



THE LAE VOICE

OFFICIAL PUBLICATION OF THE LOUISIANA ASSOCIATION OF EDUCATORS

Great Public Schools for Every Louisiana Child

Volume 20, No. 1 February 2024



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 2024 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 membership_processing@lae.org.

The elections portal will open March 10 and run through March 31, 2024. 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, 2024.

DON'T FORGET TO REGISTER FOR A PROFESSIONAL LEARNING NETWORK ON THESE IMPORTANT TOPICS!

Professional Learning Networks (PLN) are a great way to learn more while networking with others who are interested in the same topic. You can engage meaningfully in a topic that can impact your professional perspectives and ultimately your students. Registration is

open now for Trauma-Informed Pedagogy and Cooperative Learning. Each PLN will have four virtual sessions over several weeks allowing members from across the state to participate. Many resources will be shared! All members are encouraged to register.



Trauma-Informed Pedagogy sessions will continue through Feb. 22, 2024 at 5:30. Learn more about how trauma negatively impacts student learning and what schools and educators can do to help. Register today. <https://forms.gle/utET7kq6DPksrbug9>



Cooperative Learning sessions will begin Feb. 29 at 5:30. Participants will learn how to organize and plan for cooperative learning in the classroom setting using a variety of instructional strategies. Register today. <https://forms.gle/8KFJH72JonPromZq7>



From the **PRESIDENT'S DESK**

Dr. Tia T. Mills, President

"Greetings to you in 2024, LAE!"

A New Year means new beginnings! I hope you had an opportunity to create memories with your loved ones during the holiday break. This will be a very busy year for LAE as we anticipate an action-packed legislative season. With a new governor and an almost entirely new BESE board, we are poised to work with the new administration to promote positive change that will help educators, students, and schools. Your valuable input is needed! Your responses and activism are what many lawmakers need to decide how they will vote on issues that affect us. Don't ever take for granted what you can bring to the association.

With that being said, LAE Leadership elections will start soon! The candidates listed in this issue are hoping for the opportunity to impact our great association. Please review the photos and statements from the individuals who want to represent you! Online voting takes place from March 10 - March 31. Look for an email with your voting instructions. If you wish to have a paper ballot, the details are found in this newsletter.

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.

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 education.

LAE believes in you and the difference you make with students every day. Your resilience, exhibited within each of your respective roles, doesn't go unnoticed. Thank you 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 one! LAE forever!

