FORWARD
The ISTA Handbook is published annually as a tool for our leaders in the field of education. It is designed to help you build a more effective education profession through the use of services and participation in the programs of the Association and to provide information concerning goals, structure, and activities of the ISTA and its affiliated associations.

November 2008
ISTA Leadership Team

Nathan Schnellenberger  
President

Teresa Meredith  
Vice President

Kathy A. Parks  
Treasurer

Warren L. Williams  
Executive Director
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**YOUR ISTA**

The Indiana State Teachers Association is a professional association organized to bring about the continued improvement of educational opportunities for the youth of Indiana and to improve the professional status of educators. It is affiliated with the National Education Association. The Association is supported by the dues of its members and receives no tax funds from any source.

The support of education prior to the 1850's had been sporadic and unorganized. By 1852 the need for legislation to finance public education was so apparent that the Indiana General Assembly passed laws providing for both state and local levies for school purposes. This important 1852 law was contested in the courts, however, and the Indiana Supreme Court ruled that it was unconstitutional because the tax was "discriminatory."

As a result of this ruling by the Indiana Supreme Court that local taxes could not be used for public education which threatened a serious setback to education in the state, ISTA was founded on Christmas Day, 1854. One hundred seventy-eight farsighted educators from over the state journeyed to Indianapolis for a meeting to contest this threat to free schools. That they won this basic struggle is now history.

Born as a crusade, the ISTA in one hundred fifty three years of service has adhered to its original premise that equal educational opportunity for the fullest individual development is the inherent right of every American and, further, that public education is basic to our democracy and to the perpetuation of our American way of life. In all of this history, the ISTA has recognized that the heart of the public school is the teacher and Educational Support Professional and that their standard of living and cultural environment are basic to high quality performance for the youth of our country.

**Past Presidents of the Indiana State Teachers Association 1854-2008**

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</table>

2009—Nathan Schnellenberger

*Presidents of the National Education Association. Other ISTA members who have served as NEA President are David Staff Jordan and Robert H. Wyatt.

Executive Directors of the Indiana State Teachers Association 1924-2008

Charles O. Williams—1924-1938
Robert H. Wyatt—1938-1970
Ronald G. Jensen—November 1971 to December 1979
Dale E. Harris—January 1980 to May 1981 (Acting)
Dale E. Harris—May 1981 to June 1984
Vincent M. Kiernan—June 1984 to February 1985 (Acting)
Warren L. Williams—February 1985 to Present

Milestones

**December 25, 1854** The Indiana State Teachers Association was founded at old College hall, corner of Washington and Pennsylvania Streets, Indianapolis.

**March 1855** First ISTA piece of legislation was passed by Indiana General Assembly to provide funds to maintain schools.

**January 1856** First issue of the official monthly teachers' magazine, the Indiana School Journal, was published by George Stone, editor. This was destined to be the oldest ISTA service.

**December 20, 1865** A bill passed establishing a state normal school at Terre Haute. Indiana State Normal School opened in 1870.
Spring 1872  ISTA succeeded in passing first law providing for grading and consolidation of rural schools. By 1878, grading was almost state-wide.
  First high school commissioned in 1873.

Spring 1873  County superintendency law passed gave legal status to the job.

March 1877  First law passed permitting negro pupils to attend white schools in cases where no separate schools were provided.
  The 1869 law had provided for separate schools.
  A 1949 law established desegregation in Indiana's schools.

1887  First woman president of ISTA, Emma Mont. McRae, insisted that there be a uniform school term in Indiana and she proposed first uniform textbook law which passed in 1889. Other good textbook laws in 1943 and the multiple textbook law passed in 1945.

1897  First compulsory education law for children six to fourteen passed after a 26-year struggle by ISTA. Amended in 1899, 1921, and 1953.

1901  First bills to abandon district schools introduced. First of many kindergarten bills introduced. State support for kindergarten secured in 1965.

1901  First minimum wage law for teachers passed.

1907  New professional requirements for teachers passed: high school graduate with 12 weeks normal school training. Trustees ordered to abandon schools with less than 12 pupils...800 closed...high school, at last, was legal.

1911  Indiana leading the nation in consolidation.

1913  First Indiana Vocational Education law passed. More rigid construction, equipping and sanitation standards for schools required.

1915  The first teachers' retirement law passed. Updated in 1921 and 1939 and in 10 succeeding Legislatures.

1924  ISTA had first permanent secretary-treasurer, C.O. Williams, Richmond, and new headquarters in Indianapolis.

1927  First teachers' tenure law passed. Introduced by the late Dr. L.A. Pittenger, president of Ball State Township teachers lost tenure in 1933; but regained it in 1965.

1933  Gov. Paul V. McNutt urged the gross income tax bill, designed as a "save the schools" measure.

1937  The man who became ISTA executive secretary in 1938, Robert H. Wyatt, fought for bill increasing training of elementary teachers from two to four years.

1961  Special Education programs for handicapped children mandated.
1968 First master contract bargained in Indiana by Highland Classroom Teachers Association.
1971 Rights of Special Ed Co-operative teachers established.
1972 UniServ Program started in Indiana. Indiana unified with the National Education Association.
1972 Severance Pay Plans authorized.
1973 Teacher Bargaining Law.
1974 Improved Sabbatical Leave law.
1975 Sick Leave Banks authorized.
1977 Pregnancy leave law.
1980 First Fair Share Fee clause bargained in Indiana by New Prairie Classroom Teachers Association.
1981 11.5% increase in school funding.
1982 Income Tax and Sales Tax Increases to Fund Public Schools.
1983 Teacher Training Funds for Computer Literacy. Teacher Re-training Forgivable Loan programs.
1984 Primetime Program.
  Kindergarten Offering Mandated.
  Special Education Coop Teachers Granted RIF Rights.
1985 Primetime Funding Increased to $19,500/per Teacher
  $30 Million Restored to Teachers Retirement Fund.
1986 7.9 Percent School Funding Increase.
  Equalization Factors Added to School Formula.
  Retired Teachers--Continued Participation in School Group Health Insurance Plans.
  ISTA becomes the first affiliate of the NEA to establish a separate not-for-profit (503 (1)(c)) corporation devoted to professional development concerns.
1987 Teachers Social Security--State Must Reimburse School Corporations for Full Costs.
  Capital Projects Fund Replaces Cumulative Building Fund.
  A+ Program includes At-Risk Funds.
1988 8.1 Percent School Funding Increase.
  Educational Support personnel were accepted as members.
1989 Early Retirement--Rule of 85.
  Due Process Law Expanded.
  Home Rule for School Corporations.
  Publication of Name and Salary Repealed.
  Teachers Retirement Fund--$30 Million of Lottery Funds for Unfunded Liability.
1990
$200 Million Appropriation for Public Schools—largest dollar increase ever.
Primetime Funding Increased to $24,500/Teacher—largest dollar increase ever.
Growing Enrollment Factor Revised.
Early Childhood and Preschool Pilot Programs.
$3 Million for School Technology Programs.
ISTA becomes the first professional organization in the state to issue CRU's (Certification Renewal Units) for its programs presented in cooperation with Performance Learning Systems at the Conference on Instruction.

1991
Tied for one of the highest school funding increases in nation during recession, (without a tax increase), saving 5,000 school employee jobs;
Eliminated I-STEP in grades 1 and 11;
Required due process prior to teacher suspensions without pay;
First-time funding for pre-school and latchkey services to 3-5 year olds;
First-time funding for pre-school and latchkey services for regular education children plus reorganization of children's services;
First-time Medicaid reimbursement to schools for services to Medicaid-eligible children;
"Indiana 2000" School Restructuring, permitting innovative schools to waive curriculum and textbook statutes or state rules and regulations adopted by the State Board of Ed, if approved by the exclusive representative;
Technology in the Classroom Funds for the Buddy System;
Textbook reimbursement for poor students extended to include appropriate materials for K-3;
Participated in a Coalition with Parents and Superintendents to increase financial support for schools.

1992
Strong due process legislation affirming a teacher's right to full reasons for a pending dismissal, and protecting the right to bargain binding arbitration of teacher dismissals.
Professional Standards Board—governs teacher preparation and licensure. The sixteen (16) member board is appointed by the Governor.
Future ISTEP elimination and Workforce Development Bill—Scheduled for implementation by 1994-95.
ISTA-R was created.

1993
$95 million appropriated for schools to compensate for errors in 1993-94 budget.
1994  Full repeal of contracting out legislation for school transportation services.

1996  School funding increased, including state and local tuition support, Primetime, Vocational Education and At-Risk programs.

Restructured Special Education funding, resulting in ongoing funding increases for Special Education programs.

1999  Increased school funding through the formula by 4.7% each year of the biennium with a minimum guarantee for all school corporations.

Provided new funding for English as a New Language and ISTEP+ graduation exam remediation programs.

Established Education Roundtable.

Protected self-funded insurance coverage by requiring a segregated fund to be established. Prevents the use of health insurance reserves for other purposes.

2000  Expanded TRF/PERF members’ control over their annuity accounts by allowing each member to make additional contributions up to 10% of the member’s compensation.

2001  Restored bargaining rights to Indianapolis teachers; eliminated evaluations based on I-STEP scores, parental involvement, and student attendance.

Enacted a charter school law with bargaining and due process protections.

Passed local school corporation bonding authority to resolve unfunded liabilities of locally bargained severance and retirement plans. Costs one-fourth of amount it would cost if left untended and growing for the next 30-40 years.

2002  Enacted tax restructuring to reduce the state deficit and to fund schools and other economic development initiatives. Raised sales, tobacco and gaming taxes to relieve property tax obligation to schools.

2003  Passed funding increases for public schools approaching the inflationary index—the only entity in the state budget to do so. The budget restored the $119 Million cut in 2002 and restored the deficiency caused by unanticipated enrollment growth, providing a larger base on which to compute the 3.3% and 2.9% increases.

Enacted SB 169 to restore administrative discretion on confidentiality of public employee personnel files and to make public final action on suspensions, demotions, and discharges.

Extended the deadline to Dec. 31, 2004 for local school corporation bonding to resolve unfunded liability of locally negotiated retirement and severance plans.

2004  Indiana State Teachers Association Celebrates 150th Anniversary.
2005  First electronic newsletter
       Members only website was developed

2006  Elected pro-public education Indiana House of Representatives
       majority.
       Elected three new pro-public education congressmen.

2007  Achieved largest state school funding increase in six years.
       Achieved phased-in statewide funding for full-day kindergarten.
       Achieved full funding of textbook costs for students eligible
       for free/reduced price lunch program.
       Achieved a 100 percent increase in remediation funding.
       Defeated private school tax credits.
       Defeated virtual charter schools.

In addition, ISTA has been successful in defeating many bills which would have been
detrimental to public education. Often, ISTA was the only educator organization to
work against such bills.
THE ISTA CENTER

I.S.T.A. Center, Inc. is the corporate entity that owns the ISTA Center. I.S.T.A. Center, Inc. is associated with the Indiana State Teachers Association and its Board of Directors is composed of the members of the ISTA Board of Directors.

The ISTA Center is a nine-story office structure consisting of approximately 142,000 square feet located at 150 West Market Street, on the northeast corner of Market and Capitol Streets, in Indianapolis. ISTA and its affiliates occupy approximately thirty-three percent of the facility and the remaining space is leased, or available for lease, to unrelated third parties. The facility has been fully leased for most of the last twenty years and is debt free.

The original structure was constructed in 1958. ISTA Center purchased the adjacent property to its north in 1965. In June, 1987 this structure was demolished and the renovation of the building was completed with the rededication on October 23, 1988. ISTA Center also owns office buildings in Bicknell and Evansville.
The following is a list of important dates of meetings involving the Indiana State Teachers Association and the National Education Association.

December 2008
18 ................................................................. Issues & Concerns Conference Call
25 ................................................................. ISTA will be 154 years old

January 2009
9-10 ............................................................... Executive Committee Meeting
16-18 ............................................................. NEA Midwest Regional Conference
23-24 ............................................................. Board of Directors’ Meeting
30-31 ............................................................. ISEA Executive Committee Meeting
31 ................................................................. Deadline for applications for ISEA Scholarship

February 2009
1 ................................................................. Deadline for applications for Multimedia/Technology Award
4 ................................................................. Eighty Days Prior to the Spring RA
7 ................................................................. Governance Committee Meeting
14 ................................................................. Minority Affairs Committee Meeting
27-28 ............................................................. Collective Bargaining Conference
                                        ISEA Representative Assembly

March 2009
1 ................................................................. Deadline for the following:
                                        ISTA Lifetime Achievement Award
                                        N. Robert Montfort Communications Award
                                        ISTA Hoosier Educator of the Year Award
                                        Louis B. Russell, Jr. Memorial Scholarship
                                        Damon P. Moore Scholarship
                                        ISTA Educator Scholarship
                                        Career Scholarship
                                        Pacesetter Award
                                        Indiana ESP of the Year Award
                                        Phillip Carey Award for Human Relations
                                        Dave Hanna Golden Touch Award
                                        Community Service Award
                                        School Bell Award
                                        Multimedia/Technology Award

A-11
ISTA Young Activist Award
Minority Educator Award

2 .......................................................... Read Across America
6-7 .......................................................... Executive Committee Meeting
10 ..........First day to conduct local elections for ISTA RA Delegates and Alternates
14 ......................................... Professional Practices & Standards Committee Meeting
                      Human & Civil Rights Committee Meeting
                      Early Childhood Committee Meeting
16 ................................................. Forty days prior to Spring Representative Assembly
20-21 .......................................................... Board of Directors Meeting

March 2009

April 2009

4 .......................................................... Special Ed Committee Meeting
6-9 .......................................................... Pre-RA Meetings
7-9 .......................................................... NEA-Retired East Regional Conference
13-16 .......................................................... Pre-RA Meetings
18 .......................................................... Issues & Concerns Committee Meeting
                      Minority Affairs Committee Meeting
18-19 .......................................................... ISEA Outreach to Teach
20-23 .......................................................... Pre-RA Meetings
24 .......................................................... Executive Committee Meeting
                      Forty percent (40%) of all monies for 2008-09 dues are to be remitted to ISTA
25 .......................................................... ISTA Spring Representative Assembly

May 2009

3-9 .......................................................... Teacher Appreciation Week
5 .......................................................... National Teacher Day
9 .......................................................... IFIE Board Meeting

June 2009

6 .......................................................... Pre-NEA RA Meeting
                      Human & Civil Rights Committee Meeting
27-30 .......................................................... NEA-Retired Annual Meeting

July 2009

1-6 .......................................................... NEA Representative Assembly
28-29 .......................................................... Board of Directors Meeting
29 ................................................................. Executive Committee Meeting
30 ................................................................. Board Organizational Meeting
30-Aug. 2 ........................................ Summer Leadership Conference—French Lick

August 2009

15 ................................................................. Issues & Concerns Committee Meeting

September 2009

1 ................................................................. Deadline for applications for:
  Quality Local Association Recognition Award
  Outstanding Local Treasurer Award

15 ................................................................. Issues & Concerns Committee Meeting
# Budget Information

INDIANA STATE TEACHERS ASSOCIATION  
BUDGET SUMMARY  
(Fiscal Year 2008-2009*)

### Income Summary

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>ISTA Dues—All Membership Types **</td>
<td>$19,304,850</td>
</tr>
<tr>
<td>NEA Rebate—UniServ</td>
<td>1,278,900</td>
</tr>
<tr>
<td>NEA Subsidies—Legal and other</td>
<td>331,000</td>
</tr>
<tr>
<td>Investment income</td>
<td>400,000</td>
</tr>
<tr>
<td>Other</td>
<td>590,000</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>21,904,750</strong></td>
</tr>
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</table>

### Expense Summary

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>UniServ</td>
<td>10,566,968</td>
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<tr>
<td>Programs</td>
<td>3,146,471</td>
</tr>
<tr>
<td>Governance</td>
<td>1,047,303</td>
</tr>
<tr>
<td>Administration</td>
<td>1,008,159</td>
</tr>
<tr>
<td>Business and Support Services</td>
<td>5,762,961</td>
</tr>
<tr>
<td>Contingency</td>
<td>213,000</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td><strong>21,744,862</strong></td>
</tr>
</tbody>
</table>

**Net Income**  
$159,888

* Passed by Representative Assembly, April 2008

** 48,796 Members
The ISTA

The Indiana State Teachers Association is a professional association organized to bring about the continued improvement of educational opportunities for the youth of Indiana and to improve the professional status of educators. It is affiliated with the National Education Association. The Association is supported by the dues of its members and receives no tax funds from any source.

The support of education prior to the 1850's had been sporadic and unorganized. By 1852 the need for legislation to finance public education was so apparent that the Indiana General Assembly passed laws providing for both state and local levies for school purposes. This important 1852 law was contested in the courts, however, and the Indiana Supreme Court ruled that it was unconstitutional because the tax was "discriminatory."

Born as a crusade, the ISTA in over one hundred fifty years of service has adhered to its original premise that equal educational opportunity for the fullest individual development is the inherent right of every American and, further, that public education is basic to our democracy and to the perpetuation of our American way of life. In all of this history, the ISTA has recognized that the heart of the public school is the educational professional and that their standard of living and cultural environment are basic to high quality performance for the youth of our country.

The following are affiliates of ISTA: I.S.T.A. Center, Inc., which exists primarily for the benefit of ISTA, is a leaser of space in its office building located at 150 West Market Street in Indianapolis, Indiana. ISTA and the Center have the same Board of Directors. The Indiana Student Education Association, Indiana Political Action Committee for Education, ISTA In Service Corporation, ISTA Financial Services, I.S.T.A. Insurance Trust, ISTA Administrative Services, and local education associations throughout the State of Indiana are associated entities. Each of these organizations has a separate Board of Directors and operates independently of ISTA.

ISTA Mission Statement

The mission of the Indiana State Teachers Association is to provide the resources necessary to enable local affiliates to effectively advocate for members, children and public education.

ISTA Vision Statement

Introduction

The Indiana State Teachers Association is an organization of people. Our purpose is to advocate for public schools, the children of Indiana, and life long learning.

We value public school as a core element of our democratic republic.

We value our members. We value their dedication to their professions and to the children they teach and serve. We value their commitment to our Association and what the
Association represents to them. They bring that commitment to the Association through their willingness to volunteer countless hours to shape the policies and carry out the programs of the Association. We value the diversity of roles they play and opinions they hold. It is that diversity that strengthens this Association.

We value our staff. We value their expertise and dedication. We value their daily commitment to the school employees, public schools, and children of Indiana.

Our members have a deep commitment to children. The Association programs and policies work to ensure that our children have the best learning environment possible.

**Promoting and protecting public education**

In the second decade of the 21st century, the Indiana State Teachers Association will be Indiana's strongest advocate in support of a free public education for all. Each individual, regardless of economic status or place of residence, shall have the same opportunity for a quality education. Rapid changes in society and economic structures will make it necessary for every resident of the state to engage in the lifelong learning necessary to keep pace with those changes.

The Indiana State Teachers Association will be a catalyst in ensuring the State of Indiana is a place where every individual understands the essential contribution public education makes to our society. Public education will have the support of every individual in the state. The result will be the financial commitment necessary to provide a quality education for every student.

We value the community and its support of public schools. We need its ideas, volunteerism and economic support. The Association will be a leader in developing and maintaining community involvement in all public schools.

**Enhancing the economic status of our members**

In the second decade of the 21st century, every public school employee in Indiana will be compensated at a level that reflects the essential contribution public schools make to our society, as well as the professional preparation and responsibility of the individual employee. Teachers will be paid at a level that will place them among the top five professional groups in the state. Our brightest and best young people will view teaching as the most attractive of careers and enter into the profession. Similarly, educational support professionals will be at the top of salary and benefit scales relative to their peers in the private sector. Indiana's public schools will be recognized as outstanding employers, with the most attractive salary and benefit packages in the state.

**Enhancing the professional status of our members**

In the second decade of the 21st century, Indiana's public schools will be exceptional places to work, because of the economic benefits and professional status of public school employees. Each school employee will be required to have a license, whether a teaching license, a paraprofessional license, secretarial certification, commercial driver's license or similar accreditation. Each type of license, secretarial certification, commercial driver’s license or similar accreditation will reflect rigorous standards for entry into the profession to which it applies.

Members will turn to the Indiana State Teachers Association as the source for consultation, advice and training on professional and classroom issues.
The public will view teaching as the most prestigious of the professions.

**Preserving the strength of the Association**

In the second decade of the 21st century, the Indiana State Teachers Association will be viewed universally by public education employees—past, present and future—as their organizational home. Every public education employee in Indiana will be a member of the ISTA. Upon retirement, every member will continue membership in the ISTA through ISTA Retired. ISTA Retired will bring all retired school employees in the state together into an organization which will be the provider of a broad cross-section of excellent benefits for retired persons. Every education student will have a full understanding of the professional value of the Association and will be a member of the Indiana Student Education Association.

The Indiana State Teachers Association will continue to be an organization whose members are believers in “the cause”—caring people who understand and wholeheartedly support the role of the Association in their professional lives and as an advocate for them, public education and the children of Indiana.

**Managing the Finances**

In the second decade of the 21st century, the Indiana State Teachers Association will be an organization which is debt free and financially secure, both for the present and future. At the same time, it will be an organization that maintains a prudent balance between the services it provides and the cost to members of those services.

**VISION 2015**

**ISTA Strategic Plan**

**Strategic Goal A**

ISTA will be an active, well-informed, all inclusive organization which will deliver the highest possible level of service to a diverse and changing membership of all public school employees in Indiana. ISTA will

- Create and sustain universal membership recruitment and retention programs for all local affiliates.
- Develop strong, active and effective local affiliates that build and sustain commitment to the organization, public education professions and one another.
- Identify and develop association leaders in all membership categories and geographical locations.
- Promote human and civil rights of all.
- Facilitate communication and collegiality among all members in all categories of membership across the state.
- Identify and facilitate members' professional learning as applied to the workplace and within the Association.
- Identify, support and monitor peer trainers.
- Develop and maintain regional resource centers.
- Utilize an innovative delivery system that will provide the highest level of services to members.
**Strategic Goal B**

ISTA will utilize the political process to provide a high quality public education for every student. ISTA will

- Develop and sustain local and statewide coalitions with parents, organizations and businesses.
- Organize to elect or influence the appointment of pro-education policy makers.
- Organize and facilitate political action and lobbying of local, state and federal policy makers.
- Participate in and lead local and statewide decision-making programs focused on quality public schools.
- Promote full health care for all children and school employees.
- Promote programs and funding to counteract the effects of poverty.
- Develop local and statewide media campaigns to counteract attacks on public education.
- Develop expert data, research and information regarding education funding and resources.
- Organize and support member participation in state and local lobbying activities.
- Build state and local coalitions to support funding for a high quality public education for every student.

**Strategic Goal C**

ISTA will achieve for all public school employees competitive economic benefits and quality working conditions. ISTA will

- Provide resources and training to local leaders and bargaining teams to maximize and ensure effective and comprehensive local contracts.
- Gain and protect bargaining rights and ISTA representation for all public school employees.
- Facilitate high quality, reasonably priced insurances and fringe benefits for all public school employees.
- Facilitate utilization of NEA/ISTA Member Benefits programs by all public school employees.
- Promote and protect economic security for retired public school employees.

**Strategic Goal D**

ISTA will promote the maintenance of high and rigorous standards for all public school occupations and provide adequate resources for members to achieve them. ISTA will

- Monitor and influence agencies and policymaking bodies that impact education.
- Support structures that assure high standards for all public school employees.
• Encourage all eligible members to achieve National Board and/or other professional certification.

• Assess and monitor the status of professional development programs.

• Establish an effective structure to develop, promote and deliver high quality professional development programs.

• Provide assistance to schools in the implementation of school improvement plans.

**Strategic Goal E**

ISTA will be financially secure with resources adequate to withstand economic cycles while providing a high level of programs and services for members. ISTA will

• Develop ISTA consolidated budgets that generate an annual net income of four (4) percent of annual expenses and maintain the Stabilization Fund.

• Seek financial resources from outside sources such as grants, gifts and endowments to support funding of programs.

• Review property holdings to ensure their adequacy to meet the needs of members and staff while optimizing the use of Association financial resources.

• Adhere to high standards of business and personal ethics in the conduct of Association duties and responsibilities.

• Employ best business practices within all applicable laws and regulations as fiduciary agents for members and staff.

**Strategic Goal F**

ISTA will protect the contractual and legal rights of its members. ISTA will

• Ensure due process.

• Enforce contract rights.

• Promote progressive employee discipline.

• Ensure implementation of student discipline procedures.

• Protect member health, safety, and security in the workplace.

• Ensure observance of all statutory rights.
Code of Ethics

PREAMBLE

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one’s colleagues, of students, of parents and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive, and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates.

PRINCIPLE I

COMMITMENT TO THE STUDENT

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals. In fulfillment of the obligation to the student, the educator—

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.
2. Shall not unreasonably deny the student access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the student’s progress.
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement.
6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation unfairly:
   a. Exclude any student from participation in any program;
   b. Deny benefits to any student;
   c. Grant any advantage to any student.
7. Shall not use professional relationships with students for private advantage.
8. Shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

PRINCIPLE II

COMMITMENT TO THE PROFESSION

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions which attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator—

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.

2. Shall not misrepresent his/her professional qualifications.

3. Shall not assist entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attributes.

4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.

