

LEGAL Q&A

WITH MICHAEL MCGONIGLE
DIRECTOR OF LEGAL SERVICES

YOU ASK, WE ANSWER



Do you have a legal question for our resident expert?

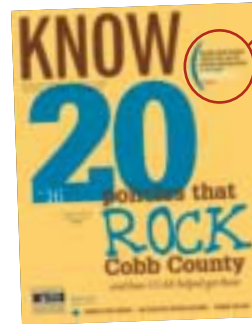
Email your question to know@gae.org. Please include your name, contact information, and GAE membership number.

My wife and I are employed by the same school district and we're expecting our first child. The school district said that we cannot take 12 weeks of leave each under the Family and Medical Leave Act (FMLA). Is this legal?

The FMLA provides an eligible employee up to 12 workweeks of leave during any 12-month period because of the birth of a son or daughter of the employee and in order to care for such son or daughter. However, it also provides that in any case in which a husband and wife entitled to leave are employed by the same employer, the aggregate number of workweeks of leave to which both may be entitled may be limited to 12 workweeks during any 12-month period. For more information regarding the FMLA visit <http://www.dol.gov/>. The FMLA does not prohibit an employer from providing more generous leave than granted under federal law. You should explore your district's policy manual for additional leave options.

Separately, courts are increasingly recognizing that sex discrimination includes taking adverse action based on gender stereotypes. "Family Responsibility Discrimination" occurs when an employee suffers discrimination at work based on unexamined biases about how employees with family caregiving responsibilities will or should act. In one case, a school psychologist had received outstanding performance reviews until she became a mother. She was denied tenure by supervisors who allegedly made comments to her such as it was "not possible for her to be a good mother and have this job," and they "did not know how she could perform her job with little ones." The court ruled that making stereotypical assumptions about a mother's commitment to her job is sex discrimination. The Equal Employment Opportunity Commission published *Enforcement Guidance: Unlawful Disparate Treatment of Workers with Caregiving Responsibilities*. You can find that resource at <http://www.eeoc.gov/>.

FROM THE COVER



My high school principal told me that I am not getting a planning period. Is this legal?

NO. All teachers deserve a planning period. Moreover, the state is mandated by statute to authorize sufficient funds to provide teachers with a preparation period free of assigned duties. Finally, the Southern Association of Colleges and Schools (SACS), requires that the school includes in the master schedule planning time unencumbered by instruction. You can locate additional information regarding accreditation standards at <http://www.sacs.org/> If you not receiving planning time, please contact your GAE UniServ Director for assistance.

The information provided is intended only as a general guide to employment rights of Georgia educators and is neither complete nor intended to provide legal advice on a particular problem.

The school district claims to have destroyed records related to the election of the school council. Is this legal? **NO.** O.C.G.A. 20-2-85 and 86 provides authority in local boards of education to create school councils that require an election for the teacher representative. Further, the *Georgia Government Records Retention Act*, O.C.G.A. 50-18-90 et seq., requires local school boards and school districts to have a written record retention schedule for all public records. Thus, destruction of records relating to the election would not comply with Georgia law. A violation of the *Georgia Records Retention Act* is a misdemeanor.

I am a first grade teacher. My principal will not provide a duty free lunch unless we complete a form indicating a choice whether or not to elect having a duty free lunch. Many teachers feel intimidated and do not receive a duty free lunch. Is this legal? **NO.** The duty free lunch statute, O.C.G.A. 20-2-218 mandates that all teachers who teach K-5 shall have a 30-minute lunch period free from responsibilities. **The statute is mandatory and not discretionary.** The law also provides that teachers may, but are not required, to exchange their lunch for any compensation or benefit mutually agreed upon with the school system. Before this break was mandated in 1993, teachers had to spend their lunch period supervising their classes—a chore more stressful than the classroom itself. Quality teachers leave the profession due to stress. Simply put, the duty free lunch law fulfills a vital need. You should contact your UniServ Director for assistance in gaining compliance with this law.

May the principal withhold my monthly pay check contingent upon receiving my lesson plans? Regardless of the school district's claims, it cannot withhold your pay check. You have a legal right to the pay check under the terms and conditions of your employment contract. The school system is bound to the terms of the contract and its deliberate withholding of the entire month's pay constitutes a breach of its obligations under the contract. Further, you have a property interest established through the contract with the school system. The contract establishes a "for cause" requirement for termination or any other disciplinary action as contained in the *Georgia Fair Dismissal Act*. Should you encounter this difficulty, please contact your local GAE representative or your UniServ Director for assistance.