In Solidarity,
President Mills

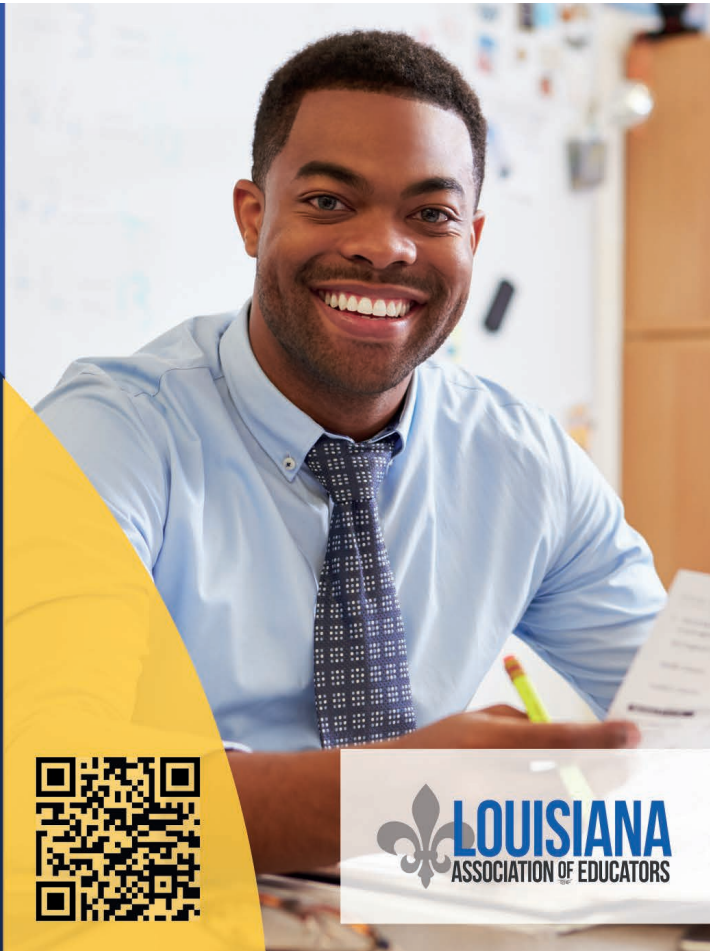


LAE members can receive savings of up to 75% on the Best Value List of preferred products by shopping online with ODP Business Solutions™.

To access your savings, visit odpbusiness.com/lae

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Storytime: Key Insights from Serving on BESE’s Growth-Technical Advisory Panel

By Christine DonFrancesco

Data Storytelling Drives Education Policy—Take Your Place as a Main Character



In the fall of 2023, I had the pleasure of serving on the Growth-Technical Advisory Panel (G-TAP) for the Louisiana Board of Elementary and Secondary Education’s Accountability Working Group. As a former high school educator in a state that adopted a value-added model (VAM) for use in educator evaluations

and school classifications, the impact of a growth model was something I experienced firsthand. To say that the opportunity to contribute to this state-level dialogue was an honor would be a vast understatement. As the G-TAP ends, I am grateful for the opportunity to share my reflections in hopes of inspiring educators across Louisiana to use the most profound tool they have to influence and inform education policymaking: the power of stories.

We are often told that education should be “data-driven,” that is, it should utilize the insights derived from information collected to set, direct, and monitor progress against

objectives. Data and analytics can play an important role in setting goals, monitoring progress, and even identifying inequalities and inequities in systems. However, it is important to note that the collection and publication of data is not enough to make it useful for ensuring better educational opportunities for our students or better work environments for educators. Consuming data in context, recognizing the limitations of data, and grounding collection and use of data in state values and priorities ensures that data interpretation is productive and positive rather than portending and punitive.

Bestselling author Dan Heath said, “Data are just summaries of thousands of stories—tell a few of those stories to help make the data more meaningful.” In the state of Louisiana, stories of language, cuisine, and culture knit together its parishes and people to create a state so rich with diversity and history that it is impossible not to be drawn in by the charm of the state’s swamplands, sweet magnolias, and storied music. But stories are not just important to preserving history or passing down culture. They also have value and applications across current contexts—especially in policymaking and particularly in education policy making.

Educators’ Stories Contextualize, Connect, and Persuade

Educators are qualified and hardworking professionals that use a diverse array of information to make informed decisions about instruction to inspire and support student learning. This is recognized across the state, including by folks in positions of power. At the start of the G-TAP’s work, BESE President Ronnie Morris stated, “We were number one in the country in “growth” in fourth grade reading. And none of that would be possible without the perseverance of our teachers...That’s part of this exercise...to give credit where credit is due.” While the Board’s recognition of educators’ immeasurable efforts and positive impact on student learning is important, BESE members don’t know what they don’t know about educators’ day-to-day instructional decisions. This is where stories are invaluable to the policymaking process.

As part of my background research and information gathering during my service on the G-TAP, I had the pleasure of hosting a listening session with members of the Louisiana Association of Educators to gain perspective on the current situation. When asked about whether growth indicators are relevant and help improve professional practice, one participant poignantly stated, “VAM [and other growth] scores create a culture of competition, not collegiality.” The group talked extensively about how educators track growth

without relying on information provided from the state and statewide testing. A classroom teacher participant pointed out that “Portfolios are an excellent tool because they can tell us the breadth and more importantly depth of what students know. I always start with a formative assessment on a complex text with some familiar literary devices, and it’s filled with enough cues to get them to write...As I provide instruction, I keep introducing complex texts and track their improvement and progress as they recognize new literary devices in the stories. I have students who are geniuses - with test anxiety.”

