

TEACHER'S PET



A NEWSLETTER FOR THE PROFESSIONAL EDUCATORS OF TENNESSEE

June, 2003 Volume 9, Number 7 www.teacherspet.org

On The Inside...

2003 Annual Conference

During this year's conference we will have:

- Annual business meeting
- Special speakers:
 - Current Tennessee Principal of the year
 - Past National Teacher of the year
- How to Presentations
- Praxis II Workshop
- Tour of the Tennessee Aquarium

Not only is PET's Annual Conference Informative, but it's a great time as well! If you participate this year you will have a chance to hear and do the things listed above and more! Just fill out the form below and mail to the address listed.

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Professional Educators of Tennessee Annual Meeting and Conference

June 27 and 28, 2003 at the
Clarion Chattanooga

Total price for the conference including lunch: **\$10.00** for PET member or spouse
\$50.00 for non-member

Rooms are available the nights of June 26-28
at a rate of \$70.00+tax/night.

For room reservations, call the Clarion directly, (423) 756-5150, by June 18. You must tell them that you are a part of the Professional Educators of Tennessee Conference to receive this special rate.

To register for the conference, complete the following and mail by June 18 with your check for \$10 (PET members and spouses) or \$50 (non-members) to: PET, 810 Crescent Centre Dr STE 130, Franklin, TN 37067, or call our toll free number, (800) 471-4867.

Member: _____

Spouse: _____

Non Member: _____

Telephone number: (_____) _____

Make checks payable to **PET**
or call 800-471-4867 to register
with VISA or MasterCard over
the telephone.

I will attend:
_ Friday _ Saturday _ Both Days

ANNUAL MEETING SCHEDULE

Friday June 27, 2003

Registration – begins at 8:15 AM



Welcome – by Hamilton County

Devotional – Mike Miller
President's Report – Mike Miller



Financial Report – Walter Jewell
Membership Report – Todd Jackson

Financial Planning News – Valic Insurance



Tennessee Principal of the Year
Robbie McGowen

Negotiations Study – Dennis Farrell
Virtual Classroom – Dennis Farrell



Local Successes Panel
Three counties

Presentations from the floor



Saturday June 28, 2003

Welcome Back – Dennis Farrell



National Presence
Tracey Bailey



Insurance Protection
Terry Skinner



Legislative & Legal
Larry Crain



Executive Director's Report
Walter Jewell

2:00 PM Your Choice

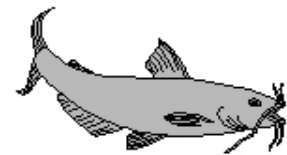
Praxis II Workshop

Rodney Estrada



Tennessee Aquarium

George Bartnik
Director of Education



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Inquiries and articles should be mailed to:

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Four Corporate Centre, Suite 130
810 Crescent Centre Drive
Franklin, TN 37067
Email: publishing@teacherspet.com
(615) 778-0803 (800) 471-4867



www.out2.com
connecting communities

New Partnership for You

We have recently secured a relationship with a company called Out2.com They have provided us with a means of creating "FREE" Virtual Classrooms for all teachers. These may be used to post homework assignments as well as communicate with our parents and other community members. Your "Virtual Classroom" is only limited by your imagination.

The "Virtual Classroom" and its use will be demonstrated at the annual conference. Directions are also on-line at our site.

<http://www.teacherspet.org/virtual.html>

Are You a “Highly Qualified” Teacher?

Please take no offence; this is not a question of whether or not you are good but whether you satisfy the definition of a *highly qualified* teacher. As we move into the future, all teachers will need to meet the requirements defined by the state of Tennessee. The following information is taken from the May 2003 “**Tennessee Plan for Implementing the Teacher and Paraprofessional Quality Provisions of the No Child Left Behind Act of 2001**,” presented by Lana C. Seivers, Commissioner of Education.