5. Shall not assist a non-educator in the unauthorized practice of teaching.

6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

7. Shall not knowingly make false or malicious statements about a colleague.

8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.
This symbol, adopted by the NEA Executive Committee in 1966, combines the legacy of the past (π for παιδεια, the ancient Greek work for education) with new direction for the future ( ). The spherical triangle serving as the background represents the mutually supportive programs of local, state, and national education associations to advance education. In one sentence, then, the design symbolizes the forward thrust of education through a united education profession.

This symbol was changed to include all education employees at the 1985 NEA Representative Assembly in Washington, D.C.
Board of Directors

(ISTA Bylaws, Article II, Section 3)

Powers of Board of Directors-The Board of Directors shall conduct, manage, and control the affairs and business of the Association between meetings of the Assembly, subject to the policies established by the Assembly. The Board shall carry out plans and policies adopted by the Assembly. It shall have the power to establish policies of the Association not inconsistent with the action of the Assembly and the Articles of Incorporation and Bylaws of this Association when the Assembly is not session, and to perform such other duties as are required by the Articles of Incorporation and Bylaws of the Association and for the welfare of the Association.

The Board of Directors shall appoint and determine terms and conditions of employment of the executive director in accordance with these Bylaws.

The Board of Directors shall review and may amend the proposed annual budget prior to recommendation to the Representative Assembly. The Board of Directors may make adjustments the annual budget adopted by the Representative Assembly as the need arises.

The Board of Directors shall review and may amend policies of the standing committees. The Board of Directors shall approve or recommend to the Assembly any committee recommendations for action.

The Board of Directors shall have written policies and shall publish annually an ISTA Handbook.

STATE OFFICERS

President
Nathan Schnellenberger, 50 N Illinois St Apt 509, Indianapolis 462042856
   Home phone: (317) 402-5859; Primary email: nschnellenberger@ista-in.org
   Office: 150 W Market St Suite 900, Indianapolis 46204
   Office phone: (317) 263-3400; Term expires: 7/31/2010; District: 3-E.

Vice-President
Teresa Meredith, 5509 S Marietta Rd, Shelbyville 461769095
   Home phone: (317) 729-5810; Primary email: tmeredith@ista-in.org
   School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
   School phone: (317) 398-7432; Term expires: 7/31/2010; District: 3-C.

Treasurer
Kathy Parks, 2366 W 1300 S, Haubstadt 476398669
   Home phone: (812) 768-5410; Primary email: kparks@ista-in.org
   School: Gibson Southern High, 3499 W 800 S, Fort Branch 476489761
   School phone: (812) 753-3011; Term expires: 7/31/2011; District: 3-I.
District: 1-A

Michael F David, 12429 Cedar Lake Rd, Crown Point 463078736
  Home phone: (219) 662-9369; Primary email: mdavid@cps.k12.in.us
  School: Crown Point Sr High, 401 W Joliet St, Crown Point 463073808
  School phone: (219) 663-4885; Term expires: 7/31/2010.

District: 1-B

Steven L Tafflinger, 1414 Sturdy Rd, Valparaiso 463833859
  Home phone: (219) 464-9466; Primary email: stafflinger@comcast.net
  School: Porter Lakes Elementary, 208 S 725 W, Hebron 463419714
  School phone: (219) 988-2727; Term expires: 7/31/2010.

District: 1-C

Terry R Brendel, 3707 Engel Dr, Valparaiso 463838365
  Home phone: (219) 464-4053; Primary email: tbrendel@mail.valpo.k12.in.us
  School: Valparaiso High, 2727 Campbell St, Valparaiso 463852356
  School phone: (219) 531-3070; Term expires: 7/31/2010.

District: 1-D

Linda A Lucy, 18671 Beach Way, South Bend 466374207
  Home phone: (574) 272-0979; Primary email: lal@datacruz.com
  School: Darden Primary, 18645 Janet Dr, South Bend 466374628
  School phone: (574) 243-7335; Term expires: 7/31/2010.

District: 1-E

Bruce Shannon, 55641 Springdale Ct, Osceola 465619512
  Home phone: (574) 674-5638; Primary email: meachalk@aol.com
  School: Twin Branch Elementary, 3810 Lincoln Way E, Mishawaka 465443920
  School phone: (574) 822-5396; Term expires: 7/31/2010.

District: 1-F

Ralph L Fireoved, 22577 Remington Ct, Elkhart 465144677
  Home phone: (574) 262-3399; Primary email: rfireoved@aol.com
  School: Heritage Intermediate, 56647 Northridge, Middlebury 46540
  School phone: (574) 822-5396; Term expires: 7/31/2010.

District: 1-G

Robert Sellers, 823 Pelham Dr, Fort Wayne 468254109
  Home phone: (260) 489-7322; Primary email: sellersb@centralnoble.k12.in.us
  School: Albion Elementary, 202 Cougar Ct, Albion 467011399
  School phone: (260) 636-7538; Term expires: 7/31/2010.

District: 1-H

William Oates, 415 N Church St, Kouts 463479508
  Home phone: (219) 766-3066; Primary email: woates@ista-in.org
  School: Rensselaer Central High, 1106 E Grace St, Rensselaer 479783211
  School phone: (219) 866-5175; Term expires: 7/31/2010.
District: 1-K

Charles T Brunstrup, 30 S 200 W, Monroe 467729601
    Home phone: (260) 692-6726; Primary email: tbrunstrup@decaturnet.com
    School: Southeast Elementary, 901 Everhart Dr, Decatur 467332215
    School phone: (260) 724-3118; Term expires: 7/31/2010.

District: 1-L

Marjorie C Goyings, 17808 Antwerp Rd, Harlan 467439701
    Home phone: (260) 657-5532; Primary email: marjorie.goyings@fwcs.k12.in.us
    School: Curriculum Services, 1200 S Clinton St, Fort Wayne 468023504
    School phone: (260) 467-2080; Term expires: 7/31/2010.

District: 1-M

Richard B Wright, 224 E North D St, Gas City 469331117
    Home phone: (765) 674-9366; Primary email: rwright@ista-in.org
    School: Eastbrook Jr High, 560 S 900 E, Marion 469539629
    School phone: (765) 668-7136; Term expires: 7/31/2010.

District: 2-A

Jeanna M Jones, 60 Catalpa Ct, Lafayette 479053953
    Home phone: (765) 447-4390; Primary email: jmjones500@aol.com
    School: Jefferson High, 1801 S 18th St, Lafayette 479052011
    School phone: (765) 772-4700; Term expires: 7/31/2011.

District: 2-B

John D Comer, 6255 N State Road 55, Pine Village 479758043
    Home phone: (765) 385-2740; Primary email: jcomer_msdwc@hotmail.com
    School: Seeger Mem Jr/Sr High, RR 1, West Lebanon 479919801
    School phone: (765) 893-4445; Term expires: 7/31/2011.

District: 2-C

Sharon Kaiser, 1904 Hillside Dr, Franklin 461318536
    Home phone: (317) 738-3720; Primary email: inskaiser@embargmail.com
    School: Clark-Pleasant Intermediate, 2111 Sheek Rd, Greenwood 461439713
    School phone: (317) 535-7579; Term expires: 7/31/2011.

District: 2-F

David A Gregory, 3808 Red Bud Ln, Kokomo 469024381
    Home phone: (765) 453-4815; Primary email: dagregory@taylor.k12.in.us
    School: Taylor High, 3794 E County Road 300 S, Kokomo 469029507
    School phone: (765) 453-1101; Term expires: 7/31/2011.

District: 2-G

Kathy Seitz, 14307 Crystal Creek Dr, Noblesville 460609367
    Home phone: (317) 773-6073; Primary email: krsieit@hse.k12.in.us
    School: Hamilton Southeastern Jr High, 12001 Olio Rd, Fishers 460389799
    School phone: (317) 594-4120; Term expires: 7/31/2011.
District: 2-G
Johnny L Walker, 7865 Cardinal Cv S, Indianapolis 462564658
  Home phone: (317) 576-0204; Primary email: binks761@yahoo.com
  School: Fall Creek Elementary, 12131 Olio Rd, Fishers 460389799
  School phone: (317) 594-4180; Term expires: 7/31/2011.

District: 2-J
Sheliah J Dorton, 16610 N Angler Club Rd, Gaston 473429599
  Home phone: (765) 358-4284; Primary email: sdorton@delcomschools.org
  School: Delta Middle, 9800 N County Rd 200 E, Muncie 47309781
  School phone: (765) 747-0869; Term expires: 7/31/2011.

District: 2-K
Deborah K Brogan, 509 Wintergreen Dr, Yorktown 473961324
  Home phone: (765) 759-0948; Primary email: dbrogan@nettlecreek.k12.in.us
  School: Hagerstown Elementary, 299 N Sycamore St, Hagerstown 473461324
  School phone: (765) 489-4555; Term expires: 7/31/2011.

District: 2-L
Dennis Shaw, 311 Old Mill Creek Dr, Alexandria 460018117
  Home phone: (765) 724-9822; Primary email: dshaw@alex.k12.in.us
  School: Alexandria-Monroe Intermediate, 308 W 11th St, Alexandria 46002806
  School phone: (765) 724-4166; Term expires: 7/31/2011.

District: 2-M
Sally L Evans, 706 Alexander St, Greenwood 461431419
  Home phone: (317) 885-8472; Primary email: sevans@msdpt.k12.in.us
  School: Southport Middle, 5715 S Keystone Ave, Indianapolis 462278714
  School phone: (317) 789-4600; Term expires: 7/31/2011.

District: 2-M
Glenda S Ritz, 4303 Powderhorn Ct, Carmel 46034717
  Home phone: (317) 844-0329; Primary email: gritz1@mac.com
  School: Crooked Creek Elementary, 2150 Kessler Boulevard West Dr, Indianapolis 462261706
  School phone: (317) 259-5478; Term expires: 7/31/2011.

District: 2-M
Louis H Schwitzer, 15427 Border Dr, Noblesville 460604779
  Home phone: (317) 501-1271; Primary email: possumcowboy@gmail.com
  School: IPS School (67), 653 N Somerset Ave, Indianapolis 462233272
  School phone: (317) 226-4267; Term expires: 7/31/2011.

District: 2-M
Ann Wilkins, 4425 Mulligan Way, Indianapolis 462687712
  Home phone: (317) 875-7811; Primary email: wilkina@ips.k12.in.us
  School: IPS School (98), 3698 Dubarry Rd, Indianapolis 462266048
District: 3-A

Mark Lee, 8034 N Clinton St, Terre Haute 478051022
   Home phone: (812) 466-4036; Primary email: mlee@ista-in.org
   School: Ter Haute N Vigo High, 3434 Maple Ave, Terre Haute 478041765
   School phone: (812) 462-4312; Term expires: 7/31/2009.

District: 3-B

Deana L Stickels, 3813 Cathedral Rd, Spencer 474607508
   Home phone: (812) 829-4769; Primary email: stevendeana@stickelsfamily.com
   School: Mccormicks Creek Elementary, 1601 Flatwoods Rd, Spencer 474609254
   School phone: (812) 828-6000; Term expires: 7/31/2009.

District: 3-C

Karen S Warble, 261 E 275 S, Shelbyville 461769364
   Home phone: (317) 398-7397; Primary email: kswarble@shelbycs.k12.in.us
   School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
   School phone: (317) 398-7432; Term expires: 7/31/2009.

District: 3-D

Mary Puntney, RR 1 Box 56A, Bloomfield 474249710
   Home phone: (812) 384-4016; Primary email: marypkatch@hotmail.com
   School: White River Valley Jr/Sr High, PO Box 1470 Highway 54, Switz City
   School phone: (812) 659-2286; Term expires: 7/31/2009.

District: 3-E

Dennie R Oxley, 2907 W State Road 64, Taswell 471757639
   Home phone: (812) 338-2339; Primary email: doxley@cccs.k12.in.us
   School: Crawford County Jr/Sr High, 1130 S State Road 66, Marengo 471408438
   School phone: (812) 365-2125; Term expires: 7/31/2009.

District: 3-F

Mark E Kessans, 4115 Payne Koehler Rd, New Albany 471509520
   Home phone: (812) 945-9972; Primary email: mkessans@nafcs.k12.in.us
   School: Prosser Chas Voc Ctr, 4202 Charlestown Rd, New Albany 471509567
   School phone: (812) 949-4266; Term expires: 7/31/2009.

District: 3-G

Jennie L Swift, 8314 Poplar Dr, Charlestown 47119661
   Home phone: (812) 256-5527; Primary email: iamalright1948@yahoo.com
   School: River Valley Middle, 2220 Charlestown New Albany Rd, Jeffersonville
   School phone: (812) 288-4848; Term expires: 7/31/2009.

District: 3-H

Cheryl Fenton, 1512 New Ford Rd, Seymour 472742263
   Home phone: (812) 522-3513; Primary email: fentonc@yahoo.com
School: Seymour Middle, 920 N Obrien St, Seymour 472741859  
School phone: (812) 522-5453; Term expires: 7/31/2009.

District: 3-I

Michelle Hulse, 6744 Old Stonehouse Dr, Newburgh 476301724  
Home phone: (812) 858-2911; Primary email: micheljrhg@aol.com  
School: Castle Jr High, 2800 Highway 261, Newburgh 476308146  
School phone: (812) 853-7347; Term expires: 7/31/2009.

District: 3-J

Deborah L Hartz, 1101 Se Riverside Dr, Evansville 477131164  
Home phone: (812) 303-5527; Primary email: dlhartz@gmail.com  
School: Administration Building, 1 SE 9th St Rm 101, Evansville 477081821  
Term expires: 7/31/2009.

District: 4-A

Robin Lee Endris, 835 Forest St, Michigan City 463602111  
Home phone: (219) 879-3506; Primary email: fayelyrae@msn.com  
School: Springfield Elementary, 3054 W 800 N, Michigan City 463609772  
School phone: (219) 873-2117; Term expires: 7/31/2009.

District: 5-A

Jeffrey W King, 1126 Fairway Dr, Indianapolis 462604065  
Home phone: (317) 257-5414; Primary email: jeffwking@hotmail.com  
School: Indiana School For The Deaf, 1200 E 42nd St, Indianapolis 462052004  
School phone: (317) 924-4374; Term expires: 7/31/2011

Higher Ed

Korrine M Gust, 5782 Ashford Dr, Columbia City 467257760  
Home phone: (260) 691-2281; Primary email: kmgust@manchester.edu  
School: Manchester College, 604 E College Ave, North Manchester 469621276  
School phone: (260) 982-5000; Term expires: 7/31/2009.

ISEA

Andrea Hargrove, 203 Althaus Ave, Evansville 477125703  
Primary email: dmples10@insightbb.com

ISTA-Retired

Robert G Barcus, 2230 Brewster Rd, Indianapolis 462601521  
Home phone: (317) 872-4530; Primary email: rbarcus@ista-in.org  
Term expires: 7/31/2010.

Ethnic Minority At Large

Barbara J Morgan, 4615 Falcon Grove Dr, Indianapolis 462545919  
Home phone: (317) 293-1236; Primary email: morganb@ips.k12.in.us  
School: Wendell Phillips Elementary (63), 1163 N Belmont Ave, Indianapolis 462223144  
School phone: (317) 226-4263; Term expires: 7/31/2011.
Robert Allen White, 7728 Coventry Ct Apt C, Evansville 477158107
Home phone: (812) 202-2369; Primary email: robert.white@evsc.k12.in.us
School: West Terrace Elementary, 8000 W Terrace Dr, Evansville 477123064
School phone: (812) 435-8733; Term expires: 7/31/2011.

Carolyn M. Yates, 3327 Lillie St, Fort Wayne 468063666
Home phone: (260) 444-2261; Primary email: cyates@ista-in.org
School: Kekionga Middle, 2929 Engle Rd, Fort Wayne 468091105
School phone: (260) 467-6600; Term expires: 7/31/2010.

NEA Board of Directors
Callie Marksbary, 2613 Natalie Ct, Lafayette 479058808
Home phone: (765) 423-5339; Primary email: cmarksbary@lsc.k12.in.us
School: Vinton Elementary, 3101 Elmwood Ave, Lafayette 479041709
School phone: (765) 771-6140; Term expires: 7/31/2009.

Cynthia L. Miller, 17716 Downing Dr, Lowell 463562132
Home phone: (219) 696-0805; Primary email: millerlowell@sbcglobal.net
School: Solon Robinson Elementary, 601 Pettibone St, Crown Point 463074421
School phone: (219) 663-2525; Term expires: 7/31/2009.

Nancy J. Wright, 224 E North D St, Gas City 469331117
Home phone: (765) 674-9366; Primary email: nwright@ista-in.org
School: Upland Elementary, 712 S 2nd St, Upland 46989
School phone: (765) 998-2550; Term expires: 2/11/2011.

NEA Board of Directors-Retired
Sarah Borgman, 65347 County Road 3, Wakarusa 465739773,
Home phone: (574) 862-2895; Primary email: whadyapple@aol.com
Term expires: 8/31/2009

NEA Board of Directors-ESP
Donna M. Nielsen, 1333 E 500 S, La Porte 463509355
Home phone: (219) 393-3652; Primary email: dnnie@verizon.net
School: Transportation Department, 1921 A St, La Porte 463506639
School phone: (219) 362-7056; Term expires: 7/31/2009.

ISTA Executive Director
Warren L. Williams, 150 West Market Street, Suite 900, Indianapolis 46204-2875
Office phone: (317)263-3400; Primary email: wwilliams@ista-in.org
BOARD MANAGEMENT PERSONNEL COMMITTEE

This Committee is comprised of Board members who are elected by the Board of Directors. The Committee is responsible for the evaluation of the Executive Director and reporting same to the Board of Directors. The Committee prepares contracts, salary and compensation recommendations of the Executive Director to the ISTA Board for action. The Committee will be apprised of personnel issues as presented by the Executive Director.

John D Comer, Chairperson, 6255 N State Road 55, Pine Village 479758043
   Home phone: (765) 385-2740; Primary email: jcomer_msdwc@hotmail.com
   School: Seeger Mem Jr/Sr High, RR 1, West Lebanon 479919801
   School phone: (765) 893-4445; Term expires: 7/31/2009; District: 2-B.

Charles T Brunstrup, 30 S 200 W, Monroe 467729601
   Home phone: (260) 692-6726; Primary email: tbrunstrup@decaturnet.com
   School: Southeast Elementary, 901 Everhart Dr, Decatur 467332215
   School phone: (260) 724-3118; Term expires: 7/31/2009; District: 1-K.

Sally L Evans, 706 Alexander St, Greenwood 461431419
   Home phone: (317) 885-8472; Primary email: sevans@msdpt.k12.in.us
   School: Southport Middle, 5715 S Keystone Ave, Indianapolis 462278714
   School phone: (317) 789-4600; Term expires: 7/31/2010; District: 2-M.

Karen S Warble, 261 E 275 S, Shelbyville 461769364
   Home phone: (317) 398-7397; Primary email: kswarble@shelbycs.k12.in.us
   School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
   School phone: (317) 398-7432; Term expires: 7/31/2010; District: 3-C.

Mary Puntney, RR 1 Box 56A, Bloomfield 474249710
   Home phone: (812) 384-4016; Primary email: marypkatch@hotmail.com
   School: White River Valley Jr/Sr High, PO Box 1470 Highway 54, Switz City 474651470
   School phone: (812) 659-2286; Term expires: 7/31/2010; District: 3-D.

Deborah L Hartz, 1101 Se Riverside Dr, Evansville 477131164
   Home phone: (812) 303-5527; Primary email: dlhartz@gmail.com
   School: Administration Building, 1 SE 9th St Rm 101, Evansville 477081821
   School phone: ; Term expires: 7/31/2009; District: 3-J.

Vacancy
EXECUTIVE COMMITTEE

This Committee acts on behalf of the Board of Directors to continue the business of the Association. The Committee assists the formulating and monitoring of the budget, recommends long-range plans, reviews committee activities and assumes leadership for special Association projects.

Nathan Schnellenberger, 150 W Market St Ste 900, Indianapolis 462042814
Office phone: (317) 263-3400; Office email: nschnellenberger@ista-in.org
Term expires: 7/31/2010; District: 3-E

Mark E Kessans, 4115 Payne Koehler Rd, New Albany 471509520
Home phone: (812) 945-9972; Primary email: mkessans@naecs.k12.in.us
School: Prosser Chas Voc Ctr, 4202 Charlestown Rd, New Albany 471509567
School phone: (812) 949-4266; Term expires: 7/31/2009; District: 3-F.

Linda A Lucy, 18671 Beach Way, South Bend 466374207
Home phone: (574) 272-0979; Primary email: lal@datacruz.com
School: Darden Primary, 18645 Janet Dr, South Bend 466374628
School phone: (574) 243-7335; Term expires: 7/31/2009; District: 1-D.

Callie Marksbary, 2613 Natalie Ct, Lafayette 479058808
Home phone: (765) 423-5339; Primary email: cmarksbary@lsc.k12.in.us
School: Vinton Elementary, 3101 Elmwood Ave, Lafayette 479041709
School phone: (765) 771-6140; Term expires: 7/31/2009; District: 2-A.

Teresa Meredith, 5509 S Marietta Rd, Shelbyville 461769095
Home phone: (317) 729-5810; Primary email: tmeredith@ista-in.org
School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
School phone: (317) 398-7432; Term expires: 7/31/2010; District: 3-C.

Cynthia L Miller, 17716 Downing Dr, Lowell 463562132
Home phone: (219) 696-0805; Primary email: millerlowell@sbcglobal.net
School: Solon Robinson Elementary, 601 Pettibone St, Crown Point 463074421
School phone: (219) 663-2525; Term expires: 7/31/2009; District: 1-A.

Glenda S Ritz, 4303 Powderhorn Ct, Carmel 460334717
Home phone: (317) 844-0329; Primary email: gritz1@mac.com
School: Crooked Creek Elementary, 2150 Kessler Boulevard West Dr, Indianapolis 462281706
School phone: (317) 259-5478; Term expires: 7/31/2009; District: 2-M.

Deana L Stickels, 3813 Cathedral Rd, Spencer 474607508
Home phone: (812) 829-4769; Primary email: stevendeana@stickelsfamily.com
School: Mccormicks Creek Elementary, 1601 Flatwoods Rd, Spencer 474609254
School phone: (812) 828-6000; Term expires: 7/31/2009; District: 3-B.

Warren L. Williams, 150 West Market Street, Suite 900, Indianapolis 46204-2875
Office phone: (317)263-3400; Primary email: wwilliams@ista-in.org
GOVERNANCE COMMITTEE
(ISTA Bylaws, Article IV, Section 5)

“The Governance Committee shall be concerned with members relationship with the Association. The Committee will deal with increasing practitioner involvement matters related to membership recruitment, leadership development, and revisions of Bylaws and General Standing Rules. It shall research, develop, and recommend to the appropriate bodies primarily the stated areas.

The Committee shall make a report at meetings of the Assembly.”

David W Knies, Chairperson, 5709 Stacy Ct, Charlestown 47118705
Home phone: (812) 256-3429; Primary email: dknies@wclark.k12.in.us
School: Silver Creek Middle, 495 N Indiana Ave, Sellersburg 471721254
School phone: (812) 246-4421; Term expires: 7/31/2009; District: 3-G.

James D Adang, 1219 California Ave, Fort Wayne 468055017
Home phone: (260) 341-9520; Primary email: jadang@verizon.net
School: Dekalb High, 3424 County Road 427, Waterloo 467939402
School phone: (260) 925-2363; Term expires: 7/31/2009; District: 1-G.

Paul Allison, PO Box 748, New Harmony 476310748
Home phone: (812) 682-4135; Primary email: ptcllison@sbcglobal.net
School: Marrs Elementary, 9201 E Highway 62, Mount Vernon 476209153
School phone: (812) 985-2082; Term expires: 7/31/2010; District: 3-I.

Alan D Arnold, 595 E State Road 124, Monroe 467729643
Home phone: (260) 692-6610; Primary email: arnolda@accs.k12.in.us
School: Adams Central High, 222 W Washington St, Monroe 467729436
School phone: (260) 692-6151; Term expires: 7/31/2009; District: 1-K.

Patricia Caruso, 6585 E US Highway 136, Brownsburg 461129401
Home phone: (317) 852-0070; Primary email: pjc7760@aol.com
School: Brownsburg West Middle, 1555 S Odell St, Brownsburg 461128041
School phone: (317) 852-3143; Term expires: 7/31/2009; District: 2-C.

Barbara E Darling, 911 Allens Ln, Evansville 477103123
Home phone: (812) 423-7015; Primary email: barbara.darling@evsc.k12.in.us
School: Vogel Elementary, 1500 Oak Hill Rd, Evansville 477114860
School phone: (812) 477-6109; Term expires: 7/31/2010; District: 3-J.

Nancy L Deininger, 57 Skyline Dr, Garrett 467389768
Home phone: (260) 637-2555; Term expires: 7/31/2010; District: 4-A.

Anthony K Dunn, 902 Chestnut St, Anderson 460124121
Home phone: (765) 644-4759; Primary email: tdunn@flcs.k12.in.us
School: Frankton Elementary, 1303 State Road 128 E, Frankton 460449797
School phone: (765) 754-7545; Term expires: 7/31/2010; District: 2-L.

Carol L Eppert, 1724 Southwood Ave, South Bend 466151319
Home phone: (574) 289-3830; Primary email: jeppert@comcast.com
School: Darden Primary, 18645 Janet Dr, South Bend 466374628
School phone: (574) 243-7335; Term expires: 7/31/2009; District: 1-D.