The group noted that several existing resources across high quality information about growth and where students and educators are strong and where they need to improve. What educators don’t need, the group agreed, was for an externally created, administered, and evaluated assessment to “give you a score and [walk] out of the room.” When educators are authentic, meaningful leaders in the development, implementation, and evaluation of assessment strategies, they are better equipped to ensure that data collected from assessment is actionable...for them, for students, and for families.

Get Started Today: Share Your Stories

Just like the state of Louisiana itself, the education system is complex, diverse, and multi-faceted. Accordingly, decisions about how to ensure that each and every student – across race, place, and background – has access to an excellent education must be informed by an accordingly sophisticated, comprehensive understanding of school quality, students' accomplishments, and opportunities for advancement.

It's often said that "data is meaningless without context." There is no group of people better suited than educators to offer context about the people, places, and things in our teaching

About the Author: Christine DonFrancesco is a policy analyst and consultant specializing in education policy. She has an M. Ed. in Educational Leadership and Administration from Lynn University (Boca Raton, FL) and a J.D. from Catholic University (Washington, DC). **Note:** The final report is being produced by the Center for Assessment under contract with the Louisiana Board of Elementary and Secondary Education to encapsulate recommendations of the G-TAP. Panel members did not co-author the report. The report will be posted on the BESE website. An extended version of this article, including citations and a summary of the deliberations of the G-TAP, is available on the LAE website.

and learning environments that influence the data policymakers rely on when making key decisions. To capitalize on the value of data, policymakers should view information through the lenses of constituencies affected by their determinations—including and importantly, educators like YOU. From growth models to student engagement to curriculum, your stories are critical to helping BESE members and other policymakers develop opinions and make key decisions. Reach out to your local president and LAE today to find out the kinds of stories you can share to help make an impact. stories@lae.org.



for access to the entire article go to <http://bit.ly/3HyluPD>



Christine DonFrancesco, bottom left, attends the BESE Accountability Work Group meeting on 11/29/2023 as part of the Growth-Technical Advisory Panel. Captured from video available on [YouTube](#) and on [BESE's Current Initiatives Page](#) under the Accountability System Work Group.

UPCOMING 2024 LEGISLATIVE SESSION

According to Marcus Thomas, LAE's Government Relations Director, the 2024 legislative session will be busy. The season will include several special sessions and a long regular session. LAE will keep you informed throughout the process via social media posts, hustle texts,

and emails about how to get involved with the legislative process. Your involvement is how we can get our agenda the attention it needs to be successful and affect other bills that will positively or negatively impact you, your students, and your school/district.

Here are some ways to get involved!

1. Make sure we have a current personal email address for you. Reach out to membership.processing@lae.org to update your email.
2. If you don't know who your legislators are, go to Geaux Vote (<https://bit.ly/3REccHY>). Send your legislators an introductory email and ask them to support educators in this upcoming session.
3. Read all emails from LAE and select a way to complete the ask in the email (follow a link, write email, engage on social media, etc.). Legislators want and need to hear directly from educators!
4. If LAE hosts an event at the Capitol or in your area, try to attend. Your presence is important in promoting LAE's message.
5. There may be other ways in which you can engage in the legislative session. We will keep you informed! Get ready to be involved!



CANDIDATES FOR 2024 LAE ELECTION OF OFFICE

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 "..."

FIRST ASSOCIATIONAL DISTRICT



Dawn Jordan
Seat B – Elected Unopposed

I am wanting to continue the work I started on the Board. I have been a board member for 10 years. I have attended NTO's in the locals I serve. I was a local president for 6 years and know the hard work it takes. Please Re-elect Dawn Jordan.

