



THE LAE VOICE

OFFICIAL PUBLICATION OF THE LOUISIANA ASSOCIATION OF EDUCATORS

Great Public Schools for Every Louisiana Child

Volume 19, No. 4 December 2023

EFT CAMPAIGN: WHY IT'S IMPORTANT TO START NOW

Many have asked "Why now?" about the electronic funds transfer (EFT) campaign prior to potential legislative changes. LAE believes we should be proactive in preparation of a bill that will aim to weaken teacher unions.

One way to strengthen the state affiliate is to identify local issues that impact students and educators across Louisiana. The EFT Campaign is an avenue to test the strength of the local and identify the issues that members care about. Approaching members about signing up for EFT is challenging. A statewide member survey, part of the EFT Campaign, is an effort to connect members' values to the local and the statewide union. An active local with engaged members, parents, and community partners, demonstrate the power and value of a strong union and generates wins even though the state political environment is hostile.

Also, we must identify where our active, trusted, respected members are in the worksites/buildings so that the ask to switch from payroll deduction to an electronic funds transfer is more appealing. Active,

trusted, respected members in the building make the conversion process less challenging! Everyone in the association is needed to drive a successful EFT Campaign. Can we count on you to help with this process?

How can you support the EFT Campaign:

- Contact your local president and UniServ Director to get more information and learn how to get involved.
- Host Q & A meetings for local presidents, officers, AR, and members.
- If you would like to be an AR in your building, contact your local president or UniServ Director.
- Send your suggestions or comments to nholmes@lae.org.

Email your questions or comments to nholmes@lae.org

NOMINATIONS FOR IMAGE AWARDS OPEN SOON

The LAE Image Awards are presented annually to recognize members whose leadership and actions in their professions have advanced public education in Louisiana. This year, LAE will choose one outstanding teacher, ESP, administrator, ancillary personnel, friend of education, and human and civil rights trailblazer to honor with these prestigious awards. The association is now accepting applications for the 2024 Image Awards. You can begin working on your application today at lae.org/imageawards.

LAE Image Awards Deadline: Feb. 1, 2024



Robin White Clark, 2023 State Teacher Image Award Winner



Wilhelmina Armour (1927 – 2023), President of St. John the Baptist Association of Educators in 1984.

LAE celebrates the life of Wilhelmina Armour, President of St. John Association of Educators in 1984, at the time of the creation of the original Collective Bargaining Agreement and the longest running teacher strike (at the time) in the United States. She served as an educator within the St. John School District for 21 years.



(LAP2)LaPlace, La. October 22, STRIKE ENDS: Wilhelmina Armour, president of the St. John Association of Educators, left, Debbie Schum, middle, and Veronica Gardner, right, sign in for their first day back at teaching after an eight week strike at East St. John High School. (AP Photo/John M. ...)



From the **PRESIDENT'S DESK**

Dr. Tia T. Mills, President

"The Joy of brightening other lives, bearing each others' burdens, easing each other's loads, and supplanting empty hearts and lives with generous gifts becomes for us the magic of the holidays."

-W.C. Jones

LAE, we've made it to the end of another calendar year on this great place we call earth. There hasn't been a better gift than being able to say that I have a biological and union family to look forward to each day. I am so grateful for the gift of you—especially for the professionalism you display each and every day to improve the lives of our students. I hope you are planning to enjoy quality time with family and friends so that you can recharge and rededicate yourself to our profession!

Our association has seen huge gains in supporting educators across Louisiana. While we did not get the permanent raise we pushed for, we can enjoy the stipend that was approved and push for the permanent increase for next year. LAE advocated for educator leadership and for educator safety for you. LAE members will continue to represent you in the Recruitment, Recovery, and Retention Taskforce extended by the

legislature this year. LAE supported a bill that requires administrators to notify educators of credible threats to their safety. After the legislative session, LAE educators continued their activism this year by supporting candidates across the state who will support and promote policies that protect students, educators, and public education. A report about LAE's involvement in elections is provided in this newsletter. We appreciate your engagement during the 2023 legislative session and election season.

