rights of educators and students.



12. DeLisa Washington

- Elementary School Counselor
- 30+ years of active service
- 14 years as District 5 Board of Directors
- Lafayette Parish Assoc. of Ed. Executive Board Member
- LAE/NEA Convention Delegate
- LAE Ancillary Image Award Recipient

Dedicated and committed to continuing to serve and be an advocate for all members.



13. Patricia Hudson Williams

(no bio received).



14. Valencea Johnson

I am the President of The East Baton Rouge Parish Association of Educators and a board member of the LAE Board of Directors. I represent the 4th district. I ask that you choose me to represent you as a state delegate.

2022 PROPOSED LAE CONSTITUTION & BYLAW CHANGES

DELEGATES WILL VOTE ON THE FOLLOWING PROPOSED AMENDMENTS AT THE LAE REPRESENTATIVE ASSEMBLY ON APRIL 9TH

Strike-through = Deletions

Underlined = New language

The following amendments to the Constitution and Bylaws of the Louisiana Association of Educators are submitted to the Representative Assembly by the Constitution, Bylaws and Rules Committee

[The rationale for each proposed amendment is set forth in brackets following each proposed amendment.]

LAE CONSTITUTIONAL AMENDMENT PROPOSALS

AMENDMENT NO. 1:

Amend the Preamble to read:

PREAMBLE

We, the members of the Louisiana Association of Educators, in order that this Association may serve as the unified voice for education in this state, advance the cause of public education for all individuals, promote the health and welfare of children, promote professional excellence among educators, gain recognition of the basic importance of the teacher in the learning process and other employees in the educational effort, protect the rights of educational employees and promote their interests and welfare, advance the standards and working conditions of the education community, secure professional autonomy, secure adequate funding for public schools, unite educational employees for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of a united education profession, do hereby adopt this Constitution.

RATIONALE

[LAE is frequently involved in litigation concerning the funding of public education in Louisiana (e.g., the 2012 litigation concerning funding of private schools with MFP dollars). At times, issues arise concerning whether such litigation is within the purposes for which LAE was organized. This amendment makes it clear that one of LAE's goals, objectives and purposes is to "secure adequate funding for public schools".]

LAE BOARD OF DIRECTORS-SUPPORT

AMENDMENT NO. 2:

Amend the ARTICLE I., Section 2 to read:

Section 2. Affiliation.

This Association shall be affiliated with the National Education Association ("NEA") and shall meet NEA's minimum affiliation standards.

RATIONALE

[This proposed amendment clears up any issue with what the term "NEA" means throughout the Constitution.]

AMENDMENT NO. 3:

Amend the ARTICLE II., Section 2 to read:

Section 2. Membership Eligibility: Provisions and Limitations.

- Criteria set forth in the Bylaws shall determine the rights and privileges of members in each of the several classes, provided that the Bylaws relative to membership shall be consistent with the membership classifications and requirements in effect under the bylaws of the National Education Association.
- Membership, as provided in the Bylaws, shall be open to all persons actively engaged in the profession of teaching or in other educational work or to persons interested in advancing the goals and objectives of the

Association and who agree to abide by its Constitution and Bylaws.

- ~~All Members of the Association engaged in teaching or in other educational work~~ shall adhere to the Code of Ethics of the Education Profession and any policy adopted by the Representative Assembly or Board of Directors pursuant to the Constitution and Bylaws.
- The Association shall not deny membership on the basis of race, religion, national origin, ~~or~~ gender, or sexual orientation nor shall any organization which so denied membership be affiliated with the Association.

RATIONALE

[Recently, issues have arisen with respect to the obligations of membership in LAE. This amendment makes clear that membership in the Association is open to persons who are interested in advancing the goals and objectives of the Association and who agree to abide by its Constitution and Bylaws. The amendment recognizes that membership in the Association requires adherence to certain principles. In that regard, members of the Association must adhere to the Code of Ethics of the Education Profession as well as any policy adopted by the Representative Assembly or Board of Directors pursuant to the Constitution and Bylaws. Finally, paragraph d) was amended to make clear that the Association will not deny membership on the basis of sexual orientation and will not affiliate with any local that does.]

LAE BOARD OF DIRECTORS-SUPPORT

AMENDMENT NO. 4:

Amend ARTICLE VI. to read:

ARTICLE VI. NEA DIRECTORS

~~Should the LAE be entitled to two or more members of the NEA Board of Directors, the LAE shall adhere to the NEA Constitution and Bylaws affording proportional representation for ethnic minorities:~~

Section 1. Voting Rights.

Only active members of the Association (as defined in Article 2-1(b) of the Bylaws of the Association), may vote for members of the NEA Board of Directors.

Section 2. Proportional Representation.