What do I do if I am assaulted by a student? Try to avoid responding physically. If you have to respond physically to defend yourself or to defend another student, you should use reasonable force given the student's age, size and ability to inflict injury. Make sure the situation is stable and have a qualified individual assume your supervisory responsibilities. Document the time, place and circumstances surrounding the attack. Contact your GAE building representative or GAE UniServ Director. Also contact your school nurse and administration. Request that the school system provide you with immediate medical attention. Insist that the school system document the attack. Insist that the administration report the incident to local law enforcement. If the district refuses to file a police report, then you should file a police report with the assistance of local association representatives of your UniServ Director. Retain a copy of any report filed with police. Determine whether you should file criminal charges against the student after discussing with an attorney at GAE Legal Services. If you suspect the student will file counter charges against you, do not make or sign any statements or take any other action until you have consulted with your UniServ Director and GAE attorney. You have the right to representation if the district police, the city police, or the county sheriff is going to question you regarding any counterclaim. You can download these tips at the GAE Legal Services website, *Steps Which You Should Follow If You Are Assaulted by a Student* www.gae.org

My repeated requests for assistance with disruptive students have been ignored. Can I bring a camera to my classroom to document their behavior? **NO.** You must have prior approval from administration. While the question has not been litigated in Georgia's courts, we do know that public school all over the country now use video camera surveillance to document the very student behavior that a teacher would likely document—although those cameras are typically restricted to common areas. It may also be worth asking whether your school district provides notice of the cameras and seeks consent of parents regarding capturing student images at the beginning of the school year. The same kinds of questions arise when photographs of employees are used in the yearbook or on the school website. That said, before bringing your camera to school, you should first obtain the approval from school administration. If you are having problems with teacher and student safety issues, please contact your local UniServ Director (UD) or local Association Representative (AR).

NEED HELP? Contact GAE Immediately!

Your GAE UniServ Director (UD) is trained to provide you with the assistance you need. Your UD can put you in contact with our attorneys—specialists in educator defense.

Find contact info for your UD at www.gae.org

HAPPENINGS

MEMBERS IN ACTION

GOVERNOR'S STATE OF THE STATE ADDRESS | PROFESSIONAL TEACHING & LEARNING CONF

The 2008 Governor's State of the State Address

On January 16, Governor Sonny Perdue delivered his annual State of the State address before a joint session of the General Assembly. While Perdue touted education as “the best investment we can make in our future,” he still continued reductions to funding for public schools. GAE President Jeff Hubbard challenged the Governor to “step up to the plate” and to halt additional austerity cuts.



PHOTO TOP: GAE GR Director **Marcus Downs**, Lobbyist **Heather Miner** and GAE President **Jeff Hubbard** review association talking points at the State of the State Address.



PHOTOS TO LEFT: GAE President **Jeff Hubbard** responds to questions from the media.

“(Perdue) needs to step up to the plate. No more austerity cuts.”
GAE President Jeff Hubbard

“We Georgians are not content to stand on the achievements of the past—no, we are eager to create a better future for our children, and our children’s children.”
Governor Sonny Perdue

Professional Teaching & Learning Conference

GAE members from around the state gathered in **Augusta, Georgia**, for a series of professional development workshops. Over the course of a weekend, members participated in a variety of workshops—including *Cyber Security: Protect Yourself at Home and Online*, *Privatization: Let's Understand it and Prevent it*, and *Transitioning from Athletic Aggression to Academic Affirmation on a Shoestring Budget*.





elections

Vacancy Notice for GAE Interim District Directors in Districts Two, Three and Four

The 2007 GAE Fall Representative Assembly approved a new four district governance reapportionment plan that will go into effect following the close of the 2008 NEA Representative Assembly. As a result of the reapportionment, there will be three new vacancies on the GAE Board of Directors. These vacancies will be in the new Districts Two, Three and Four. Non-supervisory Active Certified and ESP members in these new districts are eligible to run for these positions.

In order to ensure equal representation on the GAE Board of Directors, the Board of Directors will elect interim directors for each of these positions at its September 2008 meeting. Candidates will be allowed three min-

utes to make a statement to the Board of Directors prior to the election. These interim directors will serve in the appointed positions until the close of the 2009 NEA Representative Assembly. The full term election for these three new vacancies will be conducted in the 2009 regular election.