LAE elections are coming up soon. There are several positions open for leadership in addition to delegate seats to the NEA Representative Assembly. The strength of our association depends on you participating and leading in the LAE democratic process. All forms must be submitted by Friday Jan. 7 at 5:00 P.M. You can go to lae.org/elections to learn more about the offices up for election, deadlines, and more. If you have a passion for making a difference for students, schools, communities, consider offering your gift of leadership to the association.

Make note of the tutoring opportunity through the Steve Carter Literacy program, a great way for K-5 literacy teachers to serve students in a small group and earn extra money. More details are in this newsletter.

As we close out this year, know that another legislative session will begin anew before

you know it. LAE will continue to foster relationships with legislators across the state, a critical component to ensuring that our profession advances. Every public forum, school board meeting, and education stakeholder gathering needs your presence and your voice. Every written statement (email or handwritten) or comment card you write lets decision-makers know that they are being held accountable.

I know you look forward to the holidays, a time in which you can take a break and focus on your own self-care. Engage in the activities that you enjoy and that help you relax.

On behalf of the Louisiana Association of Educators, we are excited to meet more members, advocate for our great association, and celebrate more victories. In the meantime, may your holidays be filled with promise and good cheer. Let's bring in a New Year full of love, hope, and strength.

Yours in Solidarity,
Dr. Tia T. Mills



LAE'S 2023 ELECTION SEASON IS HERE

Serving on the LAE Board of Directors is a way to make change in the association, contribute to initiatives, or serve on committees that can impact public school working conditions. The following LAE Board of Directors seats are up for election.

Interested candidates must submit a nomination form (you can download from the forms at lae.org/elections) for the respective position of interest. Members interested in seeking a position should submit a [nomination form](#). Each candidate has the option of submitting a short professional biography (not to exceed 50 words) and a high-resolution photo which will appear in an upcoming issue of The Voice. Photos larger than a 5x7 will not be accepted.

NEA Delegate Spots are also open.

Members interested in having a say on the association's agenda at the national level might be interested in attending the NEA Representative Assembly as a Louisiana Delegate. Elections procedures and all applications to run for office are available at lae.org/elections.

Deadline to submit applications is no later than 5:00 P.M. Saturday, Jan. 7, 2024. Go to lae.org/elections to download the correct form(s) for submission. Completed forms should be submitted to Minette Carpenter at mcarpenter@lae.org

Call for Candidates and Amendments

- Associational District – 1 Seat – B
- Associational District – 2 Seat – B – Minority
- Associational District – 3 Seat – B
- Associational District – 3 Seat – C
- Associational District – 4 Seat – B
- Associational District – 5 Seat – C
- Associational District – 6 Seat – B – Minority
- Associational District – 6 Seat – C
- Board of Directors Educational Support Professional ESP – B
- NEA Administrator/Delegate
- NEA State Delegate/Successor Delegate

Amendment changes?

If you are interested in offering an amendment to the LAE Constitution, Bylaws, and/or Standing Rules, please do so prior to the submission deadline on January 6, 2024. Submit your proposals to: <https://www.lae.org/amendment-application>



LAE REPRESENTS MEMBERS ON POLICIES THAT MATTER

LAE has been active at Board of Elementary & Secondary Education (BESE) meeting monitoring changes in policy. President Tia T. Mills spoke recently at the BESE called Public Hearing in August, and Vice-President D'Shay Oaks addressed the board at the October meeting on behalf of educators who are busy serving students in the classroom. Both were speaking in favor of a new policy recently passed by BESE that provides a process for high school seniors to appeal the standardized testing component of the high school graduation requirements. In her testimony at the public hearing, Dr. Mills said that "this appeals process, recently approved by this board, shows an understanding that sometimes a different path is best to show what someone knows and what they can do."