Susan M Garrison, 31 W 231st St, Sheridan 460699308
Home phone: (937) 255-2067; Primary email: garrisos@ips.k12.in.us
School: Arlington Community, 4825 N Arlington Ave, Indianapolis 462262401
School phone: (317) 226-2345; Term expires: 7/31/2010; District: 2-M.

Raymond L Gerkin, 522 2nd St, North Vernon 472651100
Home phone: (812) 346-2224; Primary email: raygerkin@hotmail.com
School: Jennings County High, 800 W Walnut St, North Vernon 472651461
School phone: (812) 346-5588; Term expires: 7/31/2010; District: 3-H.

Janet L Hayes, 8240 N 700 E, Hamlet 465329507
Home phone: (574) 867-6900; Primary email: jthayes@skyenet.net
School: Walkerton Elementary, 805 Washington St, Walkerton 465741321
School phone: (574) 586-3186; Term expires: 7/31/2009; District: 1-F.

Daniel J Henn, 1148 E 58th St, Indianapolis 462202647
Home phone: (317) 254-9067; Primary email: hennmeister@sbcglobal.net
School: Walker Career Center, 9651 E 21st St, Indianapolis 462291706
School phone: (317) 532-6150; Term expires: 7/31/2010; District: 2-M.

Anne Hunter, 3545 E 650 S, Peru 469707850
Home phone: (765) 472-2751; Primary email: amh58@hotmail.com
School: North Miami High, RR 1 Box 138B, Denver 469269745
School phone: (765) 985-2931; Term expires: 7/31/2009; District: 2-F.

Susan M Kendera, 774 W 73rd Ave Apt C, Merrillville 464104784
Home phone: (219) 769-7051; Primary email: skendera@mvsc.k12.in.us
School: Homer Iddings Elementary, 7249 Van Buren St, Merrillville 464103857
School phone: (219) 650-5302; Term expires: 7/31/2009; District: 1-B.

Harriet F Klene, 425 W Main St, Greensburg 472401508
Home phone: (812) 663-3332; Primary email: hklene@greensburg.k12.in.us
School: Greensburg Elementary, 900 N Big Blue Ave., Greensburg
School phone: (812) 663-8112; Term expires: 7/31/2010; District: 3-C.

Georgia A McKim, 355 E Arnotts Dr, Rensselaer 479787504
Home phone: (219) 866-5211; Primary email: jmckim95@embarqmail.com
School: Kankakee Valley Intermediate, 12345 N 550 W, Wheatfield 463927036
Term expires: 7/31/2009; District: 1-H.

Karen J Mettler, 343 N Franklin St, Dunkirk 473361230
Home phone: (260) 726-9418; Term expires: 7/31/2010; District: 2-J.

Jeffery (JD) Dallas Miller, 7619 S County Road 450 W, Reelsville 461719666
Home phone: (765) 721-7385; Primary email: jmiller62@mymail.indstate.edu
Term expires: 7/31/2009; District: ISEA.

Mary Jo Miller, 6306 Cedar Ct, South Bend 466146456
Home phone: (574) 291-8642; Primary email: ldmjmiller@aol.com
Sarah Miller, 717 16th St, Tell City 475861130
Home phone: (812) 547-7477; Primary email: smiller@tellcity.k12.in.us
School: William Tell Elementary, 1235 31st St, Tell City 475862688
School phone: (812) 547-9727; Term expires: 7/31/2010; District: ISTA Retired.

Rebecca Owen, 5899 W Falling Waters Dr, McCordsville 460559283
Home phone: (317) 336-7528; Primary email: rio_05@yahoo.com
School: Oaklandon Elementary, 6702 Oaklandon Rd, Indianapolis 462363073
School phone: (317) 823-4428; Term expires: 7/31/2010; District: 3-E.

Cory S Pierce, 1450 Hedge Ct, Greenfield 461407803
Home phone: (317) 462-2352; Primary email: cspierce@doc.in.gov
School: Providence Education Association, 9310 S State Road 67, Pendleton 460648536
School phone: (765) 778-3778; Term expires: 7/31/2009; District: 5-A.

Mary Ann E Pollard, 585 E Main St, Hagerstown 473461421
Home phone: (765) 489-4793; Primary email: mpollard@nettlecreek.k12.in.us
School: Hagerstown Elementary, 299 N Sycamore St, Hagerstown 473461324
School phone: (765) 489-4555; Term expires: 7/31/2010; District: 2-K.

Linda Cheetham Richardson, 7811 N Thames Dr, Bloomington 474089337
Home phone: (812) 876-8212; Primary email: lcrichardson@bluemarble.net
School: Highland Park Elementary, 900 Park Square Dr, Bloomington 474031726
School phone: (812) 825-7673; Term expires: 7/31/2010; District: 3-B.

Dennis E Rightsell, 108 Ws 2nd St, Carbon 478370057
Home phone: (812) 201-0728
School: North Putnam High, RR 2 Box 206, Roachdale 461729802
School phone: (765) 522-6282; Term expires: 7/31/2009; District: 2-B.

Joan W Rogers, 3149 N Centennial St, Indianapolis 462221916
Home phone: (317) 925-1341; Primary email: rogersj@ips.k12.in.us
School: IPS School (49), 1720 W Wilkins St, Indianapolis 462211175
School phone: (317) 462-4301; Term expires: 7/31/2009; District: Appointed.

Susan Rose, 6949 N Erickson St, Terre Haute 478059569
Home phone: (812) 466-5249; Primary email: susrose@aol.com
School: Meadows Elementary, 55 S Brown Ave, Terre Haute 478031501
School phone: (812) 462-4301; Term expires: 7/31/2009; District: 3-A.

Michael A Ruiz, 3510 Ivy League Dr, Fort Wayne 468051628
Home phone: (260) 482-6170; Primary email: m.ruiz1@verizon.net
School: Northrop High, 7001 Coldwater Rd, Ft Wayne 468253607
School phone: (260) 467-2300; Term expires: 7/31/2009; District: 1-L.

Louis G Rupp, 9270 Corydon Ramsey Rd Nw, Ramsey 471668902
Home phone: (812) 347-2321; Primary email: grupp@nhcs.k12.in.us
School: North Harrison Elementary, 1115 W Whiskey Run Rd NW, Ramsey 471668506
School phone: (812) 347-2419; Term expires: 7/31/2010; District: 3-F.
Marc D Ryser, 1543 W 98th Pl, Crown Point 463072441
   Home phone: (219) 662-5865; Primary email: mryser@highland.k12.in.us
   School: Highland High, 9135 Erie St, Highland Bra 463222735
   School phone: (219) 922-5610; Term expires: 7/31/2009; District: 1-A.
Wayne M Shipe, 938 E Main St, Carmel 460331935
   Home phone: (317) 844-2650; Primary email: wship@indy.rr.com
   School: Shamrock Springs Elementary, 747 W 161st St, Westfield 460749624
   School phone: (317) 867-7438; Term expires: 7/31/2010; District: 2-G.
Carolyn M Smith, 255 Clark St, Roanoke 467839112
   Home phone: (260) 672-2745
   School: Lincoln Elementary, 943 Swan St, Huntington 467502444
   School phone: (260) 356-2914; Term expires: 7/31/2009; District: 1-M.
Michael D Smith, 1824 Arcadia Dr, Lafayette 479054005
   Home phone: (765) 447-9146; Primary email: msmith1824@aol.com
   School: Tecumseh, S 18th/Teal Rd, Lafayette 47905
   School phone: (765) 772-4750; Term expires: 7/31/2009; District: 2-A.
Steven Whitlock, 421 W Maple St, Shelburn 478791224
   Home phone: (812) 397-5147; Primary email: swhtlo@cebridge.net
   School: Union High, 7356 E County Road 50 S, Dugger 478489101
   School phone: (812) 648-2729; Term expires: 7/31/2010; District: 3-D.
Valerie Williams, 953 Lincolnway E, Mishawaka 465442702
   Home phone: (574) 259-9624; Primary email: vwilliams@juno.com
   School: Jimtown Jr High, 58903 County Road 3, Elkhart 465179303
   School phone: (574) 294-6586; Term expires: 7/31/2009; District: 1-E.
Elden J Wolting, 11520 Capistrano Ct, Indianapolis 462368701
   Home phone: (317) 823-1183; Primary email: alwolting@hotmail.com
   School phone: (317) 466-1000; Term expires: 7/31/2010; District: 2-M.
   Vacancy 1-C
   John D Comer, Board Liaison

Nathan Schnellenberger, ISTA President, Ex officio
Warren L. Williams, ISTA Executive Director, non-voting ex officio
Dan Clark, ISTA Staff Liaison
ISSUES AND CONCERNS COMMITTEE
ISTA Bylaws, Article IV, Section 4

“The Issues and Concerns Committee shall be concerned with the members’ relationship with the community. The Committee will deal with increasing practitioner involvement matters related to educational legislation, contract development and maintenance, and statements of Association position, belief, and intent. It shall research, develop, and recommend to the appropriate bodies primarily the stated areas.

The Committee shall make a report at meetings of the Assembly.”

William G Riehle, Chairperson, 1125 Mourer St, New Castle 473625266
Home phone: (765) 529-8516; Primary email: briehle@cabeard.k12.in.us
School: Knightstown High, 8149 W Us 40, Knightstown 461489501
School phone: (765) 345-5153; Term expires: 7/31/2009; District: 2-L.

John F Barnes, 7902 Willow Wind Cir, Indianapolis 462398703
Home phone: (317) 375-0120; Primary email: john_barnes57@comcast.net
School: Warren Central High, 9500 E 16th St, Indianapolis 462292008
School phone: (317) 869-4604; Term expires: 7/31/2009; District: 2-M.

Diana S Bucher, 908 S Orchard Dr, North Manchester 46921052
Home phone: (260) 982-7976; Primary email: bdbucher@mchsi.com
School: North Miami Elementary, 632 E 900 N, Denver 469269745
School phone: (765) 985-2251; Term expires: 7/31/2010; District: 2-F.

Jodi L Buoscio, 55774 Short Hair Dr, Osceola 465161979
Home phone: (574) 674-8235; Primary email: jbuoscio@elkhart.k12.in.us
School: Elkhart Memorial High, 2608 California Rd, Elkhart 465141222
School phone: (574) 262-5600; Term expires: 7/31/2010; District: 1-E.

Tammy Byrer, 209 Eastside Park Rd, Washington 475018905
Home phone: (812) 254-5544; Primary email: tbyrer@ndaviess.k12.in.us
School: North Daviess Elementary, 5498 State Rd 58, Elmore 475299730
School phone: (812) 636-8000; Term expires: 7/31/2009; District: 3-D.

Ronald Curtis Calabro, 3312 Old Tay Brg, Jeffersonville 471308656
Home phone: (812) 280-0365; Primary email: rcalabro@gcs.k12.in.us
School: Parkview Middle, 1600 Brigman Ave, Jeffersonville 471304712
School phone: (812) 288-4837; Term expires: 7/31/2009; District: 3-G.

Deborah D Clark, 1646 Stevens Ave, Louisville KY 402051072
Home phone: (502) 459-5484; Primary email: debbielhs@aol.com
School: Lanesville High, 2725 Crestview Ave NE, Lanesville 471368601
School phone: (812) 952-2555; Term expires: 7/31/2009; District: 3-F.

Valerie Dewar, 121 S 3rd St, Ellettsville 474291507
Home phone: (812) 336-3532; Primary email: youreyes@bluemarble.net
School: Brown County Junior High, PO Box 578, Nashville 474480578
School phone: (812) 988-6605; Term expires: 7/31/2009; District: 3-B.

Sarah Ellcessor, PO Box 667, Upland 469890667
Home phone: (765) 998-7010; Primary email: ellcessor9@netscape.net
School: Eastbrook High, 560 S 900 E, Marion 469539629
School phone: (765) 664-1214; Term expires: 7/31/2010; District: 1-M.
Rebecca Folk, 1533 Lagoon Ct, South Bend 466162135  
Home phone: (574) 234-6549; Primary email: rfolk2@sbcsc.k12.in.us  
School: Adams High, 808 S Twyckenham Dr, South Bend 466151134  
School phone: (574) 283-7700; Term expires: 7/31/2010; District: 1-D.

Jason S Freeman, 3701 Magenta Ln # 2, Indianapolis 462144091  
Home phone: (317) 297-6008; Primary email: jfreeman@mcsc.k12.in.us  
School: Paul Hadley Ms, 200 W Carlisle St, Mooresville 461581527  
School phone: (317) 831-9208; Term expires: 7/31/2010; District: 2-C.

Kelly Gant, 9118 W Canal St, Yorktown 473961207  
Home phone: (765) 716-0619; Primary email: kellygant@yahoo.com  
School: New Castle Middle, 601 Parkview Dr, New Castle 473622947  
School phone: (765) 521-7230; Term expires: 7/31/2009; District: 2-K.

Glenda B Hampton, 809 E Mulberry St, Evansville 477132358  
Home phone: (812) 425-2703; Primary email: gbhampton@evsc.k12.in.us  
School: Lincoln Elementary, 635 Lincoln Ave, Evansville 477132425  
School phone: (812) 435-8235; Term expires: 7/31/2009; District: 3-J.

P Jane Huber, 2405 Overlook Dr, Shelbyville 461769768  
Home phone: (317) 392-4028; Primary email: jhuber@edinburgh.k12.in.us  
School: East Side Elementary, 810 E Main Cross St, Edinburgh 461241536  
School phone: (812) 526-9771; Term expires: 7/31/2009; District: 3-C.

Donald E Hutchens, 1395 Labrot Ct, Avon 461238399  
Home phone: (317) 837-8539; Primary email: dhutchens@indy.rr.com  
School: Indpls Juv Corr Fac, 2596 N Girls School Rd, Indianapolis 462142105  
School phone: (317) 244-3387; Term expires: 7/31/2010; District: 5-A.

Patricia A Kennedy, 201 S Greentree Dr, Muncie 473044102  
Home phone: (765) 289-7224; Primary email: pakennedy@muncie.k12.in.us  
School: South View Elementary, 2100 S Franklin St, Muncie 473025082  
School phone: (765) 747-5226; Term expires: 7/31/2009; District: 2-J.

John C Kirkpatrick, 19200 Green Valley Dr, Noblesville 460601134  
Home phone: (317) 773-0471;  
Primary email: john_kirkpatrick@mail.nobl.k12.in.us  
School: Noble Crossing Elementary, 5670 Noble Crossing Parkway, Noblesville 46062; Term expires: 7/31/2009; District: 2-G.

Stacy A Kurdelak, 3901 Still Meadow Dr, Wheatfield 463929331  
Home phone: (219) 956-4909; Primary email: skurdelak@embargmail.com  
School: Rensselaer Middle, 1106 Bomber Blvd, Rensselaer 47978  
School phone: (219) 866-4661; Term expires: 7/31/2010; District: 1-H.

Karen E Lyness, 2764 Floral Trl, Long Beach 463601673  
Home phone: (219) 879-0779; Primary email: klynness@mcas.k12.in.us  
School: Barker Middle, 319 E Barker Rd, Michigan City 46360  
School phone: (219) 873-2057; Term expires: 7/31/2010; District: 1-C.

Duane E Miller, 2701 Sibley Ave, Terre Haute 478031257  
Home phone: (812) 235-6326; Primary email: duanem77@yahoo.com  
Term expires: 7/31/2010; District: ISTA Retired.
Sharon A Moder, 1691 Oakridge Dr, Lawrenceburg 470258360
Home phone: (812) 637-5949; Primary email: mrsmoder@yahoo.com
School: North Dearborn Elementary, 5687 N Dearborn Rd, Guilford 470229791
School phone: (812) 656-8383; Term expires: 7/31/2009; District: 3-H.

Deborah Morrison, 6907 Caribou Dr, Indianapolis 462781887
Home phone: (317) 297-4106; Primary email: kddgdune4us@aol.com
School: Guion Middle, 4401 W 52nd St, Indianapolis 462541701
School phone: (317) 293-4549; Term expires: 7/31/2009; District: 2-M.

Sue E Morse, 2917 Wrobel Ave, Michigan City 463606345
Home phone: (219) 873-2044; Term expires: 7/31/2010; District: 1-A.

Rachel Naughgle, 739 Maple Ln, Crown Point 463074918
Home phone: (219) 662-7891; Primary email: boilermaker_ruby@yahoo.com
School: N Newton Jr/Sr High, 1641 W 250 N, Morocco 479638267
School phone: (219) 285-2252; Term expires: 7/31/2010; District: 1-K.

Mary Catherine Palmer, 9501 N 400 W, Decatur 467368685
Home phone: (260) 547-4516; Primary email: gpalmer@usppp.com
School: Meadowbrook Elementary, 1065 Woodmere Dr, New Haven 467742336
School phone: (260) 446-0190; Term expires: 7/31/2010; District: 1-A.

Diana L Reed, 706 Monroe St, Valparaiso 46385744
Home phone: (219) 465-6902; Primary email: dreedutta@comcast.net
School: John Simatovich Elementary, 424 W 500 N, Valparaiso 46385744
School phone: (219) 759-2508; Term expires: 7/31/2010; District: 1-B.

John M Russell, 233 S Sassafras Dr, Rockville 478727079
Home phone: (765) 569-5758; Primary email: russellj@clay.k12.in.us
School: North Clay Middle, 2085 E County Road 1200 N, Brazil 478347007
School phone: (812) 448-1530; Term expires: 7/31/2009; District: 3-A.

Jeanna M Salyer, 53638 Bluebird Rdg, Bristol 465079198
Home phone: (574) 848-5227; Primary email: jsalyer@goshenschools.org
School: Goshen Middle, 1216 S Indiana Ave, Goshen 465267298
School phone: (574) 533-0391; Term expires: 7/31/2010; District: 1-A.

Jennifer K Smith-Margraf, 232 S Furlong Dr, Lafayette 479050613
Home phone: (765) 471-2274; Primary email: jkl_smith@hotmail.com
School: Lafayette Jefferson High, 1801 S 18th St, Lafayette 479052011
School phone: (765) 772-4700; Term expires: 7/31/2010; District: 1-G.

Wallace C Sparks, 9877 Split Rock Way, Indianapolis 462343196
Home phone: (317) 852-9945; Primary email: wsparks@pike.k12.in.us
School: Pacers Academy High, 3919 Lafayette Rd, Indianapolis 46254
School phone: (317) 347-8357; Term expires: 7/31/2009; District: 2-M.

B-17
Barbara A Spear, 1405 Main St, Tell City 475861403  
Home phone: (812) 547-8992; Primary email: mickeypal@sbcglobal.net  
School: Perry Central Jr Sr, Hwy 37, Leopold 47551  
School phone: (812) 843-5121; Term expires: 7/31/2009; District: 3-E.

Gretchen B Stuart Hale, 501 E Lincoln Ave, Chandler 476109577  
Home phone: (812) 925-3724; Primary email: ghale@warrick.k12.in.us  
School: Boonville High, 300 N 1st St # 649, Boonville 476011516  
School phone: (812) 897-4701; Term expires: 7/31/2009; District: 3-I.

Theresa A Taulbee, 2409 Webster St, Fort Wayne 468071345  
Home phone: (260) 456-6054; Primary email: theresa.taulbee@fwcs.k12.in.us  
School: Towles Intermediate, 420 E Paulding Rd, Fort Wayne 468161102  
School phone: (260) 467-4300; Term expires: 7/31/2010; District: 1-L.

Katina L Wetter, 402 S Grant St, Cloverdale 461209151  
Home phone: (765) 795-3769; Primary email: kwetter@bsu.edu  
School: Cloverdale Middle, 312 E Logan St, Cloverdale 461208707  
School phone: (765) 795-2900; Term expires: 7/31/2010; District: 2-B.

Tracy Lynn Wylie, PO Box 312, Star City 469850312  
Home phone: (574) 595-7233; Primary email: oakwoodkennel@ymail.com  
Term expires: 7/31/2009; District: ISEA.

NEA Resolutions

Charles T Brunstrup, 30 S 200 W, Monroe 467729601  
Home phone: (260) 692-6726; Primary email: tbrunstrup@decaturnet.com  
School: Southeast Elementary, 901 Everhart Dr, Decatur 467332215  
School phone: (260) 724-3118; District: 1-K.

Mary Puntney, RR 1 Box 56A, Bloomfield 474249710  
Home phone: (812) 384-4016; Primary email: marypkatch@hotmail.com  
School: White River Valley Jr/Sr High, PO Box 1470 Highway 54, Switz City 474651470  
School phone: (812) 659-2286; District: 3-D.

Johnny L Walker, 7865 Cardinal Cv S, Indianapolis 462564658  
Home phone: (317) 576-0204; Primary email: binks761@yahoo.com  
School: Fall Creek Elementary, 12131 Olio Rd, Fishers 460379799  
School phone: (317) 594-4180; District: 2-G.

Sally L Evans, Board Liaison

Nathan Schnellenberger, ISTA President, Ex officio

Warren L. Williams, ISTA Executive Director, non-voting ex officio

Terry Troxell, ISTA Staff Liaison

Gail Zeheralis, ISTA Staff Liaison—NEA Resolutions
MINORITY AFFAIRS COMMITTEE
(ISTA Bylaws, Article IV, Section 6)

“The Minority Affairs Committee shall be a special Standing Committee composed of one (1) member elected from each district and ISTA-Retired, representative of the following ethnic minorities within the Association membership: Asian, Black American, Hispanic, American Indian/Alaskan Native, Native Hawaiian and or Pacific Islander provided, however, that each ethnic minority category shall be guaranteed at least one (1) representative, when possible. The president shall designate the chairperson annually. Members of this Committee shall be elected from Districts 1-A through 1-M and Districts 2-A through 2-F and ISTA-Retired odd numbered years and from 2-G through 2-K and Districts 3-A through 3-J and 4-A even numbered years. Except as provided below, the Districts and ISTA-Retired shall elect their members at the spring meeting of the Assembly. Elected and appointed members term of office shall be from September 1 through August 31, except as otherwise provided in these Bylaws. The Ethnic Minority At-Large Members on the Board of Directors shall serve as ex officio members to the Minority Affairs Committee.

‘The president may appoint additional at-large ethnic minority members to the Committee for either of two (2) purposes: first, to ensure representation of all ethnic minorities, when possible; and second, to bring the total membership of the Committee closer to the full authorized complement of one (1) member per District when long-term vacancies exist. In the event that any district position of the Committee remains continuously unfilled through two (2) consecutive meetings of the Assembly, such position will be deemed to be a long-term vacancy. For purposes of this paragraph, the president may appoint up to four (4) members of the Committee or two-thirds (2/3) the number of long-term vacancies, whichever number shall be the greater.

‘The election for this ISTA-Retired committee member shall be conducted by an every member ballot of eligible ISTA-Retired members. Procedures for this special election shall be determined by the Board of Directors.

‘This Committee will deal with monitoring the minority guarantees provided our NEA and Association documents, providing minority input into Association programs and services, and increasing ethnic minority membership and participation the Association. It shall research, develop, and recommend to the appropriate bodies primarily the stated areas.

‘The Committee shall make a report at meetings of the Assembly.’

Edmonia W Pringle, 831 E Gum St, Evansville 477132348
Home phone: (812) 425-3903; Primary email: epringle@ista-in.org
School: Howard Roosa Elementary, 1230 E Illinois St, Evansville 477115745
School phone: (812) 435-8231; Term expires: 7/31/2009; District: 3-J.

C Peter Agba, 5163 W Indian Trl, La Porte 463508573
Home phone: (219) 878-0612; Primary email: pagba@comcast.net
School: Westville Corr Facility, PO Box 473, Westville 463910473
School phone: (219) 785-2511; Term expires: 7/31/2009; District: 5-A.

Wanda L Akins, 123 Laurel St, La Porte 463502657
Home phone: (219) 362-4115
School: Transportation Department, 1921 A St, La Porte 463506639
School phone: (219) 362-7056; Term expires: 7/31/2010; District: 4-A.

Holye Blossom, 401 Woodland Ct, Hobart 463423850
Home phone: (219) 942-9304; Primary email: hblossom@rfcsc.k12.in.us
School: J I Meister Elementary, 33rd/Jay Sts, Hobart 46342
School phone: (219) 962-1103; Term expires: 7/31/2009; District: 1-B.

Doris L Britton, 3215 Hoyt St, Niles MI 491209457
Home phone: (269) 683-5170; Primary email: dorislbrit@aol.com
School: Mishawaka High, 1202 Lincoln Way E, Mishawaka 465442716
School phone: (574) 254-7300; Term expires: 7/31/2009; District: 1-E.

Allean W Butts, 4232 Broadway St, Indianapolis 462051810
Home phone: (317) 000-0000; Primary email: abutts@warren.k12.in.us
School: Walker Career Center, 9651 E 21st St, Indianapolis 462291706
School phone: (317) 532-6150; Term expires: 7/31/2010; District: 2-M.

Ginger Lee Calhoun, 8599 18th Rd, Argos 465019589
Home phone: (574) 892-6491; Primary email: gcalhoun@argos.k12.in.us
School: Argos Comm Jr/Sr High, 500 Yearick St, Argos 465011053
School phone: (574) 892-5137; Term expires: 7/31/2009; District: 1-F.

Carol Carter, 807 S Winridge Ct, Bloomington 474032117
Home phone: (812) 339-0020; Primary email: cccarter54@comcast.net
School: Clear Creek Elementary, 300 W Clear Creek Rd, Bloomington 474034800
School phone: (812) 824-2811; Term expires: 7/31/2010
District: 3-B.

Lourdes M Davis, 2256 E State Road 38, New Castle 473629501
Home phone: (765) 529-5928; Primary email: lou@kiva.net
School: Delta High, 3400 E State Road 28, Muncie 473039774
School phone: (765) 288-5597; Term expires: 7/31/2010; District: 2-J.