If the Association is entitled to two or more members on the NEA Board of Directors, the Association shall adhere to the NEA Constitution and Bylaws affording proportional representation for ethnic minorities.

RATIONALE

[This amendment recognizes that only active members of the Association may participate in elections for the NEA Board of Directors and requires proportional representation by ethnic minorities if LAE is entitled to more than one seat on the NEA Board of Directors.]

LAE BOARD OF DIRECTORS-SUPPORT

AMENDMENT NO. 5:

Insert a new Article IX., Section 6 to read:

Section 6. Records and Finances of Affiliates

As a condition of affiliation, local affiliates of the Association shall upon request of the Association: (a) permit the Association access to all records of the affiliate (including, but not limited to, governance documents, financial records, and membership records), and (b) permit the Association, or its designee, to audit the books of the affiliate. Any affiliate, officer of an affiliate or member of an affiliate who fails or refuses to permit such access shall be subject to censure, suspension, or disaffiliation by a Review Board appointed pursuant to the rules and procedures adopted by the Board of Directors to govern Review Board proceedings.

RATIONALE

[Financial issues (including the misappropriation of funds by individuals in local associations) continues to be a problem. This proposed amendment allows LAE to access the records of local affiliates and conduct audits of the books of local affiliates. It also provides for the discipline of local affiliates, their officers, and members for refusing access to such books and records.]

LAE BOARD OF DIRECTORS-SUPPORT

AMENDMENT NO. 6:

Amend the ARTICLE X., Section 1 to read:

Section 1. Constitutionally Authorized Committees.

The Constitutionally authorized Committees of this Association shall be the Executive Committee, Credentials and Appraisal Committee; the Constitution, Bylaws and Rules Committee; the Program and Budget Committee; the Elections Committee; the Professional Rights and Responsibilities Committee; the Women's Concerns Committee; and the Minority Affairs Committee.

RATIONALE

[This amendment corrects a prior oversight in not recognizing the Executive Committee as a constitutionally authorized (or standing committee) of the Association.]

LAE BOARD OF DIRECTORS-SUPPORT

AMENDMENT NO. 7:

Insert a new paragraph c) in Article XII. to read:

- c) Reviewing any proposed amendments to ensure compliance with the LAE and NEA constitutions in the governing documents of local affiliates prior to such proposed amendments being submitted for action by the membership of a local affiliate;

Renumber remaining Paragraphs of ARTICLE XII.

RATIONALE

[This amendment corrects an issue relative to the submission of amendments to the constitutions of local affiliates. Currently, such amendments are submitted for approval by the Constitution, Bylaws and Rules Committee only after local affiliates have approved them. If rejected by the Constitution, Bylaws and Rules Committee, the local affiliate will have expended time, effort and money in holding an election only to have the amendments potentially rejected by the Committee. The amendment requires the submission of proposed amendments to ensure compliance with the LAE and NEA constitutions prior to amendments being submitted for action by the membership of a local affiliate. It is anticipated that this will correct the problem.]

LAE BOARD OF DIRECTORS-SUPPORT

AMENDMENT NO. 8:

Section 1. Constitutionally Authorized Committees.

The Constitutionally authorized Committees of this Association shall be the Credentials and Appraisal Committee; the Constitution, Bylaws and Rules Committee; the Program and Budget Committee; the Elections Committee; the Professional Rights and Responsibilities Committee; the ~~Women's Concerns Committee~~; and the ~~Minority Affairs Committee~~ and the Racial and Social Justice Committee.

RATIONALE:

[Women have broken many glass ceilings; therefore, there is a desire to combine the Women's Concerns Committee and the Minority Affairs Committee in an attempt to maximize the efforts of both issues. Combining the two into the Racial and Social Justice Committee aligns with the National Education Association's push towards Racial and Social justice.]

LAE BOARD OF DIRECTORS- NO SUPPORT

LAE BYLAWS AMENDMENT PROPOSALS

AMENDMENT NO. 1:

Amend Article 6-1 (c) of the Bylaws to read:

c. Runoff Election

Should no candidate receive a majority of the votes cast, a runoff will be held between the top two candidates. Positions on the ballot shall remain the same as in the regular election. The neutral party as stated within this Article shall be chosen by the Board of Directors with recommendations from the Executive Director and Associate Executive Director.

Ballots shall be prepared by the executive Director or his designee, with the approval of the Chair of the Elections Committee and shall be distributed to each member of record as of January 15. Ballots shall be distributed to members no later than May 1. The neutral party shall tabulate the votes received by May 31 and shall submit the results in writing to the Elections Committee no later than June 15. The announcement should be made in the next official journal.