Members desiring to be a candidate for an interim Director position must complete the Nomination Form shown below and return it postmarked by May 1, 2008 to Chris Turner, GAE Executive Director, 100 Crescent Centre Parkway, Suite 500, Tucker, Georgia 30084-7050. Nomination forms may be faxed to the attention of Chris Turner, Executive Director at (678) 837-1120.

IMPORTANT DELEGATE GUIDELINE INFORMATION

MAIL ALL FORMS TO:
Georgia Association of Educators
Attn: Chris Turner, Executive Director
100 Crescent Centre Parkway,
Suite 500
Tucker, Georgia 30084-7050

OR FAX TO:
Attn: Chris Turner, Executive Director
678-837-1120

DEADLINE:
May 1, 2008

OFFICIAL NOMINATION FORM

Candidates for GAE District Director (Interim) 2008 Special Election – Board of Directors Appointment

Please check the position candidate is being nominated for

- Interim District Two Director
- Interim District Three Director
- Interim District Four Director

NAME		
ADDRESS		
CITY	STATE	ZIP
TELEPHONE NUMBER	E-MAIL	
LOCAL ASSOCIATION	DISTRICT	
NOMINATOR		

Mark Your Calendar for LDA!

LEADERSHIP BY THE LAKE

Join us for
GAE's 2008 Leadership Development Academy.

This year, you can pick when you come to LDA.
June 9-11, 2008 or **June 11-13, 2008**

Two dates...one great location!
Lake Blackshear Resort & Golf Club
2459-H US Highway 280 West · Cordele, GA 31015



Election Nomination Notice for At-Large Directors

The 2007 GAE Fall Representative Assembly approved a new four district governance reapportionment plan that will go into effect following the close of the 2008 NEA Representative Assembly. As a result of the reapportionment and changes in the districts, the following vacancies are announced:

**ESP At-Large Director
New Vacancy**

**Retired At-Large Director
New Vacancy**

An election will be held at the 2008 GAE Spring Representative Assembly to elect these At-Large Directors. Candidates for these positions may submit their early nomination on the official nomination form provided below. Candidates may be nominated at the Spring Representative Assembly.

At-Large Director candidates shall be nominated by delegates to the Representative Assembly and shall serve a three year term. Educational Support Professional and GAE-Retired candi-

dates shall be nominated by Educational Support Professional and GAE-Retired delegates respectively.

No At-Large Director shall serve consecutive terms of office or be eligible to serve as At-Large Director or as a District Director after having served two (2) full terms of office.

No more than one (1) At-Large Director may be elected from the same Board of Directors District. Eligible candidates for ESP At-Large Director shall come from Districts One or Four. Martha Hinson [District Two] and Wayne Wilson [District Three] are currently serving as ESP At-Large Directors. Eligible candidates for Retired At-Large Director shall come from the new Districts One, Three or Four. Lynda Smith [District Two] is currently serving as Retired At-Large Director.

Members desiring to be a candidate for At-Large Director may complete the Nomination Form shown below and return it postmarked by March

24, 2008 to Chris Turner, GAE Executive Director, 100 Crescent Centre Parkway, Suite 500, Tucker, Georgia 30084-7050. Nomination forms may be faxed to the attention of Chris Turner, Executive Director at (678) 837-1120.

IMPORTANT DELEGATE GUIDELINE INFORMATION

MAIL ALL FORMS TO:
Georgia Association of Educators
Attn: Chris Turner, Executive Director
100 Crescent Centre Parkway,
Suite 500
Tucker, Georgia 30084-7050

OR FAX TO:
Attn: Chris Turner, Executive Director
678-837-1120

DEADLINE:
May 1, 2008

OFFICIAL
NOMINATION FORM

Candidates for GAE At-Large Director 2008 Spring Representative Assembly Election