Qudsia Davis, 1405 Steam Engine Rd Sw, Corydon 471257773
Home phone: (812) 738-9668; Primary email: qdavis@nafcs.k12.in.us
School: Prosser Chas Voc Ctr, 4202 Charlestown Rd, New Albany 471505967
School phone: (812) 949-4266; Term expires: 7/31/2010; District: 3-F.

Malang Habib Diatta, 10760 Cornerstone Ct, Indianapolis 462801096
Home phone: (317) 844-0024; Primary email: hdiatta@msdwt.k12.in.us
School: Northview Middle, 8401 Westfield Blvd, Indianapolis 462402367
School phone: (317) 259-5421; Term expires: 7/31/2010; District: 2-M.

Hiawatha F Garrett, 1524 S 11th 1/2 St, Terre Haute 478021702
Home phone: (812) 235-1869; Primary email: hfg@vigoschools.org
School: Ben Franklin Elementary Sc, 1600 Elm St, Terre Haute 478072325
School phone: (812) 462-4441; Term expires: 7/31/2010; District: 3-A.

Deborah A Garrett-Blackwell, 4376 Dunsany Cir, Indianapolis 462543663
Home phone: (317) 362-0131; Primary email: garretd@ips.k12.in.us
School: IPS School (14), 1229 E Ohio St, Indianapolis 46203714
School phone: (317) 226-4214; Term expires: 7/31/2010; District: 2-M.
Algerine Hill, 3624 S Anthony Blvd, Fort Wayne 468064364
Home phone: (260) 744-4319; Primary email: ahill@eacs.k12.in.us
School: Prince Chapman Academy, 4808 E Paulding Rd, Ft Wayne 468161755
School phone: (260) 446-0270; Term expires: 7/31/2009; District: 1-K.

Cynthia Irions, 1056 Van Buren St, Gary 464022842
Home phone: (219) 885-6508; Primary email: bearfamily1056@aol.com
Term expires: 7/31/2009; District: ISEA.

Jacob Johnson, 131 Edward St, Michigan City 463604913
Home phone: (219) 874-9861; Primary email: johnson6455@sbcglobal.net
School: Michigan City High, 8466 Pahs Rd, Michigan City 463602919
School phone: (219) 873-2044; Term expires: 7/31/2009; District: Appointed.

Vivian B Johnson, 8403 Harbor Pines Pl, Fort Wayne 468256524
Home phone: (260) 489-6285; Primary email: vivian.johnson@fwcs.k12.in.us
School: South Side High, 3601 S Calhoun St, Ft Wayne 468072006
School phone: (260) 476-2600; Term expires: 7/31/2009; District: 1-L.

Hilda M Kendrick, 2303 Cypress Pt, Jeffersonville 47130-6775
Home phone: (812) 284-9834; Primary email: hkendrick@gcs.k12.in.us
School: Utica Elementary, 210 Maplehurst Dr, Jeffersonville 471308545
School phone: (812) 288-4878; Term expires: 7/31/2010; District: 3-G.

Sheila A Long, 6483 Teeter Ln, Indianapolis 462367716
Home phone: (317) 823-8546; Primary email: longs@ips.k12.in.us
School: IPS School (42), 1002 W 25th St, Indianapolis 462085330
School phone: (317) 226-4242; Term expires: 7/31/2010; District: 2-M.

Sharon A Lucero, 3323 Glen Hills Dr, Richmond 473742536
Home phone: (765) 935-2276; Primary email: samlucero@msn.com
School: Hagerstown Jr-Sr High, 700 Baker Rd, Hagerstown 473461001
School phone: (765) 489-4511; Term expires: 7/31/2010; District: 2-K.

Valgenia A McCray, 1701 Boulevard Pl, Princeton 476703439
Home phone: (812) 385-4462; Primary email: vmccray@ngsc.k12.in.us
School: Princeton Community High, RR 5 Box 49, Princeton 476709405
School phone: (812) 385-2591; Term expires: 7/31/2010; District: 3-I.

Mattie S Miller, 517 S Boeke Rd, Evansville 477141617
Home phone: (812) 477-7927; Primary email: matemil@aol.com
Term expires: 7/31/2009; District: ISTA Retired.

Marcus Nakamura, 1105 Gaiser Dr, Seymour 472743641
Home phone: (812) 869-9300; Primary email: marcusnakamura@yahoo.com
School: Seymour Jackson Elementary, 508 B Ave E, Seymour 472743241
School phone: (812) 522-5709; Term expires: 7/31/2010; District: 3-H.

Jeannette Newton, 1953 E La Salle Ave, Mishawaka 465457217
Home phone: (574) 257-1579; Primary email: jnewton@elkhart.k12.in.us
School: Elkhart Area Career Center, 2620 California Rd, Elkhart 465141222
School phone: (574) 262-5650; Term expires: 7/31/2009; District: Appointed.

Katherine K Ostrozovich, 3692 Kingsway Dr, Crown Point 463078936
Home phone: (219) 663-2364; Primary email: kostrozok@cps.k12.in.us
School: Winfield Twp Elementary, 13128 Montgomery St, Crown Point 463079258; School phone: (219) 663-2287; Term expires: 7/31/2009
District: 1-A.

Robert Phillips, 4433 Champlain Dr, Fort Wayne 468064605
Home phone: (260) 456-2778; Primary email: misterphips@yahoo.com
School: Fremont High, 701 W Toledo St, Fremont 467377606
School phone: (260) 495-9876; Term expires: 7/31/2009; District: 1-G.

Olman Sanchez, 2571 S 600 E, Lagro 469419578
Home phone: (765) 981-2017; Primary email: osanchez@nmcs.k12.in.us
School: North Miami High, RR 1 Box 138B, Denver 469269745
School phone: (765) 985-2931; Term expires: 7/31/2009; District: 2-F.

Aamina Shariff, 9600 Hampton Dr, Highland 463222495
Home phone: (219) 924-7379; Primary email: ms_mina2000@yahoo.com
School: Rensselaer Middle, 1106 Bomber Blvd, Rensselaer 47978
School phone: (219) 866-4661; Term expires: 3/12/2009; District: 1-H.

Henry L Smith, 1626 W 7th St, Marion 469531339
Home phone: (765) 662-1674
School: Justice Thurgood Marshall Middle, 720 N Miller Ave, Marion 469522340
School phone: (765) 664-0507; Term expires: 7/31/2009; District: 1-M.

Anne R Spann, 308 Fox Orchard Run, Fort Wayne 468256576
Home phone: (260) 489-8891; Primary email: anne.spann@fwcs.k12.in.us
School: Kekionga Middle, 2929 Engle Rd, Fort Wayne 468091105
School phone: (260) 467-6600; Term expires: 7/31/2009; District: Appointed.

Nicole C Terrell, 1031 Fallway Dr, Shelbyville 461763297
Home phone: (317) 398-8056; Primary email: ncterrell@shelbycs.k12.in.us
School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
School phone: (317) 398-7432; Term expires: 7/31/2009; District: 3-C.

Kenneth Thomas, 52410 Connaughton Ct, South Bend 466351069
Home phone: (574) 243-7402; Primary email: kthomas740@aol.com
School: Washington High, 4747 W Washington St, South Bend 466192321
School phone: (574) 283-7200; Term expires: 7/31/2009; District: 1-D.

Vacancy 1-C  Vacancy 2-A  Vacancy 2-B  Vacancy 2-C
Vacancy 2-G  Vacancy 2-L  Vacancy 3-A  Vacancy 3-D
Vacancy 3-E  Vacancy 3-J

Carolyn M Yates, Board Liaison

Nathan Schnellenberger, ISTA President, ex officio

Warren Williams, ISTA Executive Director, non-voting ex officio

Mark Shoup, ISTA Staff Liaison

B-22
PROFESSIONAL PRACTICES AND STANDARDS COMMITTEE

(ISTA Bylaws, Article IV, Section 3)

“The Professional Practices and Standards Committee shall be concerned with members’ relationship with the profession. The Committee will deal with increasing practitioner involvement matters related to professional development, teacher quality and excellence teaching, student performance and progress and school capacity to facilitate student learning. It shall research, develop, and recommend to the appropriate bodies primarily the stated areas.

The Committee shall make a report at meetings of the Assembly.”

Susie Matzat, Chairperson, PO Box 146, North Judson 463660146
   Home phone: (574) 896-3580; Primary email: smatzat@njsp.k12.in.us
   School: North Judson-San Pierre Middle, 950 Campbell Dr, North Judson 463661351; School phone: (574) 896-2167; Term expires: 7/31/2009
   District: 1-H.

Kimberly Baumann, 4106 Inverness Dr, New Albany 471509674
   Home phone: (812) 949-5176; Primary email: kimberlybaumann@sbcglobal.net
   School: Mt Tabor Elementary, 800 Mount Tabor Rd, New Albany 471502121
   School phone: (812) 949-4301; Term expires: 7/31/2009; District: 3-F.

Nina F Coffin, 920 Church St, New Castle 473624748
   Home phone: (765) 529-0735; Primary email: ncoffin@hrtc.net
   School: 150 W Market St, Indianapolis 462031375
   School phone: (812) 294-4313; Term expires: 7/31/2010
   District: ISTA Retired.

Rhondalyn J Cornett, 3116 E Minnesota St, Indianapolis 462033208
   Home phone: (317) 788-4430; Primary email: rhondalyncornett@sbcglobal.net
   School: IPS School (39), 1733 Spann Ave, Indianapolis 462031375
   School phone: (317) 226-4239; Term expires: 7/31/2009; District: 2-M.

Ruth Davies, 215 E North A St, Gas City 469331429
   Home phone: (765) 674-1759; Primary email: ruthda@ohusc.k12.in.us
   School: Converse Elementary, PO Box 489, Converse 469331429
   School phone: (765) 395-3560; Term expires: 7/31/2010
   District: 1-M.

Connie Dietrich, 2515 Leon Prall Rd, Otisco 471639667
   Home phone: (317) 246-4421; Primary email: cdietch@wclark.k12.in.us
   School: Southport High, 971 E Banta Rd, Indianapolis 462722207
   School phone: (317) 789-4800; Term expires: 7/31/2009; District: 3-G.

Priscilla Donkle, 4101 Hemlock Dr, Valparaiso 463831817
   Home phone: (219) 465-9299; Primary email: donkle3@hotmail.com
   School: So Central Jr-Sr High, 9808 S 600 W, Union Mills 463829600
   School phone: (219) 767-2266; Term expires: 7/31/2010
   District: 1-C.

Mark T Duncan, 317 Creekbend Ln, Indianapolis 462172720
   Home phone: (317) 788-0358; Primary email: mduncan@msdpt.k12.in.us
   School: Southport High, 971 E Banta Rd, Indianapolis 462722207
   School phone: (317) 789-4800; Term expires: 7/31/2009; District: 2-M.
George Q Finney, 5303 W 300 N, La Porte 463508507
Home phone: (219) 324-0915; Primary email: georgeqf@verizon.net
School: Westville Corr Facility, PO Box 473, Westville 463910473
School phone: (219) 785-2511; Term expires: 7/31/2010; District: 5-A.

Karen F Harper, 3745 Chancellor Dr, Greenwood 461437221
Home phone: (317) 881-4846; Primary email: kharper@brownco.k12.in.us
School: Brown County Junior High, PO Box 578, Nashville 474480578
School phone: (812) 988-6605; Term expires: 7/31/2009; District: 3-B.

Susan J Herring, 9735 Creekrun Ct, Evansville 477116919
Home phone: (812) 867-3385; Primary email: susanjherring@hotmail.com
School: Scott Elementary, 14940 Old State Rd, Evansville 477118575
School phone: (812) 867-2427; Term expires: 7/31/2009; District: 3-J.

Elizabeth A Holt, 309 Durbin St, Bicknell 475122605
Home phone: (812) 735-3963; Primary email: eambholt@yahoo.com
School: North Knox Central Elementary, 215 E 4th St, Bicknell 475121803
School phone: (812) 735-2547; Term expires: 7/31/2009; District: 3-D.

Holly J Kirkpatrick, 1206 Gleneagles Dr, Kokomo 469023184
Home phone: (765) 453-7445; Primary email: hkirkpatrick@kokomo.k12.in.us
School: Sycamore Elementary, 1600 E Sycamore St, Kokomo 469014997
School phone: (765) 454-7090; Term expires: 7/31/2010; District: 2-F.

Judith A Konstanty, 2775 Copp Rd, Niles MI 491208712
Home phone: (269) 687-1011; Primary email: judyk711@aol.com
School: Darden Primary, 18645 Janet Dr, South Bend 466374628
School phone: (574) 243-7335; Term expires: 7/31/2010; District: 1-D.

Michele Lefkovitz, 4214 Ponderosa Blvd, Indianapolis 462502249
Home phone: (317) 594-0658; Primary email: michelelefkovitz@msdlk12.in.us
School: Forest Glen Elementary, 6333 Lee Rd, Indianapolis 462369774
School phone: (317) 823-5446; Term expires: 7/31/2009; District: 2-M.

Ramona Lennen, 16 Sugarland Est, Washington 475019526
Home phone: (812) 254-2080; Primary email: rlennen@barr.k12.in.us
School: Barr-Reeve Primary, PO Box 127, Montgomery 475580127
School phone: (812) 486-3235; Term expires: 7/31/2009; District: 3-E.

Edith R Marquissee, 530 Blackthorn Cv, Fort Wayne 468043547
Home phone: (260) 435-1516; Primary email: emarquissee@sacs.k12.in.us
School: Summit Middle, 4509 Homestead Rd, Fort Wayne 468145454
School phone: (260) 431-2552; Term expires: 7/31/2010; District: 1-K.

Pamela Moreland-Haviland, 1014 Kehoe Ln, Jeffersonville 471304600
Home phone: (502) 494-4210; Primary email: pamie@westward.org
School: Spring Hill Elementary, 201 E 15th St, Jeffersonville 471302913
School phone: (812) 288-4874; Term expires: 7/31/2009; District: 4-A.

Tony A Nalley, 3402 Moonridge Dr, Bridgetown OH 45248
Home phone: (513) 598-1416; Primary email: mralley@email.com
School: Manchester Elementary, 9387 State Road 48, Aurora 470018923
School phone: (812) 926-1140; Term expires: 7/31/2009; District: 3-H.
Patricia C Pruitt, 5230 Cascade Dr, Fort Wayne 468065309
Home phone: (260) 447-7757; Primary email: patricia.pruitt@fwcs.k12.in.us
School: Miami Middle, 8100 Amherst Dr, Ft Wayne 468192034
School phone: (260) 467-8583; Term expires: 7/31/2009; District: Appointed.

Dylan F Purlee, 8886 S Heather Ln, Trafalgar 461819447
Home phone: (317) 878-7722; Primary email: dpurlee@cpsc.k12.in.us
School: Break-O-Day Elementary, 900 Sawmill Rd, New Whiteland 461841100
School phone: (317) 535-7536; Term expires: 7/31/2010; District: 2-C.

Mavery A Quinn, 1844 East Johnson Street, Harmony 478530354
Home phone: (812) 442-5337; Primary email: quinnma@clay.k12.in.us
School: Staunton Elementary, 6990 N County Road 425 W, Brazil 478347258
School phone: (812) 448-8270; Term expires: 7/31/2009; District: 3-A.

Ryan Ridgley, 7129 Olcott Ave, Hammond 463232043
Home phone: (219) 614-0244; Primary email: rpridgley@munster.k12.in.us
School: Wilbur Wright Middle, 8650 Columbia Ave, Munster 463212518
School phone: (219) 836-6260; Term expires: 7/31/2010; District: 1-A.

Deborah Rode, 3360 W Private Road 810 N, Brazil 478347312
Home phone: (812) 448-3782; Primary email: debrode@aol.com
School: Greencastle Middle, 400 Percy L Julian Dr, Greencastle 461351867
School phone: (765) 653-9774; Term expires: 7/31/2010; District: 2-B.

Latasha Rowley, 725 N New Jersey St, Indianapolis 462023322
Home phone: (317) 855-7233; Primary email: rowleyl@ips.k12.in.us
School: Center For Inquiry (2), 725 N New Jersey St, Indianapolis 462023322
School phone: (317) 226-4202; Term expires: 7/31/2009; District: Appointed.

Tia Schwertfager, 2934 Greenbriar Dr, Fort Wayne 468042741
Home phone: (260) 459-1424; Primary email: tiaschwertfager@hotmail.com
School: Northcrest Elementary, 5301 Archwood Ln, Ft Wayne 468255604
School phone: (260) 467-5450; Term expires: 7/31/2010; District: 1-L.

Kevin M Sipe, 3512 W State Road 128, Frankton 460449301
Home phone: (765) 754-8868; Primary email: ksipe@flcs.k12.in.us
School: Frankton Jr & High, 610 E Clyde St, Frankton 460449360
School phone: (765) 754-7879; Term expires: 7/31/2009; District: 2-L.

Alene M Smith, 973 N Ritter Ave, Indianapolis 462194431
Home phone: (317) 357-5474; Primary email: a.smith62@sbcglobal.net
School: Manual Leap Academy (737), 2405 Madison Ave, Indianapolis 4622552108
School phone: (219) 844-6735; Term expires: 7/31/2009; District: 2-M.

Risa A Stockton, 375 Winding Way, Carmel 460322054
Home phone: (317) 844-6735; Primary email: stocktonr@wws.k12.in.us
School: Westfield Intermediate, 326 W Main St, Westfield 460749384
School phone: (317) 867-6558; Term expires: 7/31/2009; District: 2-G.

Theresa A Tafflinger, 1414 Sturdy Rd, Valparaiso 463833859
Home phone: (219) 464-9466; Primary email: stafflinger@comcast.net
School: Porter Lakes Elementary, 208 S 725 W, Hebron 463419714
School phone: (219) 988-2727; Term expires: 7/31/2010; District: 1-B.
Angela L Taylor, 19425 Wedgewood Dr, South Bend 466372061  
Home phone: (574) 277-5630; Primary email: taylora@mishawaka.k12.in.us  
School: Emmons Elementary, 1306 S Main St, Mishawaka 465445243  
School phone: (574) 254-4600; Term expires: 7/31/2010; District: 1-E.

Suzanne Tyler, 6620 S 600 E, Hamilton 467429547  
Home phone: (260) 488-2088; Primary email: styler@ph.k12.in.us  
School: Prairie Hts Sr High, 245 S 1150 E, Lagrange 467619667  
School phone: (260) 351-3214; Term expires: 7/31/2010; District: 1-G.

Bill Wallace, 1096 Meadowview Ct, Franklin 461317374  
Home phone: (317) 418-7512; Primary email: wallaceb@fscs.k12.in.us  
School: Franklin Community Middle, 101 W State Road 44, Franklin 461318938  
School phone: (317) 738-5840; Term expires: 10/31/2009; District: 1-C.

Amanda Nicole Waltermire, 625 E Pine St, Muncie 473032059  
Home phone: (765) 749-2221; Primary email: anwaltermire@bsu.edu  
Term expires: 7/31/2009; District: ISEA.

Marilou Warden, 1413 Warren Pl, Lafayette 479052171  
Home phone: (765) 474-3375; Primary email: teachermom@mac.com  
School: Miami Elementary, 2401 Beck Ln, Lafayette 479093215  
School phone: (765) 772-4800; Term expires: 7/31/2010; District: 2-A.

Shelly Wilfong, 19558 County Road 140, Goshen 465267212  
Home phone: (574) 533-3025; Primary email: rwilfong@aol.com  
School: Goshen High, 1 Redskin Rd, Goshen 465264100  
School phone: (574) 533-8651; Term expires: 7/31/2010; District: 1-F.

Judy B Woodson, 2353 W Warwick Rd, Muncie 473043346  
Home phone: (765) 289-5582; Primary email: judywoodson@aol.com  
School: South View Elementary, 2100 S Franklin St, Muncie 473025082  
School phone: (765) 747-5226; Term expires: 7/31/2009; District: 2-J.

Diana K Wright, 616 Hemenway Pl # R6, Boonville 476012214  
Home phone: (812) 897-8044; Primary email: dinowright@aol.com  
School: Elberfeld Elementary, PO Box 68, Elberfeld 476130068  
School phone: (812) 983-4221; Term expires: 7/31/2009; District: 3-I.

Vacancy 2-K
Steven L Tafflinger, Board Liaison  
Nathan Schnellenberger, ISTA President, ex officio  
Warren L. Williams, ISTA Executive Director, non-voting-ex officio  
Marilynn Edwards, ISTA Staff Consultant
Appointed Committees & Task Forces

ARCHIVE COMMITTEE

The Archive Committee shall be composed of up to five (5) members who are appointed by the President. The role of the Committee is to provide an annual update to the ISTA historical record. Additionally, the Committee will update the historical displays at the ISTA Center.

A designated photographer will be present at all major ISTA functions to photograph events, persons, and activities. Copies of photos of these events will be given to the chair of the Archive Committee for the purpose of maintaining the history of ISTA.

Robert G Barcus, 2230 Brewster Rd, Indianapolis 462601521
   Home phone: (317) 872-4530; Primary email: rbarcus@ista-in.org
   Term expires: 8/31/2009; District: ISTA Retired.

Sarah E Borgman, 65347 County Road 3, Wakarusa 465739773
   Home phone: (574) 862-2895; Primary email: whadyapple@aol.com
   Term expires: 8/31/2009; District: ISTA Retired.

James R Clauser, 7707 Wishingwell Ct, Fort Wayne 468156555
   Home phone: (260) 493-3928; Primary email: jclaus523@verizon.net
   Term expires: 8/31/2009; District: ISTA Retired.

Duane E Miller, 2701 Sibley Ave, Terre Haute 478031257
   Home phone: (812) 235-6326; Primary email: duanem77@yahoo.com
   Term expires: 8/31/2009; District: ISTA Retired.

MaryJo Miller, 6306 Cedar Ct, South Bend 466146456
   Home phone: (574) 291-8642; Primary email: ldmjmiller@aol.com
   Term expires: 8/31/2009; District: ISTA Retired.

Nathan Schnellenberger, ISTA President

Warren L. Williams, ISTA Executive Director
AUDIT COMMITTEE  
(ISTA Bylaws, Article III, Section 15)

“Audit Committee-It shall be the duty of the Audit Committee to review the Treasurer’s Report as published the Fall Assembly Reports and to review the Report of Examination of the Certified Public Accountants. The report of the Audit Committee to the fall meeting of the Assembly shall include a statement of its findings. The Treasurer shall serve as the chairperson of this Committee.”

Kathy Parks, Chairperson, 150 W Market St Ste 900, Indianapolis 462042814  
Home phone: (812) 768-5410; Primary email: kparks@ista-in.org  
School: Gibson Southern High, 3499 W 800 S, Fort Branch 476489761  
School phone: (812) 753-3011; Term expires: 7/31/2011; District: 3-I.

Ralph L. Fireoved, 22577 Remington Ct, Elkhart 465144677  
Home phone: (574) 262-3399; Primary email: rfireoved@aol.com  
School: Heritage Intermediate, 56647 Northridge, Middlebury 46540  
School phone: (574) 822-5396; Term expires: 7/31/2009; District: 1-F.

Deborah L. Hartz, 1101 Se Riverside Dr, Evansville 477131164  
Home phone: (812) 303-5527; Primary email: dhartz@gmail.com  
School: Administration Building, 1 Se 9th St Rm 101, Evansville 477081821  
Term expires: 7/31/2009; District: 3-J.

Glenda S Ritz, 4303 Powderhorn Ct, Carmel 460334717  
Home phone: (317) 844-0329; Primary email: gritz1@mac.com  
School: Crooked Creek Elementary, 2150 Kessler Boulevard West Dr, Indianapolis 462281706; School phone: (317) 259-5478  
Term expires: 7/31/2009; District: 2-M.

Jennie L. Swift, 8314 Poplar Dr, Charlestown 47119661  
Home phone: (812) 256-5527; Primary email: iamalright1948@yahoo.com  
School: River Valley Middle, 2220 Charlestown New Albany Rd, Jeffersonville 471308130; School phone: (812) 288-4848; Term expires: 7/31/2009  
District: 3-G.

Richard B Wright, 224 E North D St, Gas City 469331117  
Home phone: (765) 674-9366; Primary email: rwright@ista-in.org  
School: Eastbrook Jr High, 560 S 900 E, Marion 469539629  
School phone: (765) 668-7136; Term expires: 7/31/2009; District: 1-M.

Nathan Schnellenberger, ISTA President, ex officio

Warren L. Williams, ISTA Executive Director, non-voting ex officio
CREDENTIALS COMMITTEE
(ISTA Bylaws, Article III, Section 13)

“Credentials Committee-It shall be the duty of the Credentials Committee to pass judgment upon the credentials of any delegate whose qualification or election is dispute. The Credentials Committee’s report shall be final unless those affected choose to bring the dispute before the seated delegates for final decision. If a delegate cannot attend, an elected alternate may be seated by the Committee. The chairperson of this Committee shall serve as a nonvoting delegate unless elected as a local association delegate. This Committee shall be composed of five (5) persons who may serve as local association delegates representing local affiliates or local units.”

Louis G Rupp, Chairperson, 9270 Corydon Ramsey Rd NW, Ramsey 471668902
  Home phone: (812) 347-2321; Primary email: grupp@nhcs.k12.in.us
  School: North Harrison Elementary, 1115 W Whiskey Run Rd NW, Ramsey 471668506; School phone: (812) 347-2419; Term expires: 7/31/2009
  District: 3-F.