SECOND ASSOCIATIONAL DISTRICT



Clara Staten Ellis
Seat B Minority – Elected Unopposed

Clara Ellis is a Monroe, La. native that currently serves on the LAE Board of Directors and the Executive Committee. She has been an active member of the association for 20 years. She believes in promoting quality education and advocating for all students and educators.

THIRD ASSOCIATIONAL DISTRICT



Tanya Jackson
Seat C – Elected Unopposed

Tanya's work in public schools has focused on advocating for teachers, staff and children of diverse backgrounds. Currently, she is the Membership Chair for Calcasieu Association of Educator and a board member of LAE's Board of Directors. With your vote, I will continue to advocate, empower, protect and take actions.

FOURTH ASSOCIATIONAL DISTRICT



Valencea Johnson
Seat B – Elected Unopposed

I am Valencea Johnson. I currently serve as the President of East Baton Rouge Parish Association of Educators. It is my hope, that you re-elect me to represent the interest of Louisiana teachers. I humbly ask for your vote. I solidarity, Valencea Johnson.

EDUCATION SUPPORT PROFESSIONAL AT LARGE (BOARD OF DIRECTORS (SEAT B))



Gwendolyn Hill

I am Gwendolyn Hill. I am running for Educational Support Professional Seat B. I am seeking your support and vote of Confidence to continue my work. As a dedicated member, I have served in multiple capacities. I would be honored to continue to serve all members across the state.



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 state wide. Please vote Patrick Landreth for ESP at large Seat B.

NEA ADMINISTRATOR/DELEGATE/NEA SUCCESSOR DELEGATE



Cynthia Henderson
Elected Unopposed

LAE members thank you for your continuous support. A vote for Cynthia Henderson guarantees that you will have an experience member and Administrator to bring your issues and concerns to the NEA Representative Assembly. Please elect Cynthia Henderson your current National Education Association's Administrator At-Large as your next NEA Administrator.

NEA STATE DELEGATE/NEA SUCCESSOR DELEGATE



1. Katina Thompson-Givens

I am a member and serve on the board as treasurer for EBRPAE. I also serve on the Board for LAE. I have worked in EBR Public School for over 18 years.



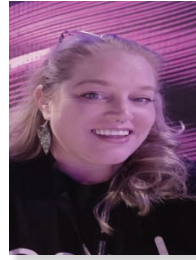
2. Cheryl Shirley

I attended my first state RA and enjoyed the experience. I won the early bird award at the LAE RA. I would love to continue learning about the organization by attending my first NEA RA. Please help me by voting Cheryl Shirley.



3. Brandy Nora

Brandy Nora is an educator, and for the past year, the owner of Nora&Nora Travel Agency. She is in her 7th year of teaching in St. John the Baptist Parish. Her commitment to her students and education are of great value as she wear many hats at her school.



4. Bre Garcia

Bre Garcia is an art teacher in Shreveport and a proud member of LAE. She has served on several committees in the past and is currently serving as the Secretary for the Caddo Association of Educators and looks forward to the opportunity to serve LAE as a 2024 NEA Delegate



5. Katrice Antoine

I am a veteran S.T.E.M. educator specializing in Chemistry and Physics. My experience includes 20 years as the science department chair and mentor teacher. I am also an active member of LAE – dedicated and striving to be a voice of change for all educators and students.



6. Valencea Johnson

I am Valencea Johnson. I currently serve as the President of East Baton Rouge Parish Association of Educators. It is my hope, that you re-elect me to represent the interest of Louisiana teachers. I humbly ask for your vote. In solidarity, Valencea Johnson.



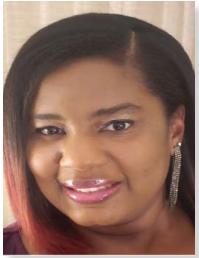
7. Clara Staten Ellis

Clara Ellis is a Monroe, La. native that currently serves on the LAE Board of Directors and the Executive Committee. She has been an active member of the association for 20 years. She believes in promoting quality education and advocating for all students and educators.