The federal No Child Left Behind (NCLB) Act of 2001 requires that all teachers teaching in core academic subject areas must be “*highly qualified*” no later than the end of the 2005-06 school year. The core academic subject areas are defined as English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography. While the federal statute provides a broad definition of the term *highly qualified* that applies to all public elementary or secondary teachers (must be fully licensed in the state with no licensure requirements waived), it specifically defines the requirements in relation to grade level (elementary, middle and secondary) and experience (new to the profession or existing teachers that are not new to the profession). For each grade level, the law requires that teachers demonstrate competency in the applicable subject areas and outlines multiple mechanisms for demonstrating their competency. This plan provides guidance in applying these requirements to Tennessee teachers.

Timeline for Compliance

The highly qualified requirements of the NCLB Act apply to all public elementary and secondary teachers that teach core academic subjects. However, the timeline for implementation varies depending on the date of the teacher’s employment and whether or not the teacher is working in a school or program that is supported by Title I funds.

- Teachers of core academic subjects newly hired after the first day of school in the 2002-03 school year to teach in a program supported by Title I funds (school-wide or targeted assistance), must meet the requirements upon employment.
- Teachers of core academic subjects hired after the first day of school in the 2002-03 school year to teach in a school or program that is NOT supported by Title I funds, must meet the requirements by the end of the 2005-06 school year.
- Teachers of core academic subjects hired before the first day of school in the 2002-03 school year, regardless of whether they teach in a program supported by Title I funds or not, must meet the requirements by the end of the 2005-06 school year.

The first day of school is defined as the first day that students reported based on the school system’s calendar.

Definitions for Highly Qualified Teacher Requirements

- **Academic Major:** An academic major *in the subject content area* that is verified on the college/university transcript meets the “*highly qualified*” requirement for middle and secondary teachers.
- **Advanced Certification or Credential: National Board Certification:** National Board for Professional Teaching Standards is considered advanced certification. A teacher who has achieved NBC in the subject area, including elementary teachers, is considered “*highly qualified*”.
- **Coursework Equivalent of an Academic Major:** Twenty-four (24) semester hours is the equivalent of an academic major. (Divide quarter hours by 1.5 to translate quarter hours to semester hours.)
- **Graduate Degree:** A graduate degree *in the content area* (not a degree in education or administration) satisfies the “*highly qualified*” requirement for middle and secondary teachers.
- **Middle Grades:** Middle grades are defined as grades 7 and 8 for the purposes of determining “*highly qualified*”. Teachers of core academic subjects for grades 7-8 must meet the “*highly qualified*” requirements for middle grades teachers.
- **Test Option for High School:** Teachers are considered “*highly qualified*” to teach in grades 9-12 if they pass the NTE or Praxis examination in the subject(s) they teach.
- **Test Option for Middle Grades:** Science at the middle grades level has a broad-field emphasis in the areas of life, earth and physical science. Teachers are considered “*highly qualified*” to teach any science in grades 7-8 if they pass any one of the following NTE or Praxis examinations: middle grades science or secondary tests in general science, biology, chemistry, physics, or earth science. Social studies at the middle grades level is focused on history and geography. Teachers are considered “*highly qualified*” to teach in grades 7-8 if they pass any one of the following NTE or Praxis examinations: middle grades social studies or secondary tests in social studies, history or geography.

More on the next page!