Please check the position candidate is being nominated for

- ESP At-Large Director
- Retired At-Large Director

NAME		
ADDRESS		
CITY	STATE	ZIP
TELEPHONE NUMBER		E-MAIL
LOCAL ASSOCIATION		DISTRICT
NOMINATOR		

To keep up with the latest Association news, go to www.gae.org



2008 GAE Executive Offices Elections

PRESIDENT



LANELLE HOLLAND

I am LaNelle Holland and I am seeking the office of GAE President. I am the only candidate running for the office of GAE President who has worked as an ESP and am now a Certified Teacher. Having served on the GAE Board of Directors, the GAE Executive Committee, GAE Standing Committees, local president and other positions I offer you my experience, my knowledge, my commitment and my integrity to lead GAE forward. It is time for CHANGE! Time to STAND UP for educational policies we know will work; STAND FOR the next generation of educators and their rights; STAND OUT as the organization for educators by offering more services to our members. It is time we put in place a GAE call line to address members concerns up to 8:00pm daily. THE TIME IS NOW TO STAND FOR restoring the staff position of Director of Instruction and Professional Development. I am the candidate who can and will present the issues and promote public education. We deserve better health care, working conditions and salaries. Georgia's children deserve a better education. As the voice for public education it is our duty to demand change. I offer thanks to the eleven past presidents who have endorsed me. By their show of support I have been able to receive the endorsement of numerous local presidents, state leaders, and caucuses. I promise to represent you with candor, commitment and courage. PLEASE vote for LaNelle Holland, President of GAE!



JEFF HUBBARD

Serving as GAE President has been my honor, and I am proud to stand before you for re-election. Through hard work, perseverance, and starting the implementation of my "Back to Basics" initiative, we have started the transformation of our Association into a truly member-driven, advocacy-based organization. During my first term, GAE has achieved the following successes: Membership increase in both years; Passage of our Multi-Year Student Dues Initiative to increase SGAE membership; Passage of my Membership Initiative to engage Part-Time Organizers to assist our locals; Passage of a fiscally conscious, member-driven budget for 2007-8; Finishing the 2006-2007 year with a financial surplus, the first in 6 years; Restructuring of the GAE Foundation with continued work on "Ensuring Our Bright Future"; and Completion or Development of 22 of the 39 "Back to Basics" goals. Personally, I have traveled over 35,000 miles and visited over 65 locals to spread the good news of what GAE is doing as the premier advocate for public education in Georgia. Politically, I have led our efforts to build bi-partisan support for public education issues at the state and national level. GAE has been well-served by my efforts for you. It is for the above reasons that I am seeking your vote for me to continue my work. Under my leadership, GAE is headed in the right direction—as evidenced by endorsements (to date) of 5 governance districts and over 25 locals. "Continue the Momentum" of "Back to Basics" and re-elect Jeff Hubbard as President of GAE.

VICE PRESIDENT



CALVINE ROLLINS:

In 2006 when I first ran for the position of Vice President of GAE, I asked for your support. I ran asking you to "Roll with Rollins" to help move GAE forward; I ran telling you that if we were to continue our successful efforts of moving GAE forward and continue our life's efforts of educating all of Georgia's children, we must embrace and focus on a new paradigm – a shared vision involving all teachers, educational support professionals, administrators, student members and retirees. I told you in 2006 that this was not an option, not a choice of choosing one or the other but it was and still is necessary to turn back the forces that want to destroy public education. In two very short years, we have as a team of educators worked together and have made great strides in embracing this belief and hope and have taken bold steps to transform GAE into an organization that is writing its own history. I again ask for your support to continue this great cause for the children of Georgia. I bring to GAE my experience as a strong and proven leader; my integrity and ability to work with a team of leaders to share and assist in the goals and growth of GAE. Vote for and re-elect Calvin G. Rollins, Vice President. Thank you in advance.

Delegates to the 2008 GAE Spring Representative Assembly shall elect GAE Officers and GAE At-Large Directors in April 2008. GAE Officers shall serve two-year terms of office and At-Large Directors shall serve three-year terms.

elections

SECRETARY-TREASURER



SID CHAPMAN

Check Chapman for GAE Secretary/Treasurer! Sincerity, integrity, and dependability are three words that characterize me. I come to the table with impeccable credentials and experience. You know of the great success that has been realized in CCEA under my leadership. It takes vision and cooperation for the Memorandum of Educators' Rights, Para-Pro contracts, ESP salary adjustments, and the NEA Target of Opportunity to be realized in the same year. These accomplishments are the result of five years of work as president of a growing and vibrant local. I have been a strong voice on the Board of Directors and the Internal Concerns Committee. I served on the Credentials and Elections Committee for five years. These experiences and participation in numerous conferences and representative assemblies have empowered me to be a strong advocate for GAE and public education. I believe in GAE. I am convinced that we must define who we are to the "new millenniums." GAE must take its rightful place as the leading voice with the largest membership of educators in Georgia. We must dream the future of this organization and see it as a strong, vital, and relevant organization to advocate for those who educate! GAE must maintain a balanced budget and be faithful stewards of its resources to build strong locals. If GAE is to be powerful, it is up to you and me to make it happen. To ensure a strong and bright future for GAE, check Chapman for Secretary/Treasurer.