8. Elizabeth Sullivan

I am Elizabeth Sullivan your NEA Director for the State of Louisiana. Please, give me your continued support and vote for me as a Delegate to the NEA Convention this summer.



9. Tresa Augustine

Hello, my name is Tresa Augustine and I currently serve as your EBRPAE recording secretary. I care very passionately about the progression of this district to have all kids succeed. All educators need a seat at the table when it comes to the education of students and I have and...



10. LaChina Clay

La'China Clay is a Doctoral Student, Lead Social Studies Teacher, and Athletic Director, at Richwood Middle School. Her goal is to strengthen reading skills through social studies and inspire her students to learn. She is the President of the Ouachita Association and works hard to advocate for teachers and students.



11. Robin W. Clark

I am a National Board Certified Teacher, published author, and LA Pathways Trainer III with over 20 years in education. From the LA Dept. of Education to my classroom, this work is to inspire others and change lives. I believe in professional excellence, equity in education, safe workplaces, and advocacy.



12. Shalando McCray-Green

My name is Shalando Green. I am a sixteen-year educator. I enjoy teaching and helping students gain an understanding of education. I will continue to help all educators advance in their teaching areas and help support their community. I also want to encourage more parental involvement in our communities.



13. Rachel Gifford

I have been an active member my entire career. Seeking your support and vote in the election for NEA State Delegate. If elected I will fulfill all responsibilities to the best of my ability and represent you with integrity at the national conference.



14. Sherleen Sanders

I am Sherleen Sanders, an elementary classroom teacher with many years of experience. I am asking for your vote to represent you as a state delegate at the Representative Assembly to be held in Orlando, Florida this year. I am very dedicated to the educational experiences of all students.;



15. Gwen Hill

I am Gwendalyn Hill. I have been a member of the Livingston Parish Association for years. And served on the Board of Directors for LAE and other committees. With your support and vote, I can continue my efforts and enforce the best interests of the membership and union.



16. Tanya Jackson

Tanya's work in public schools has focused on advocating for teachers, staff and children of diverse backgrounds. Currently, she is the Membership Chair for Calcasieu Association of Educator and a board member of LAE's Board of Directors. With your vote, I will continue to advocate, empower, protect and take actions that benefit educators.



17. Anita Green

Anita H. Green, I am asking for your vote as a state delegate to attend the NEA Representative Assembly. I will represent you with the very best of my ability. I will advocate for teachers and students in a professional manner. Thank you for your support in advance.



18. Dawn Jordan

I am wanting to continue the work I started on the Board. I have been a board member for 10 years. I have attended NTO's in the locals I serve. I was a local president for 6 years and know the hard work it takes. Please Re-elect Dawn Jordan.



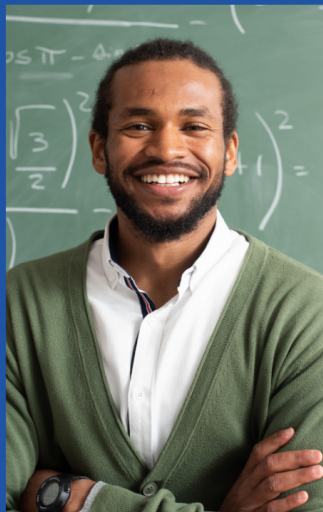
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eDues: fast, easy, secure

- Choose automatic deductions from a checking or savings account or credit card.
- Edues are safe and keep your membership information private with LAE.
- Payments and membership continue even if you change districts.

Your dues payment will continue through payroll deduction until Louisiana Association of Educators determines that payroll deduction is no longer a viable option for the payment of your dues. You will receive notice by email prior to beginning dues payments by your chosen method.

CHOICE AND PRIVACY!