Highly Qualified Existing Teachers

The term <i>highly qualified teacher</i> applies to any public elementary or secondary school teacher who is fully licensed to teach in the state and does not have any licensure requirements waived on an emergency, temporary, or provisional basis. Teachers not new to the profession:		
Elementary	Middle	Secondary
--at least a bachelors degree AND --pass a test that demonstrates subject knowledge & teaching skills in reading, writing, mathematics, and other areas of the basic elementary school curriculum	--at least a bachelors degree AND --demonstrates competency in each academic subject they teach	--at least a bachelors degree AND --demonstrates competency in each academic subject they teach
	Mechanisms for demonstrating competency: --pass a test --academic major --graduate degree --coursework equivalent to undergraduate academic major --advanced certification or credential	
OR		OR
--demonstrates competence in all academic subject areas via a highly objective uniform State evaluation that:		
<ul style="list-style-type: none"> • is based on both grade appropriate academic subject matter knowledge and teaching skills; • is aligned with challenging State academic content and student academic achievement standards; • provides objective, coherent information about the teacher's attainment of core content knowledge in the academic subject areas being taught; • is applied uniformly to all teachers in the same subject area and grade level; • takes into consideration, but not based primarily on, the time the teacher has taught the academic subject; and may involve multiple, objective measures of teacher competency. 		

The document may be accessed in total at:
<http://www.state.tn.us/education/fpnclbtchqltyimplplan.pdf>

if you are in a position where you need to demonstrate competency in an academic area, the Praxis II preparation workshop is for you!

write this down...



Praxis II

There will be a Praxis II workshop in conjunction with PET's Annual Meeting in Chattanooga Saturday, June 28, 2003, 2:00 pm at the Clarion Hotel.

**Free to PET Members
 \$35 for non-members
 Call 1-800-471-4867 to register and secure a seat.
 Admittance for those not registered only as space permits.**

CHILDREN'S LACK OF FOLK SONG KNOWLEDGE THREATENS HERITAGE

Children in the United States aren't singing the songs of their heritage, an omission that puts the nation in jeopardy of losing a longstanding and rich part of its identity, a new University of Florida study suggests. A recent nationwide survey found school music programs are allowing generations-old lullabies and historical children's and folk songs to be ignored, with some teachers replacing them with the latest pop hits. Today's school kids are more likely to know the lyrics to popular songs, such as Britney Spears' "Oops I Did it Again" or "Lose Yourself" by Eminem, than to know "Mary Had a Little Lamb" or "Old MacDonald Had a Farm," said researcher Marilyn Ward. "The study found that, overall, the vast majority of young people could not sing patriotic, folk and children's songs, because teachers who teach them at all frequently don't go over the songs enough for students to learn them," she said. Most students could not be expected to sing from memory songs such as "Home on the Range," "Twinkle, Twinkle Little Star" or "Bingo." Research has shown these songs not only help children learn about important events but also allow them to more closely relate to the hardships and joys of their grandparents and ancestors by stepping into their shoes, Ward said. "Music broadens our understanding by letting us experience history—making it more memorable and meaningful than reading isolated stories of events from another time," she said. The findings are especially troubling as ailing school districts nationwide are considering cutting music programs in an effort to save money, experts say. Few students can even sing the national anthem the study found.

<http://www.napa.ufl.edu/2003news/folksongs.htm>

KEY TO LEARNING ABCs: GETTING ENOUGH SLEEP

Some schools are starting later in the morning. This angers some parents. But some educational experts are delighted. The dichotomous views epitomize the split over a growing experiment in American education. Thirty-eight school districts in 18 states have changed start times, according to the National Sleep Foundation, and another 108 districts are considering the switch. Opponents -- including some teachers, administrators, most coaches, and many parents -- balk at the change in routine, pointing out that children might still be sleeping when parents leave for work, and worrying that after-school sports and jobs will be squeezed for time. Proponents say the move could improve attendance, alleviate student depression, lower dropout rates and the frequency of teenage car accidents, and eventually improve academic achievement. When school starts at 7 a.m., the teenage brain is "still seeking to be asleep," says Kyla Wahlstrom, a researcher at the University of Minnesota. "This isn't anything that's under the control of the students; it's something that has to happen ... to maximize the development of the brain." Teens' sleep schedules, researchers say, are just different.

<http://www.csmonitor.com/2003/0529/p02s01-ussc.html>

GOVERNMENT ISSUES

The Tennessee General Assembly did something unusual for the 2000s. They adjourned at the end of May. We will attempt to give a more complete update of their actions in relation to Tennessee educators at the annual meeting but here is a few highlights of this session.