Tammy Byrer, 209 Eastside Park Rd, Washington 475018905
  Home phone: (812) 254-5544; Primary email: tbyrer@ndaviess.k12.in.us
  School: North Daviess Elementary, RR 1 Box 109C, Elnora 475299730
  School phone: (812) 636-8000; Term expires: 7/31/2009; District: 3-D.

Janet L Hayes, 8240 N 700 E, Hamlet 465329507
  Home phone: (574) 867-6900; Primary email: jthayes@skyenet.net
  School: Walkerton Elementary, 805 Washington St, Walkerton 465741321
  School phone: (574) 586-3186; Term expires: 7/31/2009; District: 1-F.

Mara-Le Quarles, 12720 Kiawah Dr, Carmel 460338374
  Home phone: (317) 846-4197; Primary email: mquarles@flcs.k12.in.us
  School: Frankton Elementary, 1303 State Road 128 E, Frankton 460449797
  School phone: (765) 754-7545; Term expires: 7/31/2009; District: 2-L.

Theresa A Tafflinger, 1414 Sturdy Rd, Valparaiso 463833859
  Home phone: (219) 464-9466; Primary email: stafflinger@comcast.net
  School: Porter Lakes Elementary, 208 S 725 W, Hebron 463419714
  School phone: (219) 988-2727; Term expires: 7/31/2009; District: 1-B.

Nathan Schnellenberger, ISTA President, ex officio

Warren L. Williams, ISTA Executive Director, non-voting ex officio
ELECTIONS COMMITTEE

(ISTA Bylaws, Article III, Section 14)

“Elections Committee-It shall be the duty of the Elections Committee to conduct the elections held on the day of the Assembly or to conduct any other elections assigned to the Committee by the Board of Directors. Upon call of the chairperson of the Rules Committee, the members of the Elections Committee may also assist the Rules Committee with its duties. It shall also be the duty of this Committee to conduct a continuing study concerning the revision, abolition, creation, or modification of the Rules Governing Elections at meetings of the Assembly. This Committee shall be composed of seven (7) persons who shall serve as nondelegates.”

Brenda L. Weddell, Chairperson, 414 Catalpa Dr, Seymour 47274-3302
Home phone: (812) 966-2201; Primary email: bweddell@medora.k12.in.us
School: Medora Jr/Sr High, PO Box 248, Medora 47260-248
School phone: (812) 966-2201; Term expires: 7/31/2009; District: 3-F.

Saundra N Brown, 1946 Harcourt Springs Ter, Indianapolis 46260-708
Home phone: (317) 875-8084; Primary email: maka@iquest.net
Term expires: 7/31/2009; District: ISTA Retired.

Ralph E. Chattin, 516 Se 4th St, Washington 47501-4101
Home phone: (812) 254-3088; Term expires: 7/31/2009; District: ISTA Retired.

Beth Ann Green, 359 Palmer Ln Apt A, Greenwood 46143-1852
Home phone: (317) 889-3934; Primary email: bgreen76@hotmail.com
School: Blue River Spl Ea., 1111 W McKay Rd, Shelbyville 46176-3205
School phone: (317) 392-4468; Term expires: 7/31/2009; District: 3-C.

Glenda B Hampton, 809 E Mulberry St, Evansville 47713-2358
Home phone: (812) 425-2703; Primary email: gbhampton@evsc.k12.in.us
School: Lincoln Elementary, 635 Lincoln Ave, Evansville 47713-2425
School phone: (812) 435-8235; Term expires: 7/31/2009; District: 3-J.

Juan J Rodriguez, PO Box 56, Lanesville 47136-0056
Home phone: (812) 952-3464; Term expires: 7/31/2009; District: ISTA Retired.

Deana L. Stickels, 3813 Cathedral Rd, Spencer 47460-7508
Home phone: (812) 829-4769; Primary email: stevendeana@stickelsfamily.com
School: McCormicks Creek Elementary, 1601 Flatwoods Rd, Spencer 47460-9254
School phone: (812) 828-6000; Term expires: 7/31/2009; District: 3-B.

Kenneth Thomas, 52410 Connaughton Ct, South Bend 46635-1069
Home phone: (574) 243-7402; Primary email: kthomas740@aol.com
School: Washington High, 4747 W Washington St, South Bend 46619-2321
School phone: (574) 283-7200; Term expires: 7/31/2009; District: 1-D.

Warren L. Williams, ISTA Executive Director, non-voting ex officio
RULES COMMITTEE
(ISTA Bylaws, Article III, Section 12)

“Rules Committee-It shall be the duty of the Rules Committee to assist the Assembly in the conduct of its affairs and to make recommendations to the Assembly concerning the rules and other matters of that nature pertaining to the business meetings of the Assembly. Upon call of the chairperson of the Elections Committee, the members of the Rules Committee may also assist the Elections Committee with its duties. It shall also be the duty of this Committee to conduct a continuing study concerning the revision, abolition, creation or modification of the Representative Assembly Rules. This Committee shall be composed of five (5) persons who shall serve as nondelegates.”

Susan J Herring, Chairperson, 9735 Creekrun Ct, Evansville 47711-6919
   Home phone: (812) 867-3385; Primary email: susanjherring@hotmail.com
   School: Scott Elementary, 14940 Old State Rd, Evansville 47718-575
   School phone: (812) 867-2427; Term expires: 7/31/2009; District: 3-J.

Jeffrey W King, 1126 Fairway Dr, Indianapolis 46260-4065
   Home phone: (317) 257-5414; Primary email: jeffwking@hotmail.com
   Term expires: 7/31/2009; District: 5-A.

Jeannette Newton, 1953 E La Salle Ave, Mishawaka 46545-7217
   Home phone: (574) 257-1579; Primary email: jnewton@elkhart.k12.in.us
   School: Elkhart Area Career Center, 2620 California Rd, Elkhart 46514-1222
   School phone: (574) 262-5650; Term expires: 7/31/2009; District: 1-E.

Toysonya J Preasha, 9324 Robin Meadow Pl, Fort Wayne 46835-9429
   Home phone: (260) 492-4191; Primary email: toysonya.preasha@fwcs.k12.in.us
   School: Blackhawk Middle, 7200 E State Blvd, Fort Wayne 46815-6478
   School phone: (260) 467-4885; Term expires: 7/31/2009; District: 1-L.

Joseph J Weaver, 5022 Skipping Stone Dr, Indianapolis 46237-8661
   Home phone: (317) 789-9996; Primary email: jjw3@hotmail.com
   Term expires: 7/31/2009; District: HIGHER ED.

Nathan Schnellenberger, ISTA President, ex officio

Warren L. Williams, ISTA Executive Director, non-voting ex officio
EARLY CHILDHOOD COMMITTEE

The Early Childhood Committee maintains current knowledge of research, best practices, resources, and state and federal rules and regulations that impact early childhood education Indiana. Additionally, this group of educators recommends strategies to improve early childhood education through Association programs and committees, and communicates the Association positions on early childhood education needs and concerns to state and national legislators through the Association President and Executive Director.

Karen S Warble, Chairperson, 261 E 275 S, Shelbyville 461769364
  Home phone: (317) 398-7397; Primary email: kswarble@shelbycs.k12.in.us
  School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
  School phone: (317) 398-7432; Term expires: 7/31/2009; District: 3-C.

Tammy Byrer, 209 Eastside Park Rd, Washington 475018905
  Home phone: (812) 254-5544; Primary email: tbyrer@ndaviess.k12.in.us
  School: North Daviess Elementary, RR 1 Box 109C, Elnora 475299730
  School phone: (812) 636-8000; Term expires: 7/31/2009; District: 3-D.

Patricia A Huffman, 13545 Erlen Dr, Fishers 460376290
  Home phone: (765) 483-3960; Primary email: phuffman@selma.k12.in.us
  School: Perry Elementary, 9400 E Windsor Rd, Selma 473839720
  School phone: (765) 289-2031; Term expires: 7/31/2009; District: 2-J.

Glenda Kovert, 2019 Saint Andrews Rd, Jeffersonville 471306726
  Home phone: (812) 283-5848; Primary email: gkovert@insightbb.com
  School: Parkwood Elementary, 748 Spicewood Dr, Jeffersonville 471291118
  School phone: (812) 945-2387; Term expires: 7/31/2009; District: 3-G.

Linda A Lucy, 18671 Beach Way, South Bend 466374207
  Home phone: (574) 272-0979; Primary email: lal@datacruz.com
  School: Darden Primary, 18645 Janet Dr, South Bend 466374628
  School phone: (574) 243-7335; Term expires: 7/31/2009; District: 1-D.

Mara-Le Quarles, 12720 Kiawah Dr, Carmel 460338374
  Home phone: (317) 846-4197; Primary email: mquarles@flcs.k12.in.us
  School: Frankton Elementary, 1303 State Road 128 E, Frankton 460449797
  School phone: (765) 754-7545; Term expires: 7/31/2009; District: 2-L.

Brett A Schuler, 15254 N County Road 1000 E, Santa Claus 475799784
  Home phone: (812) 544-3169; Primary email: btkcschuler@psci.net
  School: Huntingburg Elementary, 501 W Sunset Dr, Huntingburg 475429280
  School phone: (812) 683-1172; Term expires: 7/31/2009; District: 3-E.

Nathan Schnellenberger, ISTA President, ex officio

Warren L. Williams, ISTA Executive Director, non-voting ex officio

Marilynn Edwards, ISTA Staff Liaison

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HUMAN AND CIVIL RIGHTS COMMITTEE

The ISTA Human and Civil Rights Committee works to preserve and strengthen both the human and civil rights of education employees and students by designing and supporting activities that promote human rights and social justice. HCR Committee members are also committed to programs and activities that combat discrimination and stereotyping public education. On an on-going basis, committee members examine the issues of bias and recommend to the Association leadership strategies supporting and improving safe learning and teaching environments.

A primary goal of the HCR Committee each year is to award the Phillip Carey Award for Human and Civil Rights to recognize individuals—either ISTA members or those outside the profession—who have made a significant contribution advancing human and civil rights public education.

Don R Jones, Chairperson, 1103 N Jackson St, Huntingburg 475421040  
Home phone: (812) 683-5270; Primary email: djdj5270@aol.com  
School: Otwell Elementary, PO Box 38, Otwell 475640038  
School phone: (812) 354-2600; Term expires: 7/31/2009; District: 3-I.

Kimberly Baumann, 4106 Inverness Dr, New Albany 471509674  
Home phone: (812) 949-5176; Primary email: kimberlybaumann@sbcglobal.net  
School: Mt Tabor Elementary, 800 Mount Tabor Rd, New Albany 471502121  
School phone: (812) 949-4301; Term expires: 7/31/2009; District: 3-F.

Patrick S Bundles, 3423 Talavera Dr, Indianapolis 462683534  
Home phone: (317) 228-1976; Primary email: bundlesp@ips.k12.in.us  
School phone: (317) 466-1000; Term expires: 7/31/2009; District: 2-M.

Rhondalyn J Cornett, 3116 E Minnesota St, Indianapolis 462033208  
Home phone: (317) 788-4430; Primary email: rhondalyncornett@sbcglobal.net  
School: IPS School (39), 1733 Spann Ave, Indianapolis 462031375  
School phone: (317) 226-4239; Term expires: 7/31/2009; District: 2-M.

Keith D Gambill, 1404 Se 1st St, Evansville 477131328  
Home phone: (812) 760-7713; Primary email: evansvilletapresident@gmail.com  
School: ETA, 2425 Highway 41 N, Ste 202, Evansville 477114066  
School phone: (812) 426-0998; Term expires: 7/31/2009; District: 3-J.

Sanae Glendening, 9290 S Daniel St, Terre Haute 478029586  
Home phone: (812) 371-5552; Primary email: sanae@carbon.indstate.edu  
School: Davis Park Elementary, 310 S 18th St, Terre Haute 478074124  
School phone: (812) 462-4425Term expires: 7/31/2009; District: 3-A.

Karen Greathouse, 3337 Kensington Blvd, Columbus 472032663  
Home phone: (812) 371-5552; Primary email: basketball782@yahoo.com  
School: Central Middle, 725 7th St, Columbus 472016321  
School phone: (812) 376-4287; Term expires: 7/31/2009; District: 3-H.

Deborah L Hartz, 1101 SE Riverside Dr, Evansville 477131164  
Home phone: (812) 303-5527; Primary email: dlhartz@gmail.com  
School: Administration Building, 1 SE 9th St Rm 101, Evansville 477081821  
Term expires: 7/31/2009; District: 3-J.

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Charles C Hewett, 4239 Twilight Dr, Indianapolis 462544368  
Home phone: (317) 293-7917; Primary email: tccher@aol.com  
School phone: (317) 466-1000; Term expires: 7/31/2009; District: 2-M.

Richard Liwosz, 57310 Peachstone Dr, South Bend 466199466  
Home phone: (574) 233-9087; Primary email: rliwosz@hotmail.com  
School: Joy Elementary, 1600 E Coolspring Ave, Michigan City 463605664  
School phone: (219) 873-2090; Term expires: 7/31/2009; District: 1-C.

Jack Rowe, 7211 Locust Ave, Gary 464031252  
Home phone: (219) 938-6685; Primary email: jrowe@portage.k12.in.us  
School: Willow Creek Middle, 5384 Stone Ave, Portage 463684129  
School phone: (219) 763-8090; Term expires: 7/31/2009; District: 1-B.

Alene M Smith, 973 N Ritter Ave, Indianapolis 462194431  
Home phone: (317) 357-5474; Primary email: a.smith62@sbcglobal.net  
School: Manual Leap Academy (737), 2405 Madison Ave, Indianapolis 462252106; Term expires: 7/31/2009; District: 2-M.

Nathan Schnellenberger, ISTA President, Ex officio

Warren L. Williams, ISTA Executive Director, non-voting ex officio

Mark Shoup, ISTA Staff Liaison
JUDICIAL REVIEW BOARD
(ISTA Bylaws, Article XIII, Section 3)

The jurisdiction of this Board shall extend to cases as brought by members or local affiliates and as herein defined:

A. The Review Board shall have original jurisdiction the following cases:
   1. Recall of the following:
      a. State officers or persons elected at large;
      b. Statewide appointees;
      c. Board of Directors and elected Standing Committee members;
   2. Alleged violations of the Code of Ethics of the Education Profession;
   3. The censure, suspension, or expulsion of a member;
   4. Review, upon request, of an action of the Executive Committee, Board of Directors, or Representative Assembly, regarding consistent application of the Bylaws of the Association.

B. The Review Board shall have the following powers subject to the conditions as herein outlined:
   1. To recall pursuant to Section 3., A.1.; any recalled individual shall have the right to appeal to the Board of Directors.
   2. To censure, suspend, or expel a member for violation of the Code of Ethics of the Education Profession or other sufficient cause. The member shall have the right to appeal to the Executive Committee on procedural grounds;
   3. To vacate censure, lift suspension, or reinstate a member;
   4. To review an action of the Executive Committee, Board of Directors, or Representative Assembly for consistency with the Bylaws and to recommend to the appropriate governing body remedial action if necessary. Requests for review may be made only by the Executive Committee, Board of Directors, Representative Assembly, a local affiliate (by official action), or upon petition of ten (10) percent of the certified delegates of the Representative Assembly.

J David Young, Chairperson, 4213 N Tillotson Ave, Muncie 473041350
   Home phone: (765) 286-5883; Primary email: dypresista@aol.com
   Term expires: 8/31/2011; District: ISTA Retired.

Mary Pat Bogeman, 11 Lauck Ln, Indianapolis 462271208
   Home phone: (317) 786-9649; Primary email: mpbogeman@aol.com
   Term expires: 7/31/2010; District: ISTA Retired.

William P Hale, 501 E Lincoln Ave, Chandler 476109577
   Home phone: (812) 925-3724; Primary email: whale244@aol.com
   Term expires: 8/31/2012; District: ISTA Retired.

Donna L Pope-Green, 6458 Watham Ct, Indianapolis 462503409
   Home phone: (317) 842-4846; Primary email: greendl@ips.k12.in.us
   School: Northwest Campus (723), 5525 W 34th St, Indianapolis 462241301
   School phone: (317) 693-5600; Term expires: 8/31/2009; District: 2-M.
Sigrid Vaubel, 8516 Palm Ct, Indianapolis 462192530
Home phone: (317) 899-2075; Primary email: sigridpcd@yahoo.com
Term expires: 8/31/2009; District: ISTA Retired.

Nathan Schnellenberger, ISTA President, ex officio
Warren L Williams, ISTA Executive Director, non-voting ex officio
LEGAL DEFENSE PANEL

“Any Active Association member or affiliate is eligible for coverage, provided that the applicant for legal services was a member or affiliate good standing on the date of the incident for which said member or affiliate seeks legal assistance and, the case of a member, does not voluntarily terminate Association membership while he/she is receiving legal assistance. The Executive Director may waive the above requirements in an appropriate situation. The Association shall not discriminate against applicants on the basis of race, color, creed, national origin, gender, sexual orientation, age, handicap, marital status or economic status. To effect pertinent portions of this policy, the ISTA Board of Directors establishes a Legal Defense Panel.”

Janet K Chandler, Chairperson, 6433 Bayside Way, Indianapolis 462501415
Home phone: (317) 842-3231; Primary email: jkchandler25@gmail.com
School: Hamilton Southeastern High, 13910 E 126th St, Fishers 460379781
School phone: (317) 594-4190; Term expires: 8/31/2010; District: 2-G.

Terry R Brendel, 3707 Engel Dr, Valparaiso 463838365
Home phone: (219) 464-4053; Primary email: tbrendel@mail.valpo.k12.in.us
School: Valparaiso High, 2727 Campbell St, Valparaiso 463852356
School phone: (219) 531-3070; Term expires: 8/31/2009; District: 1-C.

Patrick S Bundles, 3423 Talavera Dr, Indianapolis 462683534
Home phone: (317) 228-1976; Primary email: bundlesp@ips.k12.in.us
School phone: (317) 466-1000; Term expires: 8/31/2010; District: 2-M.

Lou Ann Easton, 2209 S Sweetbriar Cir, Bloomington 474014650
Home phone: (812) 339-7395; Primary email: leaston@socs.k12.in.us
School: McCormicks Creek Elementary, 1601 Flatwoods Rd, Spencer 474609254
School phone: (812) 828-6000; Term expires: 8/31/2010; District: 2-M.

Brian E Eltzroth, 10926 Ashton Dr, Fort Wayne 468458965
Home phone: (260) 471-6091; Primary email: leeltz1440@aol.com
School: Prairie Hts Middle, 395 S 1150 E, Lagrange 467619667
School phone: (260) 351-3214; Term expires: 8/31/2009; District: 1-G.

Cheryl Fenton, 1512 New Ford Rd, Seymour 472742263
Home phone: (812) 522-3513; Primary email: fentonc@yahoo.com
School: Seymour Middle, 920 N Obrien St, Seymour 472741859
School phone: (812) 522-5453; Term expires: 8/31/2010; District: 3-H.

Nancy J Fredriks, 922 E 191st St, Westfield 460749243
Home phone: (317) 896-9291; Primary email: nfredriks@aol.com
School: Tipton Middle, 817 S Main St, Tipton 460729775
School phone: (765) 675-7521; Term expires: 8/31/2009; District: 2-F.

Vivian B Johnson, 8403 Harbor Pines Pl, Fort Wayne 468256524
Home phone: (260) 489-6285; Primary email: vivian.johnson@fwcs.k12.in.us
School: South Side High, 3601 S Calhoun St, Ft Wayne 468072006
School phone: (260) 467-2600; Term expires: 8/31/2009; District: 1-L.

Nathan Schnellenberger, ISTA President, Ex officio
Warren L. Williams, ISTA Executive Director, non-voting ex officio
Richard J. Darko, ISTA Staff Liaison
PACESETTER AWARDS COMMITTEE

The Pacesetter Award is designed to recognize outstanding examples of courage, commitment, innovation, or dedication advancing the status of Education and the Teaching Profession Indiana.

J David Young, Chairperson, 4213 N Tillotson Ave, Muncie 473041350  
Home phone: (765) 286-5883; Primary email: dypresista@aol.com  
Term expires: 7/31/2009; District: ISTA Retired.

Saundra N Brown, 1946 Harcourt Springs Ter, Indianapolis 462605708  
Home phone: (317) 875-8084; Primary email: maka@iquest.net  
Term expires: 7/31/2009; District: ISTA Retired.

John D Comer, 6255 N State Road 55, Pine Village 479758043  
Home phone: (765) 385-2740; Primary email: jcomer_msdwc@hotmail.com  
School: Seeger Mem Jr/Sr High, RR 1, West Lebanon 479919801  
School phone: (765) 893-4445; Term expires: 7/31/2009; District: 2-B.

Sheliah J Dorton, 16610 N Angler Club Rd, Gaston 473429599  
Home phone: (765) 358-4284; Primary email: sdorton@delcomschools.org  
School: Delta Middle, 9800 N County Rd 200 E, Muncie 473039781  
School phone: (765) 747-0869; Term expires: 7/31/2009; District: 2-J.

Carolyn M Yates, 3327 Lillie St, Fort Wayne 468063666  
Home phone: (260) 444-2261; Primary email: cyates@ista-in.org  
School: Kekionga Middle, 2929 Engle Rd, Fort Wayne 468091105  
School phone: (260) 467-6600; Term expires: 7/31/2009; District: 1-L.

Nathan Schnellenberger, ex officio

Warren Williams, non-voting ex officio

Rita Gallagher, ISTA Staff Liaison
SCHOLARSHIP COMMITTEE

This Committee was formed to accept and judge Scholarship I and Scholarship II applications. The Committee also buys and sells merchandise to fund the travel expenses of the winners and their family to the Summer Leadership Conference where the awards are presented.

**Harriet F Klene**, Chairperson, 425 W Main St, Greensburg 472401508
Home phone: (812) 663-3332; **Primary email**: hklene@greensburg.k12.in.us
School: Greensburg Elementary, 900 N Big Blue Ave., Greensburg
School phone: (812) 663-8112; **Term expires**: 7/31/2009; **District**: 3-C.

**Charles T Brunstrup**, 30 S 200 W, Monroe 467729601
Home phone: (260) 692-6726; **Primary email**: tbrunstrup@decaturnet.com
School: Southeast Elementary, 901 Everhart Dr, Decatur 467322215
School phone: (260) 724-3118; **Term expires**: 7/31/2009; **District**: 1-K.

**Ginger Lee Calhoun**, 8599 18th Rd, Argos 465019589
Home phone: (574) 892-6491; **Primary email**: gcalhoun@argos.k12.in.us
School: Argos Community Jr/Sr High, 500 Yearick St, Argos 465011053
School phone: (574) 892-5137; **Term expires**: 7/31/2009; **District**: 1-F.

**Janet L Hayes**, 8240 N 700 E, Hamlet 465329507
Home phone: (574) 867-6900; **Primary email**: jhayes@skyenet.net
School: Walkerton Elementary, 805 Washington St, Walkerton 467541321
School phone: (574) 586-3186; **Term expires**: 7/31/2009; **District**: 1-F.

**Robert H Rogers**, 5833 Martin Rd, Newburgh 476301905
Home phone: (812) 853-8010; **Primary email**: rhrogers@att.net
School: Bosse High, 1300 Washington Ave, Evansville 477141933
School phone: (812) 477-1661; **Term expires**: 7/31/2009; **District**: 3-J.

**Michael D Smith**, 1824 Arcadia Dr, Lafayette 479054005
Home phone: (765) 447-9146; **Primary email**: msmith1824@aol.com
School: Tecumseh, S 18th/Teal Rd, Lafayette 47905
School phone: (765) 772-4750; **Term expires**: 7/31/2009; **District**: 2-A.

**Joseph J Weaver**, 5022 Skipping Stone Dr, Indianapolis 462578661
Home phone: (317) 789-9996; **Primary email**: jjw3@hotmail.com
**Term expires**: 7/31/2009; **District**: HIGHER ED.

**Nathan Schnellenberger**, ISTA President, ex officio

**Warren L. Williams**, ISTA Executive Director, ex officio-non-voting

**Brenda Reed**, ISTA Staff Liaison
SPECIAL EDUCATION COMMITTEE

The Special Education Committee serves as a knowledgeable resource to the ISTA on matters relative to special education, bringing information to and from educational agencies and policymakers regarding federal and state regulations. They provide professional development training and instructional strategies for members through other ISTA committees, strategic teams, and events.

Patricia A Kennedy, Chairperson, 201 S Greentree Dr, Muncie 473044102
   Home phone: (765) 289-7224; Primary email: pakenney@muncie.k12.in.us
   School: South View Elementary, 2100 S Franklin St, Muncie 473025082
   School phone: (765) 747-5226; Term expires: 7/31/2009; District: 2-J.

Heidi Hoke, 4337 Fenwick Dr, New Haven 467741499
   Home phone: (812) 201-8849; Primary email: heidihoke@gmail.com
   School: Northrop High, 7001 Coldwater Rd, Ft Wayne 468253607
   School phone: (260) 467-2300; Term expires: 7/31/2009; District: 1-L.

Sean Alan Johnston, PO Box 453, Rolling Prairie 463710453
   Home phone: (574) 252-6959; Primary email: seanjohnston22@hotmail.com
   School: Madison Center, 701 N Niles Ave, South Bend 466171923
   Term expires: 7/31/2009; District: 1-D.