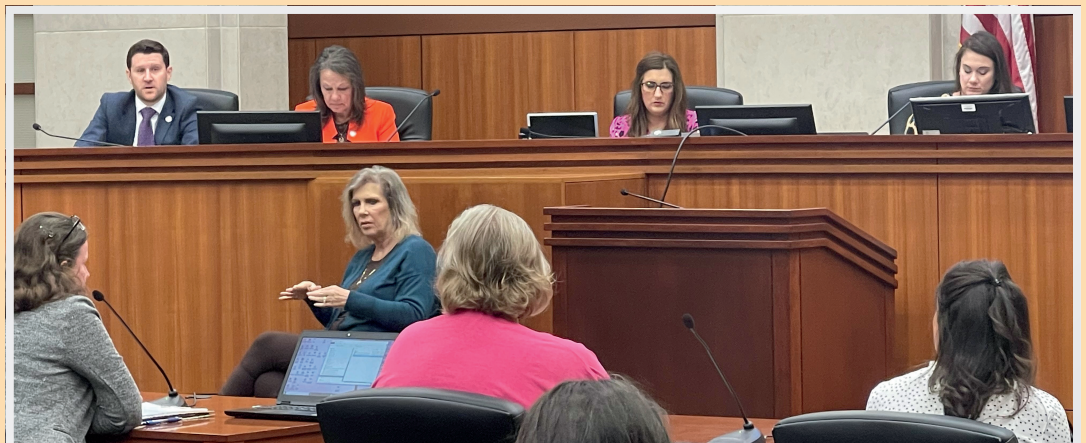
The final adoption of the revisions to Bulletin 741 in the Louisiana Handbook for School Administrators was approved Oct. 10, 2023. Louisiana is one of only eight states that still required a standardized test score to graduate from high school, and Louisiana was the only state that did not have an appeal policy. BESE President Holly Boffy, one of the co-author's of the policy, says "while the standardized test

graduation requirement has driven improvement and higher standards for most of our students, it is an artificial barrier to a productive future for some students. Our schools need to pivot to focus on meeting the needs of students to support them in success after high school. This policy revision makes that possible."

LAE also followed a policy about changes to the accountability process that would have hurt high school accountability scores. Earlier this year, policy makers wanted make it more difficult for schools to reach their accountability goals. LAE members were engaged in that process also, and our efforts helped to stop the damaging new proposed policy changes. BESE set up a new panel of experts to advise them on making accountability changes in the new year. LAE members have been engaged in conversations about the Value-Added Measure (VAM), accountability, and how it impacts instruction. Your engagement in conversations, responding to calls for comment, and completing surveys, help your leadership to speak as one voice for all educators about policies that matter to educators and students. The more members who respond, the more powerful the LAE voice is.



Dr. Mills waits to address the BESE board at the public comment hearing in August.



Vice-President D'Shay Oaks testifies at the October BESE meeting.



Teachers : Earn extra money and help students with small group literacy tutoring

About: The LDOE's Steve Carter Tutoring Program supports eligible K-5th grade students with free **early literacy tutoring**.

Details:

- Work with students at your school site
- Tutoring takes place after (or before) school
- Tutors work with students in groups of 3 for 45-60 min sessions
- Tutors earn **up to \$40/hour** for 3:1 groups

Tutor Responsibilities:

- Identify students & help families enroll
- Coordinate schedule with families
- Complete Canopy Ed's self-paced tutor trainings (~2 hours total)
- Administer pre & post assessments
- Tutor students & complete logs

Canopy Ed Provides:

- A placement screener & scripted curriculum (no planning necessary)
- Training on using the curriculum, and program logistics
- Operational support on systems & LDOE compliance
- Data analysis on student growth

Next steps:

- Tell us you're interested at this [link](#).
- Receive an email with more details and the application link.
- Once approved, complete training and hiring .
- Identify students and reach out to families to register.