Candidates for runoff election may withdraw from the election by notification to the Executive Director or his/her designee, by certified/return receipt, no later than April 22. Upon receipt of such notice, the runoff election shall be canceled.

In the event a candidate in a runoff election should die, the other candidate shall be seated for the position for which the runoff election was being held.

RATIONALE:

[Rationale for proposed amendment: Recently, a candidate for office passed away during a runoff election period. The By-Law did not address the effect of the death of a candidate under such circumstances. This amendment makes clear that if a candidate in a runoff election passes away that the other candidate will be seated for the position for which the runoff election was being held.]

LAE BOARD OF DIRECTORS-SUPPORT

AMENDMENT NO. 2:

Amend Article 8-2 of the Bylaws to read:

8-2. Discipline of Officers and Members

- a. Upon request by a local affiliate, one-third of the members of the Board of Directors, or 10% of the certified delegates to the most recent Representative Assembly:
 1. charges of nonfeasance, misfeasance, or malfeasance in office, or violation of the Code of Ethics of the Education Profession, or engaging in actions antagonistic to the

TIA'S TALKS

a facebook live event with lae president dr. tia mills

LOUISIANA ASSOCIATION OF EDUCATORS

nea Member Benefits

Now you can **earn Cash Back** while you shop great deals with our all-new

NEA Discount Marketplace

with Cash Back powered by Rakuten

You asked, we listened!

Now it's even easier to find the best discounts and get exclusive cash back on your favorite name-brand products. Shop deals from over 2,500 top retailers, online stores, local restaurants and more—all in one place!

Start earning Cash Back now at neamb.com/marketplace

DM210222

KOHLS For Members Only 15.0% Cash Back Max 12%	ATHLETA For Members Only 8.0% Cash Back Max 12%	H&M 9% Discount Max 12%
STAPLES For Members Only 5.0% Cash Back Max 12%	COACH Great Deal 4.0% Cash Back Max 12%	REBECCA MINKOFF Great Deal 4.0% Cash Back Max 12%
philosophy Great Deal 3.0% Cash Back Max 12%	Calzedonia Great Deal 3.0% Cash Back Max 12%	ink.com Great Deal 3.0% Cash Back Max 12%

LAE Bylaws Amendment No. 2 continued

integrity of the Association, any of its Local Affiliates or its membership may be made against an officer of the Association; or

2. charges of violation of the Code of Ethics of the Education Profession or engaging in actions antagonistic to the integrity of the Association, any of its Local Affiliates or its membership may be made against a member of the Association.
 3. A Review Board shall hear the charges against the officer or member. After a due-process hearing, a secret ballot vote shall be taken, and two-thirds vote shall be necessary to sustain the charges against the office or member. Any member of the Review Board so charged shall be ineligible to vote on such charges.
- b. Upon the sustaining of the charges, the Review Board, shall have the authority to censure, suspend, expel, or remove from office the officer or member.
 - c. The Review Board, shall have the authority to vacate censure, lift suspension, or reinstate the member.
 - d. The Board of Directors shall adopt policies and procedures to insure due process rights in Review Board proceedings.
 - e. The Board of Directors shall function as an appellate body for Review Board decisions.

RATIONALE:

[Rationale for proposed amendment: Recently, issues have arisen with respect of the obligations of officers of LAE and members of LAE. This amendment makes clear to officers and members that membership in the Association requires adherence to certain basic principles. The amendment permits officers and members of the Association to be disciplined for the additional reasons of engaging in actions that are antagonistic to the integrity of the Association, any of its Local Affiliates or its membership. This amendment, therefore, protects the integrity of the Association, its Local Affiliates and members.]

LAE BOARD OF DIRECTORS-SUPPORT

LOUISIANA ASSOCIATION OF EDUCATORS

MARK YOUR CALENDARS

for LAE's 2022

REPRESENTATIVE ASSEMBLY

Location: Marriott Baton Rouge
5500 Hilton Ave.
Baton Rouge, LA 70808

April 8: Board of Directors' Meeting
April 9 - 10: LAE Representative Assembly

TIME-SENSITIVE
LAE ELECTIONS
INFO INSIDE

THE LAE VOICE

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Dr. Tia T. Mills, President
Naila C. Holmes, Executive Director

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OF EDUCATORS



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UPCOMING EVENTS

Feb. 28* - March 1, 2022* -
Mardi Gras Holiday
LAE office closed

March 2, 2022
Read Across America

March 5, 2022
Read Across Louisiana

April 8, 2022
LAE BOD Meeting

April 9, 2022
LAERA

April 10, 2022
LAERA

April 15, 2022*
Good Friday
LAE office closed

April 17, 2022* - Easter
April 18, 2022* - Holiday
LAE office closed

*LAE Headquarters CLOSED