Lisa M Koester, 601 W 4th St, Mount Vernon 476201617
   Home phone: (812) 464-5737; Primary email: lmkwinery@aol.com
   School: Hedges Elementary, 716 Locust St, Mount Vernon 476201974
   School phone: (812) 838-5516; Term expires: 7/31/2009; District: 3-I.

Cynthia J Pastore, 925 N Main St, Bluffton 46714-1317
   Home phone: (260) 824-5880; Primary email: cindipastore@gmail.com
   School: Adams Wells Sp Ed Cp, PO Box 608, Bluffton 467140608
   School phone: (260) 824-0333; Term expires: 7/31/2009; District: 1-K.

Nichole Purdue, 232 Charing Cross Rd, Indianapolis 462172709
   Home phone: (317) 374-7113; Primary email: pjlink27@yahoo.com
   School: Nora Elementary, 1000 E 91st St, Indianapolis 462401612
   School phone: (317) 844-5436; Term expires: 7/31/2009; District: 2-M.

Jeanna M Salyer, 53638 Bluebird Rdg, Bristol 465079198
   Home phone: (574) 848-5227; Primary email: jsalear@goshenschools.org
   School: Goshen Middle, 1216 S Indiana Ave, Goshen 465267298
   School phone: (574) 533-0391; Term expires: 7/31/2009; District: 1-F.

Hannah Maree Sitzman, 4960 E State Road 264, Ferdinand 475329474
   Home phone: (812) 367-2597; Primary email: hs36@evansville.edu
   School: Cedar Crest Intermediate, 4770 S State Road 162, Huntingburg 475429469; School phone: (812) 634-2006; Term expires: 7/31/2009
   District: 3-E.

Jennifer Walker, 7307 Mill Run Rd # B, Fort Wayne 468191808
   Home phone: (260) 747-1227; Primary email: jennifer.walker@fwcs.k12.in.us
   School: Snider, R Nelson, 4600 Fairlawn Pass, Ft Wayne 468156041
   School phone: (260) 467-4600; Term expires: 7/31/2009; District: 1-L.
Nathan Schnellenberger, ISTA President, ex officio
Warren L. Williams, ISTA Executive Director, ex officio-non-voting
Marilynn Edwards, ISTA Staff Liaison
Service District Structure

The State of Indiana has been divided into thirty (30) Districts for the purpose of transacting certain business of the Association. Each District is entitled to at least one (1) member on the Board of Directors, Governance Committee, Professional Practices and Standards Committee, Issues and Concerns Committee and Minority Affairs Committee. Each District is entitled to one (1) Board of Directors member for each 1,200 members the District or major fraction thereof, according to the membership figures as of the previous August 31.

The information presented herein gives the names of the individuals representing the Board of Directors and the four Standing Committees (including the Special Standing Committee on Minority Affairs) from the Districts elected by the delegates from their particular District at the Representative Assembly. The specific addresses, phone numbers, and school may be found the appropriate list of the Board of Directors and the four Standing Committees.

The name, address, and school of the local president for all affiliated associations have been included and arranged by Districts. The information contained herein is as reported to the Indiana State Teachers Association Central Office at the time of printing.

DISTRICT 1-A

Board Of Director .................................................................Michael F David
Governance Committee ..................................................Marc D Ryser
Issues & Concerns Committee ........................................Rachel Naughgle
Minority Affairs Committee ........................................Katherine K Ostrozovichs
Professional Practices & Standards Committee .................Ryan Ridgley

District Council Chair

Michael F David, 12429 Cedar Lake Rd, Crown Point 463078736
Home phone: (219) 662-9369; Primary email: mdavid@cps.k12.in.us
School: Crown Point Sr High, 401 W Joliet St, Crown Point 463073808
School phone: (219) 663-4885.

Crown Point EA

Cynthia L Miller, 17716 Downing Dr, Lowell 463562132
Home phone: (219) 696-0805; Primary email: millerlowell@sbcglobal.net
School: Solon Robinson Elementary, 601 Pettibone St, Crown Point 463074421
School phone: (219) 663-2525.

Hanover Org Prof Ed

Millie Postma, 6601 E 145th Ave, Hebron 463419098
Home phone: (219) 996-2454; Primary email: milliepostma@yahoo.com
School: Hanover Central Middle, 10120 W 133rd Ave, Cedar Lake 463038510
School phone: (219) 374-3900.

Highland CTA

Danny L Chapman, 7521 White Oak Ave, Hammond 463243140
Home phone: (219) 989-9270; Primary email: dchapman@highland.k12.in.us
School: Highland High, 9135 Erie St, Highland Bra 463222735
School phone: (219) 922-5610.

Marc D Ryser, 1543 W 98th Pl, Crown Point 463072441
Home phone: (219) 662-5865; Primary email: mryser@highland.k12.in.us
School: Highland High, 9135 Erie St, Highland Bra 463222735
School phone: (219) 922-5610.

Lake Central TA

Robert J Gustas, 9481 Clarmonte Dr, Saint John 463739699
Home phone: (219) 365-6164; Primary email: bgustas@lakecentral.k12.in.us
School: Clark Middle, 8915 W 93rd Ave, Saint John 463739638
School phone: (219) 365-9203.

Richard M. Moore, 447 Northgate Dr, Dyer 463111144
Home phone: (219) 864-8547; Primary email: rmoore@lakecentral.k12.in.us
School: Freshman Center, 8400 Wicker Ave, St John 463739710
School phone: (219) 365-8551.

Munster TA

Ryan Ridgley, 7129 Olcott Ave, Hammond 463232043
Home phone: (219) 614-0244; Primary email: rpridgley@munster.k12.in.us
School: Wilbur Wright Middle, 8650 Columbia Ave, Munster 463212518
School phone: (219) 836-6260.

North Newton EA

Barbara L Ramsey, 2957 W 950 N PO 24, Lake Village 463490024
Home phone: (219) 992-3071; Primary email: Bramsey@nn.k12.in.us
School: N Newton Jr/Sr High, 1641 W 250 N, Morocco 479638267
School phone: (219) 285-2252.

Harriet J Scheidt, 241 Crestline Dr, Lowell 463562117
Home phone: (219) 696-6520; Primary email: hjsmls@yahoo.com
School: Lincoln Elementary, PO Box 307, Roselawn 463720307
School phone: (219) 345-3458.

Tri-Creek Tchrs Org

Lora K Cooksley, 1517 W 99th Ave, Crown Point 463072445
Home phone: (219) 662-8886; Primary email: cooksley@aiagrp.com
School: Lowell Middle, 200 W Oakley Ave, Lowell 463562233
School phone: (219) 696-7701.

Kevin Garling, 14047 Calumet Ave, Cedar Lake 463039732
Home phone: (219) 374-5248; Primary email: kgarling@tricreek.k12.in.us
School: Lowell Sr High, 2051 E Commercial Ave, Lowell 463562115
School phone: (219) 696-7733.

UniServ Director: Art Henderlong; UniServ Assistants: Patricia Miller, Lynea Henderlong, 8585 Broadway, Suite #850, Merrillville 46410; Office phone: (219) 736-2165 or 1-800-552-1103; FAX: (219) 736-2188 or 1-800-250-3371
District 1-B

Board Of Director ................................................................. Steven L Tafflinger
Governance Committee ...............................................................Susan M Kendera
Issues & Concerns Committee ..........................................................Diana L Reed
Minority Affairs Committee ...............................................................Hollye Blossom
Professional Practices & Standards Committee ...............................Theresa A Tafflinger

District Council Chair

Susan M Kendera, 774 W 73rd Ave, Apt C, Merrillville 464104784
Home phone: (219) 769-7051; Primary email: skendera@mvsc.k12.in.us
School: Homer Iddings Elementary, 7249 Van Buren St, Merrillville
464103857; School phone: (219) 650-5302.

Assoc Porter Twp Ed

Steven L Tafflinger, 1414 Sturdy Rd, Valparaiso 463833859
Home phone: (219) 464-9466; Primary email: stafflinger@comcast.net
School: Porter Lakes Elementary, 208 S 725 W, Hebron 463419714
School phone: (219) 988-2727.

ESP Of Hobart Twp

Anna M Miller, 79 S 500 W, Valparaiso 463859036; Home phone: (219) 465-1482
School: Henry S Evans Elementary, 2915 E 35th Ave, Lake Station 464052910
School phone: (219) 962-1608.

Gary CTA

Elizabeth Baranko, 1208 W Fred St, Whiting 463941915
Home phone: (219) 659-1066; Primary email: eabaranko@aol.com
School: Kennedy-King Elementary, 301 N Parke St, Gary 464032178
School phone: (219) 938-1750.

Hobart TA

Kelly M Miller, 801 N Court St, Crown Point 463073147
Home phone: (219) 663-6354; Primary email: kmillerclass@hobart.k12.in.us
School: Hobart Middle, 705 E 4th St, Hobart 463424410
School phone: (219) 942-8541.

Beth York, 148 E Memory Ln, Chesterton 463049365
Home phone: (219) 921-5485; Primary email: yorkclass@hobart.k12.in.us
School: George Earle Elementary, 400 N Wilson St, Hobart 463421939
School phone: (219) 942-7263.

Lake County (ISTA-Retired Chapter)

Estelle Becke, 4140 Ellsworth St., Gary 46408
Home phone: (219) 980-1810; Primary email: ebecke@sbcglobal.net

Merrillville CTA

Debbie Argenta, 3575 W 136th Ln, Crown Point 463079723
Home phone: (219) 663-6578, Primary email: dargenta@mvsc.k12.in.us

B-45
School: John Wood Elementary, 6100 E 73rd Ave, Merrillville 464104021  
School phone: (219) 650-5305.

Merrillville ESP

Louis Mark Varela, 2953 W 74th Ln, Merrillville 464104504  
Home phone: (219) 769-8490; Primary email: lvarela@mvsc.k12.in.us  
School: Pierce Middle, 199 E 70th Pl, Merrillville 464103615  
School phone: (219) 650-5308.

Portage Assn Of Teachers

Debora I Porter, 3602 Candlewood Dr, Valparaiso 463858986  
Home phone: (219) 462-1801; Primary email: dporter@portage.k12.in.us  
School: Crisman Elementary, 6161 Old Porter Rd, Portage 463681617  
School phone: (219) 763-8020.

Porter Co S E TA

Danielle Zecevich, 567 Warren Pl, Valparaiso 463856810  
Home phone: (219) 464-1801; Primary email: dzec@comcast.net  
School: Porter County Education Services, 750 Ransom Rd, Valparaiso 463858973; School phone: (219) 464-9607.

River Forest Teachers Association

Hollye Blossom, 401 Woodland Ct, Hobart 463423850  
Home phone: (219) 942-9304; Primary email: hblossom@rfsc.k12.in.us  
School: J I Meister Elementary, 33rd/Jay Sts, Hobart 46342  
School phone: (219) 962-1103.

Paul K Murray, 417 Nantucket Rd, Valparaiso 463858267  
Home phone: (219) 759-4828; Primary email: pmurray@rfsc.k12.in.us  
School: River Forest Junior/Senior High, 3300 Indiana St, Hobart 463421061  
School phone: (219) 962-7551.

Union Twp TA

Diana L Reed, 706 Monroe St, Valparaiso 463835744  
Home phone: (219) 465-6902; Primary email: dreedutta@comcast.net  
School: John Simatovich Elementary, 424 W 500 N, Valparaiso 463858744  
School phone: (219) 759-2508.

UniServ Director: David Smith; UniServ Assistants: Patricia Miller, Lynea Henderlong, 8585 Broadway, Suite #850, Merrillville 46410; Office phone: (219) 736-2165 or 1-800-552-1103; FAX: (219) 736-2188 or 1-800-250-3371

DISTRICT 1-C

Board Of Director .................................................................Terry Brendel  
Governance Committee .............................................................. Vacancy  
Issues & Concerns Committee ......................................................... Karen E Lyness  
Minority Affairs Committee ................................................................. Vacancy  
Professional Practices & Standards Committee ................................. Priscilla Donkle

B-46
District Council Chair

Phyllis A. Stark, 2003 Somerset Rd, Michigan City 463601432
Home phone: (219) 879-4861; Primary email: pstark@mcas.k12.in.us
School: Michigan City High, 8466 Pahs Rd, Michigan City 463602919
School phone: (219) 873-2044.

Dunes Shore (ISTA-Retired Chapter)

Valerie Townsend, 1300 Winding Ridge B4, Valparaiso 46383
Home phone: (219) 464-4300; Primary email: val363@hotmail.com.
Jan Bakken, 103 Tomahawk Dr, Michigan City 46360
Home phone: (219) 873-9015; Primary email: grandmajan06@sbcglobal.net.

Duneland TA

Michele D Bartels, 111 Barker Rd, Michigan City 463607306
Home phone: (219) 879-1101
Primary email: michele.bartels@duneland.k12.in.us
School: Chesterton High, 2125 S 11th St, Chesterton 463048934
School phone: (219) 983-3730.

Sharon K McCasland, 3408 Churchview Dr, Valparaiso 463832452
Home phone: (219) 464-1595
Primary email: sharon.mccasland@duneland.k12.in.us
School: Brummitt Elementary, 2500 Indian Boundary Rd, Chesterton 463042642
School phone: (219) 983-3660.

Lakeside EA

Lowell G Hardwick, 679 E 1325 N, Michigan City 463609520
Home phone: (219) 879-4774; Primary email: hardwick679@comcast.net
School: Lakeside, PO Box 41, Michigan City 463610041
School phone: (219) 874-7256.

La Porte ESP Association

Donna M Nielsen, 1333 E 500 S, La Porte 463509355
Home phone: (219) 393-3652; Primary email: dnie@verizon.net
School: Transportation Department, 1921 A St, La Porte 463506639
School phone: (219) 362-7056.

Michigan City Class

Ronald K Landtroop, 122 S Park St, Michigan City 46360-6932
Home phone: (219) 874-4845; Primary email: rlandtroop@ista-in.org
School: Plant Planning Building, 2607 Franklin St, Michigan City 463604544
School phone: (219) 873-2124.

Michigan City EA

Phyllis A. Stark, 2003 Somerset Rd, Michigan City 463601432
Home phone: (219) 879-4861; Primary email: pstark@mcas.k12.in.us
School: Michigan City High, 8466 Pahs Rd, Michigan City 463602919
School phone: (219) 873-2044.
Michigan City Ed Employee Assn
Robin Lee Endris, 835 Forest St, Michigan City 463602111
Home phone: (219) 879-3506; Primary email: fayelyrae@msn.com
School: Springfield Elementary, 3054 W 800 N, Michigan City 463609772
School phone: (219) 873-2117.

New Prairie CTA
Mark A Mc Bride, 713 S Bray St, New Carlisle 465528208
Home phone: (574) 654-3947; Primary email: mmcbride@npusc.k12.in.us
School: Olive Twp Elementary, Bray/Ben Sts, New Carlisle 46552
School phone: (574) 654-7531.

School Custodial Alliance of La Porte
Doreen Harmon, 422 W Curtis Dr, La Porte 463508114
Home phone: (219) 324-7917
School: Kesling Middle, 306 E 18th St, La Porte 463506618
School phone: (219) 362-7507.

South Central CTA
Melissa G Gilchrist, 141 W Powell Dr, La Porte 463508167
Home phone: (219) 324-6159; Primary email: mgilchrist33@comcast.net
School: So Central Jr/Sr High, 9808 S 600 W, Union Mills 463829600
School phone: (219) 767-2266.

Valparaiso TA
Ann E Davies, 306 Erie St, Valparaiso 463834849
Home phone: (219) 462-4342; Primary email: adavies@mail.valpo.k12.in.us
School: Ben Franklin Middle, 605 Campbell St, Valparaiso 463854629
School phone: (219) 531-3021.

Westville Correctional Facility
George Q Finney, 5303 W 300 N, La Porte 463508507
Home phone: (219) 324-0915; Primary email: georgeqf@verizon.net
School: Westville Correctional Facility, PO Box 473, Westville 463910473
School phone: (219) 785-2511.

Westville TA
Ken Shilt, 566 W 250 S, La Porte 463508162
Home phone: (219) 362-6011; Primary email: kshilt@yahoo.com
School: Westville High, Valparaiso St, Westville 46391
School phone: (219) 785-2531.

UniServ Director: Mary R. Junglas, UniServ Assistant: Viola Peels, Bell Manor Building, 442 North Calumet Avenue, Suite 100, Chesterton 46304; Office phone: (219)926-9600 or 1-800-638-7731; FAX: (219)926-7869 or 1-800-250-3372.
DISTRICT 1-D

Board Of Director ................................................................. Linda A Lucy
Governance Committee .......................................................... Carol L Eppert
Issues & Concerns Committee .................................................. Rebecca Folk
Minority Affairs Committee .................................................. Kenneth Thomas
Professional Practices & Standards Committee ......................... Judith A Konstanty

District Council Chair
Carolyn Peterson, 1906 Briarway, South Bend 466141630
Home phone: (574) 288-7766; Primary email: vpeterso@iusb.edu
School: Washington High, 4747 W Washington St, South Bend 466192321
School phone: (574) 283-7200.

NEA South Bend
Carolyn Peterson, 1906 Briarway, South Bend 466141630
Home phone: (574) 288-7766; Primary email: vpeterso@iusb.edu
School: Washington High, 4747 W Washington St, South Bend 466192321
School phone: (574) 283-7200.

Note: Send all mail for NEA South Bend to the office address
Office: 222 Marycrest Building, 2015 Western Avenue, South Bend 46629
Office phone: (219)287-7437 or 800-250-3373

South Bend Juvenile Correctional Facility
Geoffrey L Jankowski, 263 Southlawn Ct, Bremen 465061852
Home phone: (574) 546-4496; Primary email: jankowski@mchsi.com
School: South Bend Correction Facility, 4650 Old Cleveland Rd, South Bend 466284324
School phone: (574) 232-8808.

St. Joseph County (ISTA-Retired Chapter)
Gerald Ervin, 6132 Old English Court, South Bend 46614
Home phone: (574) 291-1009; Primary email: geervin@comcast.net

UniServ Director: Mary Ann Zimmerman; UniServ Assistant: Robin Pierce, Marycrest Bldg., 2015 Western Ave, Suite 222, South Bend 46619; Office phone: (574)287-2137 or 1-800-638-7644; FAX: (574)287-7437 or 800-250-3373

DISTRICT 1-E

Board Of Director ................................................................. Bruce Shannon
Governance Committee .......................................................... Valerie Williams
Issues & Concerns Committee .................................................. Jodi L Buoscio
Minority Affairs Committee .................................................. Doris L Britton
Professional Practices & Standards Committee ......................... Angela L Taylor

District Council Chair
Judith A Briganti, 316 Sunset Ct, Wakarusa 465739523
Home phone: (574) 862-1575; Primary email: jbriganti@verizon.net
School: Cleveland Elementary, 53403 County Road 1, Elkhart 465149754
School phone: (574) 262-5580.
Baugo EA

Debra R Rogers, 231 Division St, Elkhart 465163613
Home phone: (574) 536-4154; Primary email: drogers@baugo.com
School: Jimtown High, 59021 County Road 3, Elkhart 465179305
School phone: (574) 295-2343.

Elkhart TA

Sandy K Blair, 51109 Sail Bay Ct, Elkhart 465148135
Home phone: (574) 206-9326; Primary email: sblair@elkhart.k12.in.us
School: Mary F Beck Elementary, 818 McDonald St, Elkhart 465164131
School phone: (574) 295-4830.

ISTA-Retired Association of Elkhart County Chapter

Sarah Borgman, 65347 Co Rd 3, Wakarusa 46573
Home phone: (574) 862-2895; Primary email: whadyapple@aol.com.

Mishawaka EA

Bruce Shannon, 55641 Springdale Ct, Osceola 465619512
Home phone: (574) 674-5638; Primary email: meachalk@aol.com
School: Twin Branch Elementary, 3810 Lincoln Way E, Mishawaka 465443920
School phone: (574) 254-3500.

Pen Harris Madison TA

David E Misener, 51103 Pine Hollow Ln, South Bend 466289505
Home phone: (574) 273-0070; Primary email: dmisener@phm.k12.in.us
School: Schmucker Middle, 56045 Bittersweet Rd, Mishawaka 465457714
School phone: (574) 259-5661.

UniServ Director: Marie Giese; UniServ Assistant: Patricia Bowers, 3000 B Windsor Court, Elkhart, 46514-5555; Office phone: (219)524-9235 or 1-800-638-7644; FAX: (219)524-9255 or 1-800-250-3374.

DISTRICT 1-F

Board Of Director .......................................................... Ralph L Fireoved
Governance Committee ......................................................... Janet L Hayes
Issues & Concerns Committee ............................................. Jeanna M Salyer
Minority Affairs Committee .................................................. Ginger Lee Calhoun
Professional Practices & Standards Committee ....................... Shelly Wilfong

District Council Chair

Philip D Berkey, 22582 County Road 32, Goshen 465268746
Home phone: (574) 875-5048; Primary email: berkeba@aol.com
School: Northridge High, 56779 Northridge Dr, Middlebury 465409102
School phone: (574) 825-2142.

I-F (ISTA-Retired Chapter)

Carol Heckaman, 1637 Dogwood Road, Bremen 46506
Home phone: (574)546-2080; Primary email: c.heckaman@mchsi.com.
Argos CTA

Ginger Lee Calhoun, 8599 18th Rd, Argos 465019589
Home phone: (574) 892-6491; Primary email: gcalhoun@argos.k12.in.us
School: Argos Comm Jr/Sr High, 500 Yearick St, Argos 465011053
School phone: (574) 892-5137.

Bremen EA

Rhonda McIntyre, 427 Burket Ln, Bremen 465061978
Home phone: (574) 546-3559
School: Bremen Elementary / Middle, 700 W South St, Bremen 465061620
School phone: (574) 546-3554.

Cynthia L McKenzie, 5760 Juniper Rd, Plymouth 465638315
Home phone: (574) 936-7294; Primary email: cmckenzie@bps.k12.in.us
School: Bremen Elementary / Middle, 700 W South St, Bremen 465061620
School phone: (574) 546-3554.

Concord TA

Cheryl M Berndt, 11688 Strohm Dr N, Mishawaka 465457906
Home phone: Unlisted; Primary email: cberndt@concord.k12.in.us
School: Concord Jr High, 24050 County Road 20, Elkhart 465173511
School phone: (574) 875-5122.

Culver CTA

John C Browder, 203 Winfield St, Culver 465111721
Home phone: (574) 842-2733; Primary email: browder@culver.k12.in.us
School: Culver Middle, 1 Cavalier Dr, Culver 465111031
School phone: (574) 842-5690.

Fairfield EA

Marilee Keim, 67639 County Road 31, Goshen 465269497
Home phone: (574) 831-3697
School: Fairfield Jr/Sr High, 67530 Us Highway 33, Goshen 465268552
School phone: (574) 831-2184.

Goshen EA

Chad Collins, 414 Canal St, Goshen 465264330
Home phone: (574) 533-4357; Primary email: cscollins@goshenschools.org
School: Goshen High, 1 Redskin Rd, Goshen 465264100
School phone: (574) 533-8651.

Mary Kay T Longacre, 1713 S 13th St, Goshen 465264905
Home phone: (574) 533-6722; Primary email: mklongacre@goshenschools.org
School: Chamberlain Elementary, 428 N 5th St, Goshen 465282861
School phone: (574) 534-2691.

J E S S E EA

Rita Large, 13367 Nutmeg Ridge Dr, Plymouth 465639125
Home phone: (574) 935-8447; Primary email: ritalarge@yahoo.com
School: Washington Elementary, 1500 Lake Ave, Plymouth 465632427.
John Glenn EA

Janet L. Hayes, 8240 N 700 E, Hamlet 465329507
   Home phone: (574) 867-6900;  Primary email: jhayes@skyenet.net
   School: Walkerton Elementary, 805 Washington St, Walkerton 465741321
   School phone: (574) 586-3186.

Middlebury TA

Carolyn S DeWilde, 15240 C R 22, Goshen 46528
   Home phone: (574) 825-7088;  Primary email: dewilde@mcswin-k12.org
   School: Jefferson Elementary, 18565 County Road 20, Goshen 465286720
   School phone: (574) 822-5399.

Samuel P Miller, 58349 Crystal Springs Ct, Goshen 465289111
   Home phone: (574) 534-2853;  Primary email: sampmiller@msn.com
   School: Northridge Middle, 56691 Northridge, Middlebury 465408967
   School phone: (574) 825-9531.

Plymouth EA

Susan M Kreighbaum, 11301 Forest Dr, Plymouth 465639034
   Home phone: (574) 936-4095;  Primary email: skreighbaum@plymouth.k12.in.us
   School: Webster Elementary, 1101 S Michigan St, Plymouth 465633111
   School phone: (574) 936-2520.

Laura A Kruyer, 1123 Sycamore St, Plymouth 465632539
   Home phone: (574) 936-1225
   School: Plymouth High, 1 Big Red Dr, Plymouth 465631873
   School phone: (574) 936-2178.

Triton TA

Stephen R McBride, 705 N Washington St, Bourbon 465041443
   Home phone: (574) 342-8565;  Primary email: mcbride7417@kconline.com
   School: Triton Elementary, 200 Triton Dr, Bourbon 465041811
   School phone: (574) 342-2355.

Union North TA

Philip E Byers, 5014 Kirkshire Dr, South Bend 466143524
   Home phone: (574) 291-2240
   Primary email: winggundampilotchris@hotmail.com
   School: Laville Jr/Sr High, 69969 U S 31, South, Lakeville 46536
   School phone: (574) 784-3151.