2024 PROPOSED LAE CONSTITUTION & BYLAW CHANGES

DELEGATES WILL VOTE ON THE FOLLOWING PROPOSED AMENDMENTS AT THE LAE REPRESENTATIVE ASSEMBLY ON APRIL 6-7, 2024

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 PROPOSAL

AMENDMENT NO. 1:

The Table of Contents is amended to read (new page numbers to be inserted upon approval):

- 9. **Affiliates and special interest groups** _____
- 9-1 **Affiliates** _____
- 9-2 **Classes of Affiliates** _____
- 9-3 **Governance Affiliates** _____
- 9-4 **Non-Governance Affiliates** _____
- 9-5 **Charter Schools** _____
- 9-6 **LAE-retired** _____
- 9-7 **LAE-student Aspiring Educator program** _____
- 9-8 **Governance Local affiliates** _____
- 9-9 **Standards for State and Local affiliates** _____
- 9-10 **Charter for affiliation** _____
- 9-11 **Discipline of a State and Local Affiliates** _____

RATIONALE

[Technical amendments to align with proposed amendments to Article 9 of the Bylaws.]

AMENDMENT NO. 2:

Article III, Section 2 of the Constitution is amended to read:

Section 2. Allocation of Delegates.

- a) Delegates to the Representative Assembly shall be allocated on the basis of one delegate for each fifty (50) members or major fraction thereof, provided that such ratio is in accordance with the one-person, one-vote standard. All locals receive at least one delegate, and other delegate credentials shall be allocated as provided in this article.
- b) Local affiliates shall be required to ensure at least proportional representation of black or other ethnic minorities in the election of delegates.
- c) Administrators and supervisors and educational support members shall be represented in proportion to their membership in the local affiliate in the election of delegates.
- d) ~~Student members~~ Aspiring Educators shall be allocated one (1) delegate credential for each fifty (50) student members of the LAE-SP Aspiring Educator Program. The allocation shall be on the basis of student membership in the Association as of August 31 of the previous membership year in which the Representative Assembly convenes.
- e) Retired members shall be allocated one (1) delegate credential for the first fifty (50) retired members of the LAE Retired and one (1) additional delegate for each additional 200 retired members of the LAE Retired or major fraction thereof. The Allocation shall be on the basis of retired membership in the Association as of August 31 of the previous year.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Constitution with the new language used by NEA.]

AMENDMENT NO. 3:

Article V, Section 3 of the Constitution is amended to read:

Section 3. Qualifications for Office.

With the exceptions of the Louisiana members of the NEA Board of Directors, the retired representative, and the LAE-Student Aspiring Educator Program President, and the non-administrator, higher education representative, all members of the Board of Directors shall have been an active or educational support member of the Association for at least three years immediately preceding the year in which the election takes place. All members shall maintain membership in the category which they represent and employment in the district they represent on the Board of Directors for the terms of their offices.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Constitution with the new language used by NEA.]

AMENDMENT NO. 4:

Article V, Section 4 of the Constitution is amended to read:

Section 4. Terms of Office.

- a) The term of office for district and at-large representatives shall be three years on a staggered basis and shall begin on July 15.
- b) The term of office for the LAE Student Aspiring Educator Program President shall begin when that person assumes office.
- c) If a Board member has been absent from two (2) consecutive meetings, the board after considering any extenuating circumstances and by a two-thirds vote of the Board, may declare the Board seat vacant provided that prior notice was given of the Board intent to declare a position vacant.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Constitution with the new language used by NEA.]

AMENDMENT NO. 5:

Article 2-1(a) of the Bylaws is amended to read:

- a) The membership classification and requirements established by the National Education Association shall be the membership classifications and requirements of the Association; provided that only active, retired, and educational support members of the Association may vote in the election of officers, hold elective or appointive office, or serve as delegates to the Representative Assembly; however, student members of the LAE Aspiring Educator Program may serve as delegates to the Representative Assembly. All classes of membership shall be limited to persons who support the objectives and goals of the Association.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Bylaws with the new language used by NEA.]