The budget includes \$26.7 million in salary equity money to be used to supplement the salaries of educators in the 75 lower paid school systems.

The state will provide lottery scholarships good for both public and private schools based upon either a 3.0 GPA or a 19 ACT score. Scholarships will be available to entering freshmen the fall of 2004. Sophomores with a 2.75 GPA as a freshman will also qualify. Scholarships will be \$3,000 at four-year colleges, \$1,500 at two-year schools and \$1,250 at technical schools. Several other factors affecting eligibility and scholarship amount are in the new statute.

One appointed member of the state board of education will be a K-12 public school teacher.

By July of 2004, maximum weight standards for textbooks will be established.

Professional Educators of Tennessee employees are eligible to join the TCRS.

On the federal level U.S. Secretary of Education Rod Paige approved Tennessee's state accountability system aligned with the No Child Left Behind Act (NCLB) of 2001 on May 29, 2003. Tennessee will receive more than \$829 million in federal payments, including more than \$279 million to implement NCLB.

Resources



Teacher Resources now on PET's web-site

HISTORY – HISTORY – HISTORY

EAST TENNESSEE

Andrew Johnson National Historic Site

(<http://www.nps.gov/anjo/>)

Andrew Johnson National Historic Site honors the life and work of the nation's 17th President and preserves his two homes, tailor shop, and grave site. Andrew Johnson's life exemplifies many struggles faced by Americans today. He worked his way from tailor to President. He stood strong for his ideals and beliefs. His presidency, from 1865 - 1869, illustrates the United States Constitution at work following Lincoln's assassination and during attempts to reunify a nation that had been torn by civil war. His work helped shape the future of the United States and his influences continue today.

MIDDLE TENNESSEE

The Hermitage - Home of Andrew Jackson

(<http://www.thehermitage.com/>)

Andrew Jackson was at the center of America's most pivotal era, a time he so completely dominated that it is known today as the "Age of Jackson." Here is the place Jackson called home for over 40 years and where he returned in 1837 after two turbulent terms as United States President. Today, Jackson's tradition of hospitality continues as historically-costumed interpreters guide you on a lively tour of the restored mansion, recounting the times and tales of Andrew Jackson and his family. You will see original furniture, wallpapers, porcelains, portraits, and Jackson's personal belongings including a sword, eyeglasses, and Bible. As you stroll the Hermitage mansion and grounds, glimpse the life of the legendary figure who strode across history's stage and changed the country forever.

WEST TENNESSEE

Chucalissa Museum and reconstructed village

(<http://cas.memphis.edu/chucalissa/>)

This national historic landmark is located on a 187 acre tract of land in southwest Memphis, Tennessee. Chucalissa is home to the C.H. Nash Museum, its associated collections and research facilities as well as a reconstructed 15th century Native American village located on an actual archaeological site. This site features information on the museum, research information, and the opportunity to purchase authentic Native American Arts and Crafts as well as books and music. Operated by the Department of Anthropology at the University of Memphis. Chucalissa offers guided tours, traveling exhibits, and a variety of special events for students and the general public. The Choctaw Indian Heritage Festival is held annually in August. Other events include fun runs, Archeology Day, family days, and various demonstrations of crafts and early technologies.

If you know of Links that have been beneficial to you – they can be shared by sending them to: pet@teacherspet.com.

-If you are interested in history resources there are more opportunities on the next page!

Opportunities

Recognition...

The following PET members have received the honor "Teacher of the Year":

Mary Ellen Cook— Maury County/
Culleoka Unit School

Dr. Tonya R. Dennis— Metro-Davidson/
Ewing Park Middle

Tracy M. Eubank— Maury County/
Culleoka Unit School

Cynthia Wilson— Maury County/
Randolph Howell Elementary School

If you know of any PET members that have been honored but aren't mentioned here, give us a call @ (800) 471-4867.