Wa-Nee EA

James C Mattern, 70275 County Road 1, Nappanee 465509492
   Home phone: (574) 773-7106;  Primary email: jmattern@wanee.org
   School: Wakarusa Elementary, 400 S Washington St, Wakarusa 465739549
   School phone: (574) 862-2000.

Wawasee Community EA

Betty Jo Smith-Roberts, 8464 N Syracuse Webster Rd, Syracuse 46579545
   Home phone: (574) 834-2348;  Primary email: broberts@wawasee.k12.in.us
School: Wawasee Middle, 9850 N State Road 13, Syracuse 46578294
School phone: (574) 457-8839.

UniServ Director: Vacancy; UniServ Assistant: Kathy Williams, Northwood Professional Associates Building, 1001 North Main Street, Lower Level, Nappanee 46550;
Office phone: (574)773-7745 or 1-800-847-2014; FAX: (574)773-7746 or 1-800-250-3375.

DISTRICT 1-G

Board Of Director .......................................................... Robert Sellers
Governance Committee ........................................... James D Adang
Issues & Concerns Committee ............................... David Schmidt
Minority Affairs Committee ..................................... Robert Phillips
Professional Practices & Standards Committee ............ Suzanne Tyler

District Council Chair

Robert Phillips, 4433 Champlain Dr, Fort Wayne 468064605
Home phone: (260) 456-2778; Primary email: misterphips@yahoo.com
School: Fremont High, 701 W Toledo St, Fremont 46737606
School phone: (260) 495-9876.

Angola CTA

Dennis T Gentry, 709 Calvary Ln, Angola 467038537
Home phone: (260) 665-2881; Primary email: dtgentry@verizon.net
School: Angola High, 350 S John McBride Ave, Angola 467032175
School phone: (260) 665-2186.

Central Noble TA

Robert Sellers, 823 Pelham Dr, Fort Wayne 468254109
Home phone: (260) 489-7322; Primary email: sellersb@centralnoble.k12.in.us
School: Albion Elementary, 202 Cougar Ct, Albion 467011399
School phone: (260) 636-7538.

Dekalb EA

Sue A McCurdy, 495 E 500 S, Pleasant Lake 467799731
Home phone: (260) 475-1046; Primary email: sumac910@netscape.com
School: Dekalb Middle, 3338 County Road 427, Waterlo 467935532
School phone: (260) 925-0053.

East Noble EA

Charles Barber, 336 Iwo St, Auburn 467063004
Home phone: (260) 925-5190
School: East Noble High, 901 Garden St, Kendallville 467552257
School phone: (260) 347-2032.

Eastern Dekalb EA

Donna J Hollabaugh, 7006 State Road 1, Spencerville 46789401
Home phone: (260) 238-4224; Primary email: dhollabaugh@dke.k12.in.us
School: Eastside Jr/Sr High, 603 E Green St, Butler 467211135
School phone: (260) 868-2186.
Fremont CTA
John J Taylor, 15 Lane 102 Crooked Lk, Angola 467039149
   Home phone: (260) 833-9739; Primary email: ljtaylor96@msn.com
   School: Fremont High, 701 W Toledo St, Fremont 467377606
   School phone: (260) 495-9876.

Garrett-Keyser-Butler EA
Elizabeth A Leitch, 1441 Anderson Dr, Garrett 467382061
   Home phone: (260) 357-3588; Primary email: kbleitch@mchsi.com
   School: Garrett High, 801 E Houston St, Garrett 467381662
   School phone: (260) 357-4114.

Linda Walls, 5831 Oak Fall Rd, Fort Wayne 468451807
   Home phone: (260) 483-9064; Primary email: lwalls@gkb.k12.in.us
   School: Garrett High, 801 E Houston St, Garrett 467381662
   School phone: (260) 357-4114.

Hamilton Community CTA
Jill Anne Mason, 314 E Gilmore St, Angola 467031538
   Home phone: (260) 665-6158; Primary email: jill.mason@hamiltoncomm.com
   School: Hamilton Community Elementary, 903 S Wayne St, Hamilton 467429755
   School phone: (260) 488-2101.

ISTA/NEA-Retired Chapter Northeast Indiana
Dottie Heminger, 1304 Allison Blvd, Auburn 46706
   Home phone: (260) 341-5196
   Primary email: dottieheminger@v2w.blackberry.net.

Lakeland EA
Mark D Claxton, 5764 County Road 11, Garrett 467389633
   Home phone: (260) 357-3691; Primary email: mdclack@hotmail.com
   School: Lakeland High, 805 E 075 N, Lagrange 467619360
   School phone: (260) 499-2470.

Gary L Myers, 6090 N 100 E, Howe 467469695
   Home phone: (260) 350-2844; Primary email: trianglefarms@embarqmail.com
   School: Lakeland High, 805 E 075 N, Lagrange 467619360
   School phone: (260) 499-2470.

Prairie Heights EA
Denise McNabb, PO Box 124, Mongo 467710124
   Home phone: (260) 367-2635; Primary email: dmcnabb@ph.k12.in.us
   School: Prairie Hts Middle, 395 S 1150 E, Lagrange 467619667
   School phone: (260) 351-3214.

Suzanne Tyler, 6620 S 600 E, Hamilton 467429547
   Home phone: (260) 488-2088; Primary email: styler@ph.k12.in.us
   School: Prairie Hts Sr High, 245 S 1150 E, Lagrange 467619667
   School phone: (260) 351-3214.
Smith Green CTA

Mark A Cheshier, 10536 Verbena Ln, Fort Wayne 468188727  
Home phone: (260) 489-8653  
School: Churubusco High, 1 Eagle Dr, Churubusco 467231400  
School phone: (260) 693-2131.

Keston S Smith, 2609 Sweet Cider Rd, Fort Wayne 468188882  
Home phone: (260) 490-7171; Primary email: ksmith@r8esc.k12.in.us  
School: Churubusco Elementary, 3 Eagle Dr, Churubusco 467231400  
School phone: (260) 693-2188.

West Noble CTA

Angelia K Edwards, 1405 E Lake Bluff Dr, Kendallville 467552728  
School: Ligonier Elementary, 601 Grand St, Ligonier 467671311  
School phone: (260) 894-3194.

Michael J Magid, 6943 Putter Pl, Syracuse 465678401  
Home phone: (574) 457-2982; Primary email: mikemagid@yahoo.com  
School: West Noble High, 5094 N U. S. 33, Ligonier 46767  
School phone: (260) 894-3191.

Westview EA

William C Rich, 4450 N 850 W, Shipshewana 465659765  
Home phone: (260) 768-7088; Primary email: brich24@embarqmail.com  
School: Westview Jr/Sr High, 1635 S 600 W, Topeka 465719150  
School phone: (260) 768-4146.

Whitley Co TA

Kurtis G Kehmeyer, 8244 S 600 E, Columbia City 467259247  
Home phone: (260) 396-2211; Primary email: kehmeyerkg@wccs.k12.in.us  
School: Little Turtle Elementary, 1710 S State Road 9, Columbia City 467259678  
School phone: (260) 244-3343.

Mary A Sutton, 1802 W Hobart Ct, Warsaw 465807015  
Home phone: (574) 268-9865; Primary email: lbbrandy@helicon.net  
School: Northern Heights Elementary, 3931 N Airport Rd, Columbia City  
467258613; School phone: (260) 691-2371.

UniServ Director: Andrew Borrelli; UniServ Assistant: Wendy Boomershine, 134  
Green Drive, Suite B, Avilla 46710; Office phone: (260)897-4340 or 1-800-860-3484;  
FAX: (260)897-4210 or 1-800-250-3376.

DISTRICT 1-H

Board Of Director ......................................................................................William Oates  
Governance Committee ...........................................................................Georgia A McKim  
Issues & Concerns Committee .................................................................Stacy A Kurdelak  
Minority Affairs Committee ......................................................................Aamina Shariff  
Professional Practices & Standards Committee .......................................Susie Matzat
District Council Chair
Joan M Raff, 711 W Winding Rd, Rensselaer 479787284
Home phone: (219) 866-8058; Primary email: joanraff@hotmail.com
School: Monnett Elementary, 615 W Grove St, Rensselaer 479782727
School phone: (219) 866-5441.

Caston CTA
Gary W Smith, 1760 N County Road 450 E, Logansport 469477531
Home phone: (574) 753-6613; Primary email: smithg@caston.k12.in.us
School: Caston Elementary, PO Box 128, Fulton 469310128
School phone: (574) 857-3025.

Eastern Pulaski
Kyle R Johnson, 773 E Old State Road 14, Winamac 469968704
Home phone: (574) 946-6297; Primary email: kejkrj@hotmail.com
School: Winamac Community High, 715 School Dr, Winamac 469961584
School phone: (574) 946-6151.

Frontier CTA
Darvin F Bruner, 10947 S 100 E, Brookston 479238296
Home phone: (765) 563-3193; Primary email: bruner@frontier.k12.in.us
School: Frontier Jr/Sr High, 1 Falcon Dr, Chalmers 479298099
School phone: (219) 984-5437.

Frontier CTA
Greg Moser, 3740 Laramie Ct, Lafayette 479054023
Home phone: (765) 447-1028; Primary email: gregory.moser@comcast.net
School: Frontier Jr/Sr High, 1 Falcon Dr, Chalmers 479298099
School phone: (219) 984-5437.

Kankakee Valley TA
Mark F Ladd, 284 E High St, Wheatfield 463927386
Home phone: (219) 956-3820; Primary email: kvtapres@embarqmail.com
School: Kankakee Valley High, 3923 W State Road 10, Wheatfield 46392267
School phone: (219) 956-3143.

Lacrosse Wanatah CTA
Victorine J Deprey, PO Box 443, Westville 463910443
Home phone: (219) 785-7165; Primary email: vdeprey@wanatah.k12.in.us
School: Wanatah Jr High, 309 School Dr, Wanatah 46390
School phone: (219) 733-2815.

Dorothy A Pakan, 1405 Fairlane Dr, Valparaiso 463833644
Home phone: (219) 464-3383; Primary email: dpakan2@verizon.net
School: Lacrosse High, PO Box 360, La Crosse 463480360
School phone: (219) 754-2461.

North Judson-San Pierre CTA
Susie Matzat, PO Box 146, North Judson 463660146
Home phone: (574) 896-5380; Primary email: smatzat@njsp.k12.in.us
School: North Judson-San Pierre Middle, 950 Campbell Dr, North Judson 463661351; School phone: (574) 896-2167.

North White CTA
Terrie L. Brown, 510 Greenwood St, Monon 479598263
Home phone: (219) 253-8668; Primary email: brown_terrie@hotmail.com
School: North White Middle, PO Box 1060, Monon 479591060
School phone: (219) 253-7701.

Oregon Davis CTA
Nancy S Dennie, 19031 Kenilworth Rd, Argos 465019502
Home phone: (574) 892-5323; Primary email: ndennie@od.k12.in.us
School: Oregon Davis Jr/Sr H, 5990 N 750 E, Hamlet 465329524
School phone: (219) 867-2481.

Rensselaer Central CTA
George T Cover, 1297 N Cover Ct, Rensselaer 479787402
Home phone: (219) 866-7489; Primary email: georget@embargmail.com
School: Rensselaer Middle, 1106 Bomber Blvd, Rensselaer 47978
School phone: (219) 866-4661.

Rochester CTA
Justin Lunsford, 1134 W 9th St, Rochester 469757975
Home phone: (574) 223-8856; Primary email: ajj@rtcol.com
School: Rochester Comm High, 1 Zebra Ln, Rochester 469751349
School phone: (574) 223-2176.

South Newton CTA
Hugh Larson, 226 E 1550 S, Kentland 479518522
Home phone: (219) 474-6037; Primary email: larson@newton.k12.in.us
School: South Newton Elementary, 13188 S 50 E, Brook 47922
School phone: (219) 474-5167.

Jon Eric Skinner, 3642 N State Road 71, Earl Park 479428668
Home phone: (219) 474-6395; Primary email: skinnere@newton.k12.in.us
School: South Newton Middle, 13100 S 50 E, Kentland 479518540
School phone: (219) 474-5167.

Tri-County CTO
Karla Jean Gregory, 2135 Vinton St, Lafayette 479041558
Home phone: (765) 429-6445; Primary email: kbasketcase@insightbb.com
School: Tri County Intermediate, 200 W North St, Wolcott 479958314
School phone: (219) 279-2138.

Twin Lakes CTA
Sandra Kubly, 310 S Main St, Monticello 479602332
Home phone: (574) 583-9707; Primary email: skubly@twinlakes.k12.in.us
School: Oaklawn Elementary, 402 E South St, Monticello 479602365
School phone: (574) 583-5651.
Jo Ann Piatt, 601 Cherrydale Dr, Monticello 479602316
  Home phone: (574) 583-8414; Primary email: jpiatt@twinlakes.k12.in.us
  School: Oaklawn Elementary, 402 E South St, Monticello 479602365
  School phone: (574) 583-5651.

West Central CTA

Jeffrey T Hart, 711 W 900 N, Monon 479598216
  Home phone: (219) 253-6514; Primary email: jt_hart_wc@yahoo.com
  School: West Central High, RR 2 Box 15, Francesville 479469706
  School phone: (219) 567-9119.

UniServ Director: Craig Blume; UniServ Assistant: Jennifer Boer, 4935 W SR 10, North Judson 46366; Office phone: (574)896-3150 or 1-800-638-7725; FAX: (574) 869-3159 or 1-800-250-3380.

DISTRICT I-K

Board Of Director .................................................................Charles T Brunstrup
Governance Committee .......................................................... Alan D Arnold
Issues & Concerns Committee ..................................................Mary Catherine Palmer
Minority Affairs Committee ......................................................Algerine Hill
Professional Practices & Standards Committee .......................Edith R Marquissee

District Council Chair

Jeanne May Chavis, 7508 N Marzane Rd, Markle 467709704
  Home phone: (260) 758-2680; Primary email: jchavis@r8esc.k12.in.us
  School: Norwell Middle, 1100 E Us Highway 224, Ossian 467778917
  School phone: (260) 543-2218.

Adams Central CTA

Alan D Arnold, 595 E State Road 124, Monroe 467729643
  Home phone: (260) 692-6610; Primary email: arnolda@accs.k12.in.us
  School: Adams Central High, 222 W Washington St, Monroe 467729436
  School phone: (260) 692-6151.

Adams Wells Spec Services TA

Roberta L Fulk, 6783 S 200 E, Bluffton 467149616
  Home phone: (260) 346-2269; Primary email: rfulk@adamswells.com
  School: Adams Wells Sp Ed Cp, PO Box 608, Bluffton 467140608
  School phone: (260) 824-0333.

Bluffton-Harrison TA

Cheryl Beerbower, 427 Homestead Ct, Bluffton 46714
  Home phone: (260) 565-4256; Primary email: ebeerbower@bhmsd.k12.in.us
  School: Bluffton Elementary, 1100 E Spring St, Bluffton 46714
  School phone: (260) 824-0333.

East Allen EA

Gregory M Geise, 1711 Lofton Way, Fort Wayne 468157623
  Home phone: (260) 749-0567; Primary email: ggeise@eacs.k12.in.us
School: Heritage Jr/Sr High, 13608 Monroeville Rd, Monroeville 467739557
School phone: (260) 446-0140.

East Allen Co Schools Trans Assn
Karen K Smith, 7129 Milan Center Rd, New Haven 467749740
Home phone: (260) 657-5552
School: Transportation Department, 1322 Green Rd, New Haven 467741912
School phone: (260) 466-0119.

East Allen Custodial Assn
Patrick M Lortie, 14468 Road 77, Antwerp OH 458139569
Home phone: (419) 258-1458
School: Woodlan Jr/Sr High, 17215 Woodburn Rd, Woodburn 467979570
School phone: (260) 446-0290.

East Allen Maintenance Assn
John T Miller, 2609 Belfast Dr, Fort Wayne 468053019
Home phone: (260) 483-5658; Primary email: jtmiller11@verizon.net.

East Allen Paraprof
Marsha Ann Sherwood, 12029 Us Highway 24 E, New Haven 467749708
Home phone: (260) 493-3016; Primary email: msher102652@aol.com
School: Hoagland Elementary, 12009 Hoagland Rd, Hoagland 467459556
School phone: (260) 446-0160.

East Allen Secretaries
Patricia Breit, 2830 N Sampson Rd, Woodburn 467979403
Home phone: (260) 632-5671; Primary email: pbreit@eacs.k12.in.us
School: Woodlan Jr/Sr High, 17215 Woodburn Rd, Woodburn 467979570
School phone: (260) 446-0290.

North Adams TA
Charles T Brunstrup, 30 S 200 W, Monroe 467729601
Home phone: (260) 692-6726; Primary email: tbrunstrup@decaturnet.com
School: Southeast Elementary, 901 Everhart Dr, Decatur 467332215
School phone: (260) 724-3118.

Northwest Allen Co EA
Brenda R Abbott, 508 Pellston Dr, Fort Wayne 468252272
Home phone: (260) 489-6792; Primary email: braeabbott@verizon.net
School: Carroll Middle, 4027 Hathaway Rd, Fort Wayne 468189148
School phone: (260) 637-5159.
**Norwell CTA**

Anna M Murphy, 7032 N 100 W, Bryant 473268816  
Home phone: (260) 997-6032; Primary email: amurphy@jayco.net  
School: Norwell High, 1100 E U.S. 224, Ossian 46777  
School phone: (260) 543-2213.

Debra S Shumaker, 6272 E 1200 N-1, Monroeville 46739403  
Home phone: (260) 623-3394; Primary email: dshu@mindspring.com  
School: Norwell High, 1100 E U.S. 224, Ossian 46777  
School phone: (260) 543-2213.

**South Adams CTA**

James D Horton, 365 Center St, Berne 467111401  
Home phone: (260) 589-3632; Primary email: jhorton@southadams.k12.in.us  
School: South Adams Jr/Sr High, 1000 Parkway St, Berne 467112365  
School phone: (260) 589-3131.

**Southwest Allen Co CTA**

Matthew L Elder, 5109 Binford Ln, Fort Wayne 468046503  
Home phone: (260) 459-9342; Primary email: elderteach@comcast.net  
School: Homestead Senior High, 4310 Homestead Rd, Fort Wayne 468145451  
School phone: (260) 431-2251.

Mike Gorman, 6408 W Hamilton Rd S, Fort Wayne 468149771  
Home phone: (260) 672-0578; Primary email: morman@sacs.k12.in.us  
School: Woodside Middle, 2310 W Hamilton Rd S, Fort Wayne 468149475  
School phone: (260) 431-2702.

UniServ Director: Vacancy; UniServ Assistant: Terri Boomershine, 7209 Mill Run Road, Fort Wayne 46819; Office phone: (260)443-0040 or 1-800-638-7714; FAX: (260)443-0050 or 1-800-250-3383.

**DISTRICT 1-L**

Board Of Director .................................................................Marjorie C Goyings  
Governance Committee ..........................................................Michael A Ruiz  
Issues & Concerns Committee...................................................Theresa A Taulbee  
Minority Affairs Committee ......................................................Vivian B Johnson  
Professional Practices & Standards Committee .........................Tia Schwertfager

**District Council Chair**

Albert E Jacquay, 322 Blue Jacket Run, Fort Wayne 468252002  
Home phone: (260) 497-8384; Primary email: alfwea@gmail.com

**Bus Drivers Of Ft Wayne Community Schools Assn**

Nancy L Deininger, 57 Skyline Dr, Garrett 467389768  
Home phone: (260) 637-2555.

**Fort Wayne Classified**

Samuel James Winebrenner, 1517 Catalpa St, Fort Wayne 468024648  
Home phone: (260) 244-4653; Primary email: swinebrenner@fwcs.k12.in.us
School: Maintenance Department, 1517 Catalpa St, Ft Wayne 468024648
School phone: (260) 425-7288.

Fort Wayne EA

Albert E. Jacquay, 322 Blue Jacket Run, Fort Wayne 468252002
Home phone: (260) 497-8384; Primary email: alfwea@gmail.com
Note: Send all mail for NEA South Bend to the office address
Office: 229 W Berry St, Suite 100, Fort Wayne 46802
Office phone: (260)439-0880 or 800-638-7649

Fort Wayne Nurses

Darlene Yarnelle, 1811 Timberlake Trl, Fort Wayne 468047708
Home phone: (260) 432-7346; Primary email: darlene.yarnelle@fwcs.k12.in.us
School: Northrop High, 7001 Coldwater Rd, Ft Wayne 468253607
School phone: (260) 467-2300.

ISTA-Retired Allen County Chapter

Fran McIntosh, 815 Mannes Pine Cove, Fort Wayne, 46814
Home phone: (260) 625-6489; Primary email: fran_mcintosh@yahoo.com

Northeast Juvenile Correctional Facility

Judith A McIntosh, 8204 Santa Fe Trl, Fort Wayne 468156636
Home phone: (260) 493-2802; Primary email: jmcintosh4@comcast.net
School: Northeast Juvenile Correctional Facility.

UniServ Director: Steve Brace; UniServ Assistants: April Brown, Danielle LaGrow,
229 W Berry St, Suite 100, Fort Wayne 46802; Office phone: (260)439-0880 or 1-800-
638-7649; FAX: (260)439-0990 or 1-800-434-1138.

DISTRICT 1-M

Board Of Director ................................................................................Richard B Wright
Governance Committee ........................................................................ Carolyn M Smith
Issues & Concerns Committee ................................................................. Sarah Ellcessor
Minority Affairs Committee ................................................................. Henry L Smith
Professional Practices & Standards Committee ................................. Ruth Davies

District Council Chair

Carolyn M Smith, 255 Clark St, Roanoke 467839112
Home phone: (260) 672-2745
School: Lincoln Elementary, 943 Swan St, Huntington 467502444
School phone: (260) 356-2914.

Eastbrook EA

Jeffery S Bernaix, 560 S 900 E, Marion 469539629
Home phone: (765) 671-8529; Primary email: jbernaix@eastbrook.k12.in.us
School: Eastbrook High, 560 S 900 E, Marion 469539629
School phone: (765) 664-1214.
Frances Slocum (ISTA-Retired Chapter)

Dave Hudelson, 1447 N Manor Dr, Marion 46952
Home phone: (765) 664-7795; Primary email: sideniastace@sbcglobal.net

Heartland TA

Amy Myers, 406 N Sycamore St, N Manchester 469621638
Home phone: (260) 563-7481
School: Heartland Career Center, PO Box 606, Wabash 469920606
School phone: (260) 563-7481.

Huntington CTA

Thom Duncan, 450 McGahn St, Huntington 467501310
Home phone: (260) 672-1517; Primary email: thom_tina@msn.com
School: Huntington North High, 450 McGahn St, Huntington 467501310
School phone: (260) 356-6104.

Mark G Kiefer, 3270 N Rangeline Rd, Huntington 467500923
Home phone: (260) 356-0219
School: Lincoln Elementary, 943 Swan St, Huntington 467502444
School phone: (260) 356-2914.

Douglas A McElhaney, 1151 W 500 N, Huntington 467501662
Home phone: (260) 344-1348; Primary email: dmcelhan@epowerc.net
School: Crestview Middle, 1151 W 500 N, Huntington 467501662
School phone: (260) 356-6210.

Madison Grant TA

Letitia Beckley, 16142 N State Road 37, Elwood 460369273
Home phone: (765) 552-0256; Primary email: letitia.beckley@mgargylls.com
School: Park Elementary, 500-600 S Sycamore, Fairmount 46928
School phone: (765) 948-5232.

Manchester TA

Abby Sleeth, 10790 S 100 E, Claypool 465108810
Home phone: (260) 352-2716; Primary email: asleeth@mcs.k12.in.us
School: Manchester Elementary, RR 1, N Manchester 469629801
School phone: (260) 982-7541.

Marion Teachers Assn

James E Henderson, 710 Laura Lane, Sweetser 46987
Home phone: (765) 384-5388; Primary email: umpjehj@hotmail.com
School: Marion High, 750 W 26th St, Marion 469532929
School phone: (765) 664-9051.

Mississinewa TA

Robert J Elson, 409 S 10th St, Gas City 469332126
Home phone: (765) 674-7609; Primary email: belson@olemiss.k12.in.us
School: Mississinewa High, 205 E North H St, Gas City 469331147
School phone: (765) 674-2248.
MSD Wabash Co EA

Dennis Grinstead, 9086 E State Road 14, Akron 469109747
Home phone: (574) 835-8182; Primary email: dgrinstead@msdwc.k12.in.us
School: Southwood Jr/Sr High, 564 E State Road 124, Wabash 469928049
School phone: (260) 563-8050.

Oak Hill United CTA

Lynn Calloway, 7756 W Delphi Pike # 27, Converse 469197951
Home phone: (765) 945-7497; Primary email: lynnca@ohusc.k12.in.us
School: Oak Hill High, 7756 W Delphi Pike # 27, Converse 469197951
School phone: (765) 384-4381.

Tippecanoe Valley CTA

Wayne L Landis, PO Box 283, Mentone 465390283
Home phone: (574) 353-7073; Primary email: landisw@tvsc.k12.in.us
School: Tippecanoe Valley Middle, 11303 W 800 S, Akron 469109302
School phone: (574) 353-7353.

Wabash City EA

Justin Vail, 1008 Falls Ave, Wabash 469921623
Home phone: (260) 563-2234; Primary email: vailj@apaches.k12.in.us
School: Wabash Middle, 150 Colerain St, Wabash 469921727
School phone: (260) 563-4137.