DEBRA GUNTER: The GAE budget should be a clear record of the financial dealings of the association. We have worked diligently for two years to find more ways to show the trends of the revenue and costs of the association's business. We have begun to code each event, Spring RA, Fall RA., NEA, LDA and the Legislative Conference so that an event budget is now available. We have a total cost of each event for the planning committee to use to plan future events. We have been able to show our long range retirement costs, health care costs and keep current with federal regulations. Our audits continue to be clean and we concluded this year with no deficit. There is still more to do, and I would welcome the opportunity to continue. I would like to see the association move toward a two-year, strategic budget. Your vote would be most appreciated.



GLORIA "GIGI" DAVIS-MCARTHUR: It is my belief that organizational training and formal education are natural/necessary foundations for the success of any association. My extensive training with GAE is embedded with leadership roles including: NEA Director-Minority Post/Alt, GAE Executive & Budget Committees (2 consecutive terms-elected by peers); Foundation Board; District Director; IPD Trainer; LDA Facilitator; Local, State & National Delegate; Chatham County's Local Past

President & Executive Board Member; System Spelling Bee Chair, FEA Advisory Board & Trainer and New Teacher Cade. My formal education is embedded in Business Administration/ Management from a local college. Additional studies for a Masters in Integrated Studies were awarded from Cambridge College. My credentials are supported with twenty plus years of work experience in the business sector. Ten years as a Budget Clerk (City of Savannah Budget Department) created a sound foundation for understanding the budget process. Administrative assignments with Gulfstream Aerospace allowed me to practice budget skills. Roles as office manager and paralegal permitted me to engage in daily operation of budget development/management. I am a High School Business Education Teacher (16 year teacher veteran). I have learned the history and honored the process for this position. I am highly qualified and look forward to this opportunity. Please support me in joining the leadership for GAE. I ask for your vote.

ESP AT-LARGE DIRECTOR

Post Three

NO CANDIDATES

RETIRED AT-LARGE

Post Two

MORTON LINDNER: GAE is at a crossroads. If we don't start doing things better, we will eventually slip into oblivion. If elected to a GAE Retired At-Large Director position, I pledge that I would do the following:

- Be a source of reason and calm judgment.
- Vote for what I think is right rather than what is convenient.
- Vote on the issues without regard to the personalities involved.
- Seek ways to streamline GAE so that we can fulfill our mission more effectively and at affordable cost.
- Insist on accountability for all involved in the operation of our organization.

I have been a member of GAE for some 30 years. I know what needs to be done. If elected as Retired At-Large Director, I would do my best to help make the hard decisions and assist in providing the Vision which GAE needs to succeed and prosper. Thank you.



Delegates to the 2008 NEA RA

Candidates for Category One State-At-Large Delegates

Thirty-One (31) Positions Available

District One

No Candidates

District Two

REBECCA BARLOW
JANA FORRESTER



LANELLE K. HOLLAND

RALPH NOBLE

SHIRLEY WHITE: Please allow me to represent you at the NEA RA-2008. I will represent with integrity, accountability, and dignity in all aspects. Thank you.



STEPHEN L. WILLIAMS: I am a Media Specialist from Rome and would like to represent you as delegate to the NEA-RA. Elect Stephen, your voice at the NEA-RA.



WAYNE A. WILSON

District Three

MARY ALICE SANDERS: I have represented you as a leader at local and state levels. Let me continue to represent you on the national level.



BRIAN WESTLAKE: With your support, I will continue to advocate for our profession and the children we serve. Elect Brian Westlake Delegate-At-Large to NEA RA.



District Four

CHARLOTTE BOOKER
PHRASHUNDA HUDSON*
NANCY E. JOHNSON*
SYLVIA R. SHIFLET*

KAREN SOLHEIM*: As your NEA DIRECTOR, I want to serve you at this year's Representative Assembly. Please allow me the opportunity to work with and for you.



DOROTHY TEASLEY
ENRIQUE VAZQUEZ
ERICA C. WHITE*

District Five

SALLEE ARNOLD: As your State and my Local (ODE) Educational Support Professional Chair and a desire to represent all members. Please vote for me to Represent YOU!



CONNIE BLACK
BOBBIE BURKES

TIMOTHY A. DAVIS, ED. S.: A collaborative teacher & dedicated professional with 20 years of experience. A friendly face and colleague on the frontline supporting educators like you.



DORIS M. GLOVER: Thank you for your past support. Please elect me as a delegate to the 2008 NEA RA. I'll represent all members in an excellent manner.