HISTORY RESOURCE

The "Our Documents Teacher Sourcebook," a free resource created by National History Day, Inc. in cooperation with the National Archives, provides educators with lesson plans and activities that will help them incorporate 100 milestone documents from American history into classroom curriculum. Request free copies by calling National History Day at 301.314.9739 or emailing:

INFO@NATIONALHISTORYDAY.ORG

HISTORY GRANTS!!

U.S. Secretary of Education, Rod Paige, recently announced the availability of nearly \$100 million for Teaching American History grants and urged local school districts and charter schools to apply for funding. The Teaching American History grant program supports three-year projects to improve teachers' knowledge, understanding and appreciation for American history through intensive, ongoing professional development. Projects must be in partnership with organizations that have extensive knowledge of American history, including libraries, museums, nonprofit history or humanities organizations and higher education institutions. School districts with enrollments of less than 300,000 students are eligible for grants of \$350,000-\$1 million. School districts with more than 300,000 students are eligible for grants of between \$500,000 and \$2 million. Nearly 175 school districts in 45 states and the District of Columbia currently receive Teaching American History grants. A grant application notice will be published in the Federal Register. The application deadline is July 7. More information about the Teaching American History grant program may be obtained by contacting Christine Miller in the Office of Innovation and Improvement at:

Christine.miller@ed.gov or

<http://www.ed.gov/offices/OII/portfolio/history.html>.

FREE SEMINAR— FOR ECONOMICS TEACHERS

The Foundation for Teaching Economics is sponsoring a free summer seminar for teaching economics, "Economics for Leaders," July 13-20, 2003, on the campus of Hillsdale College. The seminar is open to any teacher who teaches economics; it is also suited for teachers of social studies, civics, and history. Free room and board is provided on the campus of Hillsdale College. Two semester credit hours will be awarded by the University of California-Davis for a fee of \$85.00. For more information and to register, visit the Web site of the Foundation for Teaching Economics at www.fte.org, or call (800) 383-4335.

"7 Things To Tell Your Friends About PET"

As the new Director of Member Services, I have met with many of you face-to-face the past few months to learn why your colleagues have not yet joined. Here are seven really good reasons for joining PET to pass along to them:

#1 Homeowners insurance is not designed to be a complete educator's protection package... even with professional riders. Many, many educators are depending on their homeowner's policy to protect them should a legal challenge come their way. Please, read the important accompanying article on this subject by Attorney Larry Crain. PET's liability, civil rights, and employment legal assistance is specifically designed to protect you. Knowledgeable insurance agents refer educators to PET because they know how thorough our coverage is.

#2 PET has the most complete professional liability coverage available with no out-of-pocket costs to members. \$2 million professional liability and civil rights protection- We know of no other education association operating in Tennessee with this amount of coverage. Our underwriter has an A.M. Best Rating of A+15 (superior). Not only does this cover professional liability and civil rights issues but also employment rights issues when a member's position, status, or reputation is challenged. Employment rights concerns are more than 80% of the inquiries we work on. This coverage is designed to support every PET member, regardless of seniority or political influence. PET does not prioritize its legal assistance to members based on these considerations. And even better, PET's insurance provides a guarantee legal assistance to those members who need it.

#3 PET membership is only \$149 per year. For the extensive liability, civil rights, and legal services provided, this is truly the best deal going for the money. We also offer free professional workshops tailored to our local members' needs. Additionally, we are allied with The Association of American Educators (AAE) that has a strong voice in Washington. Individual membership in AAE is optional at \$25/year.

#4 PET uses the finest legal counsel in Tennessee. Our chief legal counsel is Larry Crain, Esquire. He has now personally won two US Supreme Court cases and is regarded by his colleagues across the country as extremely knowledgeable about educational law. Additionally, there is a network of other attorneys around the state PET retains as needed.