Note: tutors must be certified teachers with experience in K-5 literacy

Interested?
Fill out the form [here!](#)



Questions: Brooke@CanopyEd.com or sharris@lae.org

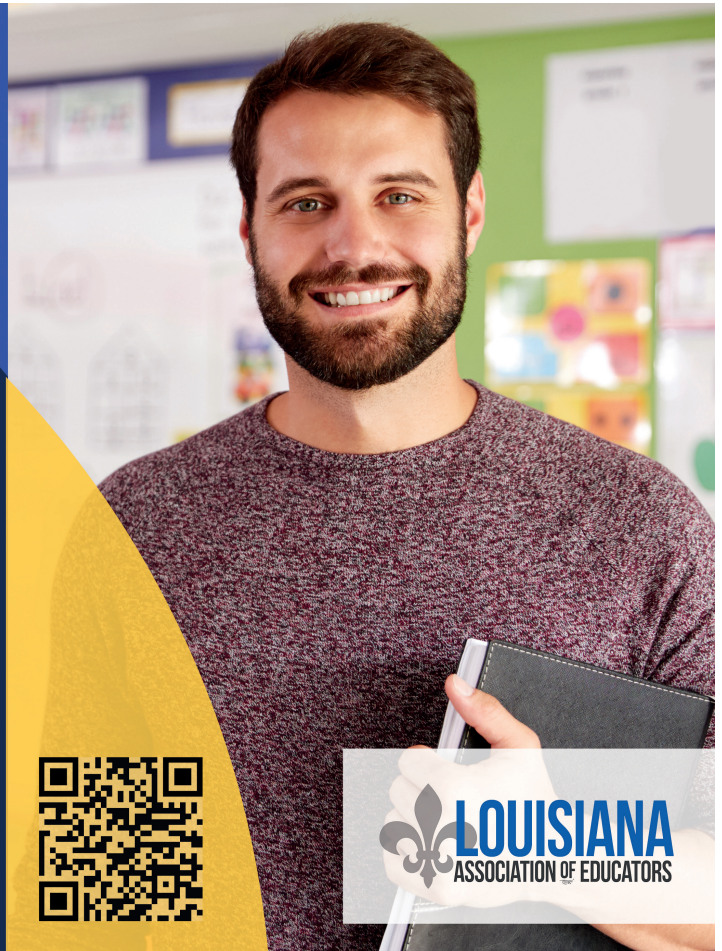


LAE members can receive savings of up to 75% on the Best Value List of preferred products by shopping online with ODP Business Solutions™.

To access your savings, visit odpbusiness.com/lae

ODP and ODP Business Solutions are trademarks of The Office Club, Inc. © 2023 ODP Business Solutions, LLC. All rights reserved.

1046575239



SAVE THE DATE FOR THE UPCOMING 2024 LAE-RETIRED MEETING

LAE-Retired members are visible on campuses and at events across the state to let members know of the benefits of being part of LAE-Retired. Join in the work and the fun at the upcoming conference

Feb. 5 – 6 2024 at the Hampton Inn, 6124 W. Calhoun Dr., Alexandria, La.



LAE Retired-President Anita Augustus and Treasurer Claudia Fisher show off the benefits of being a member of LAE-Retired.



Make the most of your new **MEMBERSHIP!**

Find out how NEA Member Benefits can help you:

- Reduce student debt
- Save on travel and everyday items
- Get insurance that fits your schedule
- Sign up for free life insurance
- Plan ahead for retirement

And so much more!