DAVID T. HARRIS
SELESTE HARRIS

TRINA KNOX: I'd like to represent you at the NEA RA. I need your vote, so I can represent the membership at the NEA RA. Thank you.



JUNE LADSON: Service with a smile is what you'll have when you vote to send me to Washington, D.C. to represent the best teachers in the world.



ALFRED PRIDE
ROSILIND TAYLOR

SHIRLEY WELDON: I've worked as Towers High School's AR and am thankful for the experience. Your voice will be heard. You deserve excellent representation, which I'll provide.



EARNEST "COACH" WILLIAMS

District Six

SHIRLEY BAKER: For responsible, reliable representation, vote for me. I've worked for you as a member of CCEA, GAE, and NEA—let me continue working for you.



MARCIA BOONE: For knowledgeable GAE representation, elect me as YOUR hardworking delegate to NEA. Sharing information is something I do very well.



PATRICK CRABTREE
STEPHANIE DEWBERRY
SHARON FRANKLIN

CAROLYN LEE HART: Please vote for a proven leader in the upcoming election for NEA delegate. I have served you as president of GAE, and on numerous committees.



BERNICE H. REMBERT

elections

ANGELYN S. WILLIAMS: Responsible, reliable, ready! CCEA/GAE/NEA member. I've performed my duties conscientiously and will do the same at the NEA RA. Please allow me to represent you.



District Seven

ED A. BROWN
BELINDA D. CHANEY*
STELLA IRVING
RENARTA ORR
ROSA L. WORSHAM*

District Eight



BRENDA H. CAMPBELL

CALVINE G. ROLLINS: Please vote for Calvin G. Rollins, Vice President of GAE, state-at-large delegate. I would like to represent you this summer at the NEA convention.



District Nine

MAEETTA B. JOHNSON

T. DENISE KIRTSEY: Camden Co. Assoc., President, classroom teacher. Please allow me to represent you at the NEA RA. I'll be a face on education's front line.



**GLORIA DAVIS
MCARTHUR**

GLORIA M. WILCOX

*** Note - these candidates are also eligible for Category One Small Local Cluster Delegate positions.**

Candidates for Category One Small Local Cluster Delegate

Twenty-Three (23) Positions Available

BELINDA D. CHANEY
PHRASHUNDA HUDSON
NANCY E. JOHNSON
SYLVIA R. SHIFLET
KAREN SOLHEIM
ERICA C. WHITE
ROSA L. WORSHAM

Candidates for Category Two State-At-Large and Cluster Delegates

Eight (8) Positions Available



JEFF HUBBARD

VERONICA T. HUNTER

SHERYL T. PERKINS: Clayton County Education Association Executive Board Member; GAE Area Representative; Elected NEA Administrator's Caucus Second Chair 2007 Convention. I will represent you with dedication.



BOB PUCKETT: As a member of GAE for over 30 years, I have served on the GAE Governing Board and numerous other positions. I appreciate your support.



Candidates for Retired Delegates

Three (3) Positions Available

VIVIAN W. BROWN
BRENDA E. BRYAN
BETTY W. CHRISTIAN
CHERRIANNE F. DUNCAN
ALVIN FORREST
HELEN HAMPTON
HELEN V. HENRY
JACQUELINE HENRY

CHARLIE HICKS: "We are Better All Together": the theme of our administration as President of GAE 1985-86. Togetherness is a must in 2008. Thank you.



JOSEPHINE F. HILL
HELEN P. KELLEY
BELLE LEE
BRENDA MONTGOMERY
TERESA R. NOBLE

DAN POWERS: I am running for GAE-Retired delegate to NEA. I currently serve as GAE-Retired President and on the GAE LCT and Membership Committees.



CHRISTINE REDDING-LOWDER

CHERYL SARVIS: Cheryl served as GAE President in 1986-87 and has served on every GAE state and local committee. She currently is the Vice President of GAE-Retired.



BOBBIE J. SHARP: I want to represent you at the NEA Convention. I will be your voice on issues that concern Retired Educators. Please vote for me!!!!



LYNDA W. SMITH
VERA L. WHITAKER

GRADY YANCEY, JR.: Please vote for me to represent you at the 2008 NEA Convention. I have the experience and the commitment to provide quality representation. Thank you.



HELEN ZAPPIA: Helen Zappia, GAE-Retired Treasurer and long time advocate for retired issues within and outside the association, needs your vote to be your NEA-Retired delegate.