#5 PET avoids controversial social issues. Homosexuality, abortion, gun control and other social issues are better addressed by special interest groups, not education associations. PET sticks closely to classroom and professional education matters. Professional educators across the country look to their local communities for the values they want promoted in their schools. We prefer not to look to Washington DC, New York City, or Los Angeles. *The local community* is the key to establishing correct values in Tennessee schools.

#6 PET does not make contributions to candidates or political parties. Our members feel strongly about this. I have met PET members who are Democrats, Republicans, Independents, and members who are just plain tired of partisan politics. PET's focus is to aggressively support the professional needs of our members, not to promote a partisan political agenda. PET, however, is engaged in the legislative process on those specific educational issues our members feel important.

#7 PET does not promote collective negotiations. Every public school teacher and administrator in Tennessee should read the newly published study entitled "Successful Teacher Negotiations" by Dennis Farrell. Visit our web site to read this study. It dispels the myth that collective negotiations benefit educators in whose names the negotiations are conducted. Three significant conclusions are made in the study:

- a. Collective Negotiations typically harm teachers' salaries in Tennessee and across the U.S.
- b. The Industrial Model of Collective Negotiating in the public sector does not actually help the members who pay for the service, although it might be valid for the manufacturing sector of the economy.
- c. Working cooperatively with local officials and community leaders, rather than creating an adversarial environment, gets better results for everyone involved.

Mr. Farrell's professional credentials and footnotes are clearly documented in the study.

There is much more to say about the benefits of PET membership, but the seven items listed above confirm that PET is absolutely "the best kept secret in Tennessee." Members can call me toll free at the PET office at (800) 471-4867 ext. 15. I would love to visit your community and tell you more.

Todd Jackson, Director of Member Services

THE RISKS OF RELYING ON A 'HOMEOWNERS' POLICY

It's 6:00 a.m. on a Monday morning. The alarm clock has not sounded yet, when suddenly the silence is broken by a foreboding knock on the door. You stumble out of bed and open the door only to be greeted by a Barney Fife-looking character who hands you a folded up copy of a several page document covered in a form that appears to be written in faded Sanskrit. When you ask what is going on, Barney responds that you have just been named as a defendant in a lawsuit filed in the Circuit Court of Podunk County by the parents of Damien Legion. "*Better get a good lawyer, lady,*" he mutters as he turns to leave. You are left bewildered, scratching your head and thinking to yourself this is all just a bad dream. Damien, Damien, where have I heard that name? Then it dawns on you; Damien was the child you had to physically pull off another student during an altercation on the playground *two years ago*.

A teacher's aide in your classroom is trying to calm an agitated student when suddenly the student throws his books across the room, turns over his desk, and starts hitting her. You take the student's arms and walk him into the timeout room. The student struggles, curses, and screams that you're a child abuser and that his parents will sue you. The next morning the principal calls you and tells you that a policeman is in his office to take a report from you regarding a possible incident of child abuse.

These scenarios may be fictional, but the truth is scenes like these are played out every day across the country. Classroom teachers are finding themselves exposed to an ever-increasing risk of liability for accusations ranging from assault on a minor to child molestation. Despite the fact that many of these cases turn out to be completely groundless, no teacher has ever emerged completely unscathed after being targeted with a criminal or civil accusation.

It has been said that a minor lawsuit is defined as one in which someone else gets sued. Even under the best of circumstances, an accused teacher runs a high risk of a ruined career and a destroyed reputation. Moreover, once criminal charges have been filed the accused teacher faces the prospect of being convicted of the offenses even if he or she is completely innocent. In fact, convictions sometimes occur even where there is no evidence at all other than the testimony of the child "victim." Once the allegation is made, the teacher often is ostracized by school administrators and immediately suspended or terminated. In essence, the teacher is abandoned, shunned and discarded by the school district.