AMENDMENT NO. 6:

Article 2-1(d) of the Bylaws is amended to read:

- d) ~~Student membership~~ Membership in the LAE Aspiring Educator Program shall be open to any student enrolled in or preparing for a teacher education program in an accredited institution of higher learning. ~~Student members~~ Members of the LAE Aspiring Educator Program shall be eligible to be voting members of the LAE Representative Assembly.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Bylaws with the new language used by NEA.]

AMENDMENT NO. 7:

Article 2-3(b) of the Bylaws is amended to read:

- b) The Association shall assess each member ten dollars excluding ~~student members~~ Members of the LAE Aspiring Educator Program, and LAE-Retired members for the support of the LAE Legislative Political Action Program. This assessment shall be incorporated within the regular dues structure. Any member who does not wish for this assessment to go to the LAE Legislative and Political Action Program shall be allowed to designate that it be refunded back to that member upon written request. Thirty percent of such funds collected will be rebated on a local-by-local basis to be used by the local according to LAE-PAC and local PAC guidelines.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Bylaws with the new language used by NEA.]

AMENDMENT NO. 8:

Article 2-3(f) of the Bylaws is amended to read:

- f) State dues for LAE-Retired, ~~Student~~ LAE Aspiring Educators, Associate, and Substitute members shall be set by the Board of Directors annually.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Bylaws with the new language used by NEA.]

AMENDMENT NO. 9:

\Article 9 of the Bylaws is amended to read:

9. AFFILIATES AND SPECIAL INTEREST GROUPS**9-1. Affiliates**

- a) Affiliates of the Association shall be chartered by a majority vote of the Board of Directors.
- b) Each affiliate shall conduct elections with open nominations and a secret ballot except as may otherwise be provided in the Constitution, these Bylaws, or the Standing Rules. A secret ballot shall not be required in elections in which the number of candidates nominated does not exceed the number of positions to be filled; in such elections the chair may declare such candidates elected.
- c) All ~~locals~~ affiliates must submit to LAE the election results of incoming presidents by June 1.
- d) Each state and local affiliate must comply with state and national standards of affiliation.

9-2. Classes of Affiliates

Affiliates shall be of two classes: governance and non-governance.

9-3. Governance Affiliates

Governance affiliates shall be of three types: national, state, and local.

- a) **National.** The National Education Association is the national affiliate.
- b) **State.** Those affiliates who are chartered pursuant to Article 9-5 and Article 9-6 of these Bylaws shall be considered statewide governance affiliates, with the powers, duties, and functions as specified in the agreements between the Association and each affiliate.
- c) **Local.** Local affiliates, as described elsewhere in these Bylaws, shall be the local affiliates of the Association for governance matters.

9-4. Non-Governance Affiliates

The Board of Directors may, by majority vote, affiliate a non-governance affiliate that is (a) a professional organization, (b) whose membership comprises at least sixty percent Association members, (c) that has a common occupation or subject matter assignment, and (d) that is organized to further specific educational objectives. Such non-governance affiliates shall have the powers, duties, and functions as specified in the agreements between the Association and each affiliate.

9-5. Charter Schools

The Board of Directors may issue a charter to any group of members who work at charter schools if all of the following conditions are met:

- a) All members of the proposed affiliate are employed by the same employer.
- b) The proposed affiliate has no less than ten (10) active members.
- c) The proposed affiliate meets all other criteria for affiliation.

9-2-9-6. 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 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.

9-3-9-7. LAE-Student Aspiring Educator Program

The LAE-Student Aspiring Educator Program shall be an organization comprised solely of student members of the Association that are students who aspire to become professional educators. The LAE Student Aspiring Educator Program President shall be chosen by the LAE-Student Aspiring Educator Program organization, and their Bylaws shall also be adopted by the organization, subject to the approval by the LAE Board of Directors. Such Bylaws shall be compatible with the Constitution and Bylaws of the Association. All elections shall be conducted with open nominations and secret ballot.