Scan below
to learn more



nea *Member
Benefits*

LAE'S PAC HAS BIG WINS IN THE FALL ELECTION CYCLE

The LAE's PAC, LAE Fund for Children and Public Education, endorsed 30 candidates across the state in this fall election cycle. The endorsements included members of the House of Representatives, Senate, BESE, and Lafayette Parish School Board. The Louisiana Association of Educators is pleased to announce that we were successful and won outright in 19 of the 30 races in the primary election, eight runoffs, and only three losses. Government Relations Director Marcus Thomas worked closely with the endorsed candidates and says that "electing public education friendly candidates is key to being able to pass good legislation such as the daily, 45-minute, unincumbered planning time or the weekly equivalent of minutes legislation (Act 392) sponsored by the LAE." Pay raises, laws that take burdens away from educators, accountability policies, etc. are all decided on a vote by our elected officials. "It is vital that we remain engaged in the election cycles, the political process of the legislative session, and policy making at local school board meetings to have a strong say so on our salaries and working conditions," says Thomas.

Have you thought about donating to LAE's Fund for Children and Public Education? These funds are dedicated to help elect local and state-wide officials who will vote for policies and laws that support our students, teachers, and support professionals. Donating is easy! Even a \$5-a-month contribution can make a big impact! You can sign up for re-occurring monthly contributions in a few simple steps at the QR code in this announcement or at laefund.org.



1. Click on the monthly tab.
2. Select your re-occurring contribution amount.
3. Input your personal information.
4. Type in your payment method.

Following these steps help to make a difference through the LAE PAC Fund! Donate Today!



Mark your calendar for LAE's 2024

Representative Assembly



Location: Marriott Baton Rouge
5500 Hilton Ave.

Baton Rouge, La. 70808

Apr. 5, 2024: Board of Directors' Meeting

Apr. 6-7, 2024 LAE Representative Assembly

STAY CONNECTED WITH LAE!

Change of address, email, or phone number? To keep current with LAE correspondence, make sure your information is up to date! To change or update your contact information email: membership.processing@lae.org

Trauma-Informed Instruction Professional Learning Network registration is open now!

Are you interested in learning more about trauma-informed instruction? Do people talk about trauma, and you wish you knew more about it? Register today for the Trauma-Informed Instruction Professional Learning Network from Jan. 18 through Feb. 22, 2024 at 5:30. Members will have a chance to interact with each other and with impactful, important content during live virtual sessions. Many resources will be shared. All members are encouraged to register today.



<https://forms.gle/4xSskWoeZ7Mg12vz7>

EDUCATIONAL SUPPORT PROFESSIONAL DAY: NOV. 15

Thank you to our Education Support Professionals! The National Education Association Representative Assembly established November 15 as National Educational Support Professionals Day to honor the education support professionals (ESPs) who contribute to a healthy school community as they help students inside and outside the classroom. There are nine types of ESPs including: clerical, custodial and maintenance, food, health and student, para-educators, security, skilled trades, technical, and transportation services. LAE loves and cares about our ESPs in whatever role they serve. LAE along with NEA affiliates across the country give a shout out to all our LAE ESPs.



THE LAE VOICE

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
Naila C. Holmes, Executive Director

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

LOUISIANA
ASSOCIATION
OF EDUCATORS



that matter

In This Issue:

1. EFT Campaign: Why It's Important to Start Now?
2. Nominations for Image Awards open soon
3. LAE celebrates the Life of Wilhelmina Armour
4. From the Desk of the President
5. LAE'S 2023 Election Season is here
6. LAE Represents Members on Policies that Matter
7. Save the Date for the upcoming 2024 LAE-Retired Meeting
8. LAE's PAC has big wins in the Fall Election Cycle
9. Trauma-Informed Instruction Professional Learning Network registration is open now!
10. Educational Support Professional Day: Nov. 15
11. Stay Connected with LAE!

UPCOMING EVENTS

Dec. 1, 2023

Election Nomination forms and
LAE image award forms are live

Dec. 15, 2023

LAE Board Meeting

Dec. 16 - 17, 2023

LAE Board Retreat

Dec. 18 - Jan 3

Winter Break
LAE office closed

Feb. 5 - 6, 2024

LAE-Retired Conference

April 5, 2024

LAE Board Meeting

April 6 - 7, 2024

LAE Representative Assembly