When faced with a lawsuit many turn, as their first recourse, to their homeowner's policy for protection. Then, often too late, they learn that coverage for such acts fall within a fine print exceptions clause for events that are "work-related." Even so-called "umbrella policies" contain similar exclusions for allegations involving willful misconduct - - a term which applies to any criminal prosecution.

The advantages to professional liability coverage over a homeowner's policy are myriad. First and foremost, with the scope of teacher liability on the increase, it is all the more imperative to obtain competent and qualified legal representation from an experienced lawyer in order to defend against accusations of professional misconduct. Even if coverage is afforded in your homeowner's policy, rarely are you allowed any input into the selection of counsel. In close or questionable coverage questions your insurance company may defend under what is called a "reservation of rights". This means that after providing you a defense, if you are found liable, they may pay the judgment and then sue you for recovery of the amount awarded.

Teaching is a specialized profession and requires customized insurance protection. At PET, each member's case receives a thorough review by attorneys experienced in education law *before* the call is made to the insurance provider. Any questions regarding coverage are dealt with in a conference between the attorney, acting as liaison on the member's behalf, and the carrier. If coverage becomes an issue, a safety net is provided for members who find themselves sued. PET, in consultation with the member, assists in locating competent counsel to provide representation while any coverage issue is being sorted out.

Entrusting one's teaching career to the hands of property and casualty underwriters can be risky. Members are encouraged to read their homeowner's policy carefully. Then consult with an attorney or insurance consultant to find out the safest avenue of protection.

We want to PAY YOU...



PET members--

We want to reward you for doing something that many of you are already doing!

Many of you have asked us to repeat the membership recruitment incentive from the past years. Therefore, this year we are going to spend most of our advertising funds on what has always been our best advertisement. The personal recommendation of a PET member one-on-one has always been our best advertisement and always will be. When you sign up a new Professional member between now and September 30, 2003, you will earn \$25 for use in your classroom or as needed. We will send you \$25 each for the Professional members you recruit during this period. Many of you are already recommending us to your colleagues. Those of you who are not, maybe this is just what you need to get into this area of service to the association.

Details

New members: For this promotion, new members are defined as Professional members who have not been members of PET or AAE in the immediate past three years. This promotion is open to all classes of membership. Award money will be paid to a member of any membership class who signs up a new Professional member. Applications must be postmarked on or before September 30, 2003.

Receiving credit: To receive credit for a new member, you must write your name in the "recruited by" section of the membership form and the new member must pay their PET dues by September 30, 2003. Those who join by credit card over the telephone must name their sponsor during the call when they pay their dues.

Sending a list of names of people to whom you have given brochures will not qualify you as their sponsor to receive the incentive if they later join. You will receive credit as the sponsor of the new member as soon as their check, payroll deduction form or credit card transaction has cleared. All award payments will be made in November, which seems to be a good time for Holiday shopping. 1099s will be issued in January to those who receive payments of \$600 or more. No withholdings for income taxes will be made on these payments. This offer may or may not be offered again in following years. Members who are recruited while attending a special program or meeting sponsored and paid for by PET are ineligible to be sponsored. Employees of PET are ineligible to be sponsors. Questions about this program should be directed to PET staff members at 800-471-4867.

Application for membership in Professional Educators of Tennessee 810 Crescent Centre Drive, Suite 130, Franklin, TN 37067

Name _____ Telephone (_____) _____

Mailing Address _____ Email Address _____

City _____ State _____ ZIP _____

Job Title _____

School System _____ School _____

Membership Class (check one)

Professional PET only \$ 149

Support PET only \$ 70

NEW RENEWAL

Professional PET and AAE \$ 174

Support PET and AAE \$ 95

Recruited by: _____

Associate PET only \$ 20

Student PET only \$ 15

Associate PET and AAE \$ 45

Student PET and AAE \$ 25

Make checks payable to PET or give your credit card information. VISA MasterCard Discover

Credit Card Number _____ Expiration Date _____

Signature _____