9-4-9-8. Governance Local Affiliates

A local affiliate, the basic unit of self-governance within the Association may be organized in a manner which comprises any compatible group, meeting at least the minimum standards of affiliation.

9-5-9-9. Standards for State and Local Affiliates

The Association shall not affiliate a local-association state or local affiliate unless it meets the following minimum standards:

- a) Each affiliate shall apply the one person-one vote principle for representation on its governing bodies except that the affiliate shall take such steps as are legally permissible to achieve Black or ethnic-minority representation at least proportionate to its Black or ethnic-minority membership. Where an all-inclusive affiliate exists, it shall provide proportionate representation between its non-supervisor members and its supervisor member.
- b) The affiliate All affiliates shall conduct all elections with open nominations and a secret ballot.
- c) The affiliate All affiliates shall require membership in LAE and in NEA. If an affiliate enrolls educational support professional in any membership category and as a matter of policy seeks to recruit and represent such members, the affiliate shall grant them full rights of participation and shall require them to be members of LAE and NEA.

- d) The affiliate All affiliates shall be reviewed by the Constitution, Bylaws and Rules Committee to determine compliance with minimum standards for affiliation and to recommend changes in the local affiliate governing document, if needed at least every 5 years.
- e) The affiliate All affiliates shall have the same membership year as that of the LAE.
- f) The affiliate All affiliates shall guarantee that no member of said affiliate may be censured, suspended, or expelled, without a due process hearing, which shall include an appropriate appellate procedure.

9-6-9-10. Charter for Affiliation

- a) A group or unit seeking governance affiliation shall file a written application including copies of its governance documents with the Board of Directors.
- b) The Association shall charter no more than one local affiliate within the same jurisdictional boundaries with the exception that (a) local affiliates not competing for the same category of membership may be chartered, and (b) state affiliates may be chartered.
- c) The Association shall not create dual affiliates within the legal boundaries of any local or other jurisdictional boundaries. The chartering of a state affiliate shall not be considered as the creation of a dual affiliate.

9-7-9-11. Discipline of a State and Local Affiliates

No state or local affiliate may be censured, suspended, or disaffiliated without a due process hearing, which shall include an appropriate appellate procedure.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Bylaws with the new language used by NEA. The amendment also permits the organizing of charter schools on a statewide basis by employer. The organization of charter schools was previously prohibited because of the inability to charter a local affiliate in the same jurisdictional boundaries of an existing affiliate.]


AMENDMENT NO. 10:

Article 14-1(r) of the Bylaws is amended to read:


- r) LAE-SPAE AEP – LAE Student Aspiring Educator Program, referring to student members of LAE that are students who aspire to become professional educators.

RATIONALE

[NEA is changing the student program to the aspiring educators program. These amendments align the LAE Bylaws with the new language used by NEA.]



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

OPEN BOARD OF DIRECTOR SEATS

The following board seats will be open. Members in the following districts who would like to apply should email a letter of interest and a resume to mcarpenter@lae.org.

Applicants' information must be received by February 15, 2024, 4:30 P.M.

District 3 – Seat B
District 5 – Seat C
District 6 – Seat B - Minority

TIME-SENSITIVE
LAE ELECTIONS
INFO INSIDE

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

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7. 2024 Proposed LAE Constitution and Bylaw Amendments

UPCOMING EVENTS

April 6 - 7, 2024
LAE RA
Marriott, Baton Rouge, La.

April 5
LAE Board meeting

February 12 - 13
Mardi Gras
Office Closed

March 29 - April 1
Spring Break
LAE Office Closed

February 29 (5:30)
Cooperative Learning
Professional Learning
Network meetings begin