Whitko CTA

Betty A Overdeer, 710 N State Road 5, Larwill 467649776
Home phone: (260) 244-7549; Primary email: betty.overdeer@whitko.org
School: Whitko Middle, 710 N State Road 5, Larwill 467649776
School phone: (260) 327-3603.

UniServ Director: Vacancy; UniServ Assistant: Vacancy, 1800 North Wabash Road, Suite 203, Marion 46952; Office phone: (765) 664-1244 or 1-800-434-1175; FAX: (765) 664-1477 or 1-866-259-9367.

DISTRICT 2-A

Board Of Director.................................................................Jeanna M Jones
Governance Committee ........................................................Michael D Smith
Issues & Concerns Committee.................................Jennifer K Smith-Margraf
Minority Affairs Committee .........................................................Vacancy
Professional Practices & Standards Committee .........................Marilou Warden

District Council Chair

Jennifer K Smith-Margraf, 232 S Furlong Dr, Lafayette 479050613
Primary email: jkl_smith@hotmail.com
School: Jefferson High, 1801 S 18th St, Lafayette 479052011
School phone: (765) 772-4700.

Benton EA

Stuart White, 1112 E 3rd St, Fowler 479441303
Home phone: (765) 884-8037; Primary email: swhite@benton.k12.in.us
School: Benton Cent Jr/Sr High, 4241 E 300 S, Oxford 479718633
School phone: (765) 884-1600.

Clinton-Prairie CTA
Alfred W Hintzman, 4213 S Yankee Dr, Monticello 479607696
Home phone: (574) 583-6981; Primary email: alhin1027@yahoo.com
School: Clinton Prairie Jr/Sr High, 2400 S County Road 450 W, Frankfort 460417413; School phone: (765) 659-3305.
Nancy Pearson, 900 Cambridge Dr, Frankfort 460413421
Home phone: (765) 654-8176
School: Clinton Prairie Elementary, 2500 S County Road 450 W, Frankfort 460417414; School phone: (765) 654-4473.

Delphi CTA
Linda Landes, 4331 E 600 N, Camden 469179472
Home phone: (574) 859-4488; Primary email: gllandes@tds.net
School: Delphi Community Elementary, 300 W Vine St, Delphi 469231651
School phone: (765) 564-3895.

Frankfort EA
Kelly J Zell, 1004 Syracuse Dr, Lebanon 460521459
Home phone: (765) 483-0696; Primary email: kellyzell@sbeglobal.net
School: Frankfort Middle, 329 N Maish Rd, Frankfort 460412800
School phone: (765) 659-3321.

Lafayette EA
Duane Cross, 4105 Copper Valley Dr, Lafayette 479098059
Home phone: (765) 477-5954
School: Linnwood Elementary, 1415 Ball St, Lafayette 479041344
School phone: (765) 476-2900.

Jennifer K Smith-Margraf, 232 S Furlong Dr, Lafayette 479050613
Home phone: (765) 471-2274; Primary email: jkl_smith@hotmail.com
School: Lafayette Jefferson High, 1801 S 18th St, Lafayette 479052011
School phone: (765) 772-4700.

Rossville CTA
Sharon K McGill, 4825 W 600 S, Rossville 460659073
Home phone: (765) 379-3392; Primary email: smcgill@rossville.k12.in.us
School: Rossville Elementary, N, Rossville 46065
School phone: (765) 379-2119.
Tom Wilson, 4313 Oak Hill Dr, Lafayette 479093444
Home phone: (765) 474-0029; Primary email: twilson@rcsd.k12.in.us
School: Rossville Jr/Sr High, N, Rossville 46065
School phone: (765) 379-2551.
Tippecanoe EA

Heather Renee Brooks, 2610 W 450 S, Lafayette 47909-9255
  Home phone: (765) 477-0298; Primary email: heatherrbrooks@yahoo.com
  School: Southwestern Mid, 2100 W 800 S, Lafayette 47905-9239
  School phone: (765) 538-3025.

Wabash Valley (ISTA-Retired Chapter)

Betty Schnapp, 1955 E 650 N, West Lafayette 47906
  Home phone: (765) 567-2674.

UniServ Director: Donald Thompson; UniServ Assistant: Cheryl Galvin, 200 Ferry, Suite G, Lafayette 47901; Office phone: (765) 476-2116 or 1-800-638-4260; FAX: (765) 476-2125 or 1-800-434-1148.

DISTRICT 2-B

Board Of Director .......................................................................................................................... John D Comer
Governance Committee .............................................................................................................. Dennis Rightsell
Issues & Concerns Committee .................................................................................................... Katina Wetter
Minority Affairs Committee ........................................................................................................ Vacancy
Professional Practices & Standards Committee ............................................................................. Deborah Rode

District Council Chair

Keith A Campbell, 319 Dicks St, Lebanon 46052-2409
  Home phone: (765) 482-6082; Primary email: lebanoncta@sbcglobal.net
  School: Hattie B Stokes Elementary, 1005 Hendricks Dr, Lebanon
  46052-3994; School phone: (765) 482-5950.

Attica CTA

Elizabeth Ann Bray Bass, PO Box 149, Newtown 47969-0149
  Home phone: (765) 295-0129; Primary email: ebraybass@attica.k12.in.us
  School: Attica Elementary, 500 E Washington St, Attica 47918-1407
  School phone: (765) 762-2479.

Cloverdale EA

Sandra K Phipps, 3447 S Us Highway 231, Greencastle 46135-8896
  Home phone: (765) 653-6161
  School: Cloverdale High, 205 E Market St, Cloverdale 46120-8708
  School phone: (765) 795-4203.

Crawfordsville EA

Jennifer Veatch, 1669 S 450 E, Crawfordsville 47933-7936
  Home phone: (765) 362-3341; Primary email: jveatch@cville.k12.in.us
  School: Crawfordsville Sr High, 1 Athenian Dr, Crawfordsville 47938-253
  School phone: (765) 362-2340.

Greencastle CTA

Lorren L Hile, 3625 Homestead Cir W, Plainfield 46168-7762
  Home phone: (317) 838-0522; Primary email: lhile@greencastle.k12.in.us

B-65
School: Greencastle High, 910 E Washington St, Greencastle 461351852
School phone: (765) 653-9711.

Bradley A Kingma, 339 Greenwood Ave, Greencastle 461351334
Home phone: (765) 653-1912; Primary email: bkingma@broadreach.net
School: Greencastle High, 910 E Washington St, Greencastle 461351852
School phone: (765) 653-9711.

Lebanon CTA
Keith A Campbell, 319 Dicks St, Lebanon 460522409
Home phone: (765) 482-6082; Primary email: lebanoncta@sbcglobal.net
School: Hattie B Stokes Elementary, 1005 Hendricks Dr, Lebanon 460522994
School phone: (765) 482-5950.

North Putnam TA
Linda L Patrick, 50 Cedarwood Dr, Greencastle 461357655
Home phone: (765) 653-8308; Primary email: linda_patrick1@yahoo.com
School: North Putnam Middle, R R 2 Box 206, Roachdale 46172
School phone: (765) 522-2900.

Thomas J Standers, 9831 Oakhill Ct, Terre Haute 478059732
Home phone: (812) 877-1165; Primary email: tjstanders@yahoo.com
School: Old National Trail Annex, 522 Anderson St, Greencastle 461351729.

Rockville TA
Robert F Kyle, 14029 S Geneva Hills Rd, Clinton 478427867
Home phone: (765) 832-3317; Primary email: kkylehk@aol.com
School: Rockville Jr/Sr High, 506 N Beadle St, Rockville 478721146
School phone: (765) 569-5686.

Daniel A Vukovits, 1777 E Old 36 Rd, Rockville 478728115
Home phone: (765) 569-6354
School: Rockville Jr/Sr High, 506 N Beadle St, Rockville 478721146
School phone: (765) 569-5686.

South Montgomery EA
Mary T Calhan, 324 N Franklin St, Ladoga 479549351
Home phone: (765) 942-7801; Primary email: tcalhan@southmont.k12.in.us
School: Southmont Sr Hi Schl, RR 2, Crawfordsville 479339802
School phone: (765) 866-0350.

Suzanne Ryan, 5810 N 820 E, Attica 479188301
Home phone: (765) 572-2352; Primary email: ryansf@wptc.us
School: Southmont Sr High, RR 2, Crawfordsville 479339802
School phone: (765) 866-0350.

South Putnam CTA
Carl R Coons, 1489 E Us Highway 40, Cloverdale 461209641
Home phone: (765) 653-6059; Primary email: mc3416@yahoo.com
School: S Putnam High, RR 2 Box 278, Greencastle 461359802
School phone: (765) 653-3148.
Southeast Fountain EA

Alisa L Stewart-Merryman, PO Box 42, Kingman 479520042
  Home phone: (765) 397-3175; Primary email: scott.merryman@sbcglobal.net
  School: Southeast Fountain Elementary, 780 E Us Highway 136, Veedersburg 479878106; School phone: (765) 294-2216.

Southwest Parke EA

Melissa McMullen, 5969 W 700 S, Rosedale 478747091
  Home phone: (765) 548-0692; Primary email: melimac@joink.com
  School: Montezuma Elementary, Strawberry Road, Montezuma 47862
  School phone: (765) 245-2303.

Turkey Run CTA

Madonna K Ball, 9496 S Us Highway 41, Rosedale 478747043
  Home phone: (765) 832-7609; Primary email: madball7609@joink.com
  School: Turkey Run Jr/Sr High, RR 1 Box 333, Marshall 478599762
  School phone: (765) 597-2242.

Warren Co EA

John D Comer, 6255 N State Road 55, Pine Village 479758043
  Home phone: (765) 385-2740; Primary email: jcomer_msdwc@hotmail.com
  School: Seeger Memorial Jr/Sr High, RR 1, West Lebanon 479919801
  School phone: (765) 893-4445.

Western Boone TA

Michael Schlemmer, 10443 State Road 32 E, Crawfordsville 479339611
  Home phone: (765) 794-4607; Primary email: jackschl@tctc.com
  School: Western Boone Jr/Sr High, 1205 N State Road 75, Thorntown 460719229
  School phone: (765) 482-6143.

UniServ Director: Chad Hunter; UniServ Assistant: Nancy Kelsey, 407 E. Market Street, Suite 105-A, Crawfordsville 47933; Office phone: (765)362-6285 or 1-800-638-7773; FAX: (765)362-6639 or 1-800-434-1157.

DISTRICT 2-F

Board Of Director ................................................................. David Gregory
Governance Committee .......................................................... Anne Hunter
Issues & Concerns Committee ............................................ Diana S Bucher
Minority Affairs Committee ................................................ Olman Sanchez
Professional Practices & Standards Committee .................... Holly J Kirkpatrick

District Council Chair

Nancy J Fredriks, 922 E 191st St, Westfield 460749243
  Home phone: (317) 896-9291; Primary email: nfredriks@aol.com
  School: Tipton Middle, 817 S Main St, Tipton 460729775
  School phone: (765) 675-7521.

Carroll EA

Michael E Miller, 202 Washington Blvd, Flora 469291648
  Home phone: (574) 967-4459; Primary email: memiller1957@embargmail.com

B-67
**School:** Carroll Jr/Sr High, 2362 E State Road 18, Flora 469298201  
**School phone:** (574) 967-4157.

**CHM Retired (ISTA-Retired Chapter)**

**Jim Myers,** 1028 S Wabash Ave, Kokomo 46902  
**Home phone:** (765) 459-0973; **Primary email:** jmyers1028@sbcglobal.net

**Clinton Central AP**

**D Andrew Robertson,** 3869 N County Road 1100 E, Forest 460399699  
**Home phone:** (765) 249-3041; **Primary email:** herbfarm@geetel.net  
**School:** Clinton Central High, PO Box 178, Michigantown 460570178  
**School phone:** (765) 249-2255.

**Eastern Howard CTA**

**T Michael Kantz,** 1206 Blue Jay Dr, Greentown 469361373  
**Home phone:** (765) 628-3697; **Primary email:** mike.kantz@eastern.k12.in.us  
**School:** Eastern Jr/Sr High, 421 S Harrison St, Greentown 469361416  
**School phone:** (765) 628-3333.

**Kokomo TA**

**Cheryl A Simmons,** 2004 Mohr Dr, Kokomo 469022514  
**Home phone:** (765) 628-3697; **Primary email:** csimmons@kokomo.k12.in.us  
**School:** Sycamore Elementary, 1600 E Sycamore St, Kokomo 469014997  
**School phone:** (765) 454-7090.

**Logansport EA**

**John A Morgan,** 2663 Capehart Ave, Peru 469708711  
**Home phone:** (765) 689-9352; **Primary email:** jamorgan24@sbcglobal.net  
**School:** Logansport High, 1 Berry Ln, Logansport 469473901  
**School phone:** (765) 689-9127.

**Maconaquah EA**

**Timothy A Duncan,** 1151 N Crestview Dr, Peru 469707576  
**Home phone:** (765) 469-2298; **Primary email:** duncant@maconaquah.k12.in.us  
**School:** Maconaquah High, RR 1 Box 30, Bunker Hill 469149620  
**School phone:** (765) 689-9127.

**North Miami EA**

**Amy E Wildermuth,** 6486 E 400 S, Akron 469109798  
**Home phone:** (574) 382-2150; **Primary email:** amywildermuth@nmcs.k12.in.us  
**School:** North Miami High, RR 1 Box 138B, Denver 469269745  
**School phone:** (765) 985-2931.

**Northwestern EA**

**Daniel M Robinson,** 910 Bellevue Pl, Kokomo 469013908  
**Home phone:** (765) 457-1740; **Primary email:** dan.robinson@nwsc.k12.in.us  
**School:** Northwestern Sr High, 3431 N 400 W, Kokomo 469019107  
**School phone:** (765) 454-2332.
Peru Comm EA
Debra K Hull, 1020 Orchid Pl, Peru 469703034
   Home phone: (765) 472-7941
   School: Peru High, 401 N Broadway, Peru 469701449
   School phone: (765) 472-3301.

Pioneer CTA
Deborah E Swartzell, 401 Georgian Ln, Logansport 469472302
   Home phone: (574) 722-6518; Primary email: mdkoswart@aol.com
   School: Pioneer Elementary, PO Box 517, Royal Center 469780517
   School phone: (574) 643-2255.

Southeastern EA Cass Co
Donnie Watkins, 307 W Jackson St, Galveston 469328791
   Home phone: (574) 699-7188; Primary email: eledchr307@msn.com
   School: Galveston Elementary, 401 S Maple St, Galveston 469329487
   School phone: (574) 699-6687.

Taylor EA
David A Gregory, 3808 Red Bud Ln, Kokomo 469024381
   Home phone: (765) 453-4815; Primary email: dagregory@taylor.k12.in.us
   School: Taylor High, 3794 E County Road 300 S, Kokomo 469029507
   School phone: (765) 453-1101.

Tipton EA
Nancy J Fredriks, 922 E 191st St, Westfield 460749243
   Home phone: (317) 896-9291; Primary email: nfredriks@aol.com
   School: Tipton Middle, 817 S Main St, Tipton 460729775
   School phone: (765) 675-7521.

Western EA
David E Hole, 3294 N 800 E, Kokomo 469018344
   Home phone: (765) 628-2106; Primary email: dhole@hoosierbroadband.com
   School: Western High, 600 W, 2606 S, Russiaville 46979
   School phone: (765) 883-5541.

UniServ Director: Sharon Kaiser; UniServ Assistant: Cyndy Kendall, 217 Southway Boulevard East, Suite 101, Kokomo 46902; Office phone: (765)453-4085 or 1-800-638-4298; FAX: (765)453-4189 or 1-800-250-3370.

DISTRICT 2-J
Board Of Director.................................................................Sheliah Dorton
Governance Committee .......................................................Karen Mettler
Issues & Concerns Committee...........................................Patricia A Kennedy
Minority Affairs Committee .................................................Lourdes M Davis
Professional Practices & Standards Committee......................Judy B Woodson

B-69
District Council Chair

Sheliah J Dorton, 16610 N Angler Club Rd, Gaston 473429599  
Home phone: (765) 358-4284; Primary email: sdorton@delcomschools.org  
School: Delta Middle, 9800 N County Rd 200 E, Muncie 473039781  
School phone: (765) 747-0869.

Cowan Community CTA

Michael A Estep, 7832 N 500 E, Union City 473908812  
Home phone: (765) 620-1795; Primary email: mestep@cowan.k12.in.us  
School: Cowan High, 9401 S Nottingham St, Muncie 473029486  
School phone: (765) 289-7128.

Delaware Community CTA

Sheliah J Dorton, 16610 N Angler Club Rd, Gaston 473429599  
Home phone: (765) 358-4284; Primary email: sdorton@delcomschools.org  
School: Delta Middle, 9800 N County Rd 200 E, Muncie 473039781  
School phone: (765) 747-0869.

Greater Randolph Special Teachers Association

Joanne C Hardacre, 9939 W State Road 32, Parker City 473689572  
Home phone: (765) 468-6110; Primary email: djhardacre@hotmail.com  
School: Greater Randolph Interlocal Coop, 325 S Oak St L103, Winchester 473942244; School phone: (765) 584-7602.

Allyn R Hines, 78 Westgate Rd, Bluffton 467141528  
Home phone: (260) 824-2723; Primary email: a_hines@rc.k12.in.us  
School: Greater Randolph Interlocal Coop, 325 S Oak St L103, Winchester 473942244; School phone: (765) 584-7602.

Jay CTA

Jessie Mangus, PO Box 474, Redkey 473730474  
Home phone: (765) 768-7812; Primary email: jymangus@verizon.net  
School: Jay County High, 2072 W State Road 67, Portland 473718308  
School phone: (260) 726-9306.

Liberty Perry CTA

Julie Nelson, 2801 N 650 E, Selma 47383  
Home phone: (765) 282-2455; Primary email: jnelson@selma.k12.in.us  
School: Selma Elementary, 200 S East St, Selma 47383  
School phone: (765) 282-2455.

Monroe Central CTA

Christine S Brunette, 3227 E Randal Dr, Muncie 473039554  
Home phone: (765) 284-7545  
School: Monroe Central Jr/Sr High, 1878 N County Rd 1000 W, Parker City 47368; School phone: (765) 468-7545.

Corry Ann Hensley, 8468 W 300 S, Farmland 473409006  
Home phone: (765) 468-7429; Primary email: mike_hen@msn.com
School: Monroe Central Elementary, 10421 W State Road 32, Parker City 473689791; School phone: (765) 468-7725.

Mt Pleasant Teachers Organization

Marcia Losco, 2920 W North St, Muncie 473043941
   Home phone: (765) 289-7226; Primary email: marcialosco@hotmail.com
   School: Yorktown Middle, 8820 W Smith St, Yorktown 473961332
   School phone: (765) 759-2660.

Muncie TA

Patricia A Kennedy, 201 S Greentree Dr, Muncie 473044102
   Home phone: (765) 289-7224; Primary email: pakennedy@muncie.k12.in.us
   School: South View Elementary, 2100 S Franklin St, Muncie 473025082
   School phone: (765) 747-5226.

Randolph Central CTA

Marlene M Nash, 6137 N 300 W, Ridgeville 473809224
   Home phone: (765) 857-2384; Primary email: nashmarlene@hotmail.com
   School: Willard Elementary, 615 W South St, Winchester 473941940
   School phone: (765) 584-9171.

Randolph Eastern CTA

Rebecca J Kuehl, 3062 E Union City Pike, Winchester 473948289
   Home phone: (765) 584-8006; Primary email: bkuehl@globalsite.net
   School: Union City Comm High, 603 N Walnut St, Union City 473901034
   School phone: (765) 964-4840.

Jennifer A Vincent, 310 Glee Dr, Union City 473909409
   Home phone: (765) 964-6418; Primary email: jvincent@resc.k12.in.us
   School: West Side Middle, 310 N Walnut St, Union City 47390139
   School phone: (765) 964-4830.

Retired Educators of East Central Indiana (ISTA-Retired Chapter)

Rosemary Moore, 1335 N Tillotson Ave, Muncie 47304
   Home phone: (765)282-9966; Primary email: moore_rosemary@hotmail.com.

Shenandoah EA

William G Gast, 3790 E 150 S, Anderson 460179740
   Home phone: ; Primary email: bgast@shenandoah.k12.in.us
   School: Shenandoah Middle, 5156 N Raider Rd, Middletown 473569797
   School phone: (765) 354-6638.

Wes-Del ACTO

Jeffery A Kubick, 3504 W Ethel Ave, Muncie 473044460
   Home phone: (765) 289-8553; Primary email: jkubick@wes-del.k12.in.us
School: Wes-Del Senior High, 10000 N County Road 600 W, Gaston 473429721
School phone: (765) 358-4091.

UniServ Director: Rod Ellcessor; UniServ Assistants: Pauline Phelps, Cynthia Wagner, 159 Wittenbraker Ave, New Castle 47362; Office phone: (765)521-3696 or 1-800-662-8773; FAX: (765)521-3677 or 1-800-434-1182.

DISTRICT 2-K

Board Of Director .................................................................Deborah K Brogan
Governance Committee ..........................................................Mary Ann E Pollard
Issues & Concerns Committee ..................................................Kelly Gant
Minority Affairs Committee .....................................................Sharon A Lucero
Professional Practices & Standards Committee .........................Vacancy

District Council Chair

Angela I Karch, 3811 Pinehurst Dr, Richmond 473743622
Home phone: (765) 962-3320; Primary email: akarch@centerville.k12.in.us
School: Centerville Sr High, 507 Willow Grove Rd, Centerville 473301100
School phone: (765) 855-3481.

Blue River Valley CTA

Melissa S Creviston, 3900 E County Road 450 S, Muncie 473028307
Home phone: (765) 288-8002; Primary email: mcreviston@brv.k12.in.us
School: Blue River Valley Elementary, PO Box 187, Mount Summit 473610187
School phone: (765) 836-4851.

Centerville-Abington EA

Angela I Karch, 3811 Pinehurst Dr, Richmond 473743622
Home phone: (765) 962-3320; Primary email: akarch@centerville.k12.in.us
School: Centerville Sr High, 507 Willow Grove Rd, Centerville 473301100
School phone: (765) 855-3481.

Charles A Beard CTA

Thomas R Crawford, 6255 W Us Highway 40, Knightstown 461489334
Home phone: (765) 345-5789; Primary email: tcrawford@cabeard.k12.in.us
School: Knightstown Intermediate, 1 Panther Trl, Knightstown 461481069
School phone: (765) 345-5153.

NEA Union Co

Karen D Oler, 373 W Fosdick Rd, Liberty 473538956
Home phone: (765) 458-5913
School: Union County High, 410 E Union St, Liberty 473531213
School phone: (765) 458-5136.

Nettle Creek CTA

Ronald D Curry, 13383 Pierce Rd, Hagerstown 473469771
Home phone: (765) 534-3233; Primary email: crryfm1@aol.com
School: Hagerstown Jr-Sr High, 700 Baker Rd, Hagerstown 473461001
School phone: (765) 489-4511.
New Castle EA
Cynthia Kurz, PO Box 46, Straughn 473870046
Home phone: (765) 332-2624
School: Parker Elementary, 1819 Roosevelt Ave, New Castle 473622327
School phone: (765) 521-7209.

New Castle ESP Assn
Angela M Dick, 2509 S 19th St, New Castle 473622117
Home phone: (765) 529-5712; Primary email: angie05@sbcglobal.net.

Northeastern Wayne TA
Pamela S Duning, 3131 Three Mile Rd, Centerville 473309644
Home phone: (765) 478-9938; Primary email: pduning@nws.k12.in.us
School: Northeastern Elementary Sc, 534 W Wallace Rd, Fountain City 473419710; School phone: (765) 847-2595.

Randolph Southern CTA
Mary E Brown, 504 Ross St, Fountain City 473419422
Home phone: (765) 847-2050; Primary email: mebbrown@hotmail.com
School: Randolph Sn Elementary, PO Box 314, Lynn 473550314
School phone: (765) 874-1141.

Richmond EA
Patsy J Baker, 5099 Sugar Grove Rd, Greens Fork 473459625
Home phone: (765) 886-1414; Primary email: patsyb@rcs.k12.in.us
School: Fairview Elementary, 60 NW L St, Richmond 473742100
School phone: (765) 973-3442.

South Henry CTA
Jeremy L Powers, 6446 Woods Edge Dr, Spiceland 473859802
Home phone: (765) 987-1716; Primary email: ajpowers41@hotmail.com
School: Tri Elementary, 6972 S State Road 103, Straughn 473879720
School phone: (765) 987-7090.

Union School CTA
Joyce E Wehneman, 109 Emerald Dr, Anderson 460123284
Home phone: (765) 622-0755; Primary email: jdw1023@insightbb.com
School: Union Elementary, PO Box 148 W Us Highway 36 W, Modoc 473580148
School phone: (765) 853-5481.

Western Wayne EA
David M Gaddis, 3379 Nw C St, Richmond 473744509
Home phone: (765) 962-8478; Primary email: dgaddis2@aol.com
School: Lincoln Middle, 205 E Parkway Dr, Cambridge City 473271349
School phone: (765) 478-5840.

UniServ Director: Byron Phelps; UniServ Assistants: Pauline Phelps, Cynthia Wagner, 159 Wittenbraker Ave, New Castle 47362; Office phone: (765)521-3696 or 1-800-662-8773; FAX: (765)521-3677 or 1-800-434-1182.
METRO UNISERV

Board Of Directors .......................................................................................... Sally L Evans
                                            Sharon Kaiser
                                            Barbara Morgan
                                            Louis Schwitzer
                                            Kathy Seitz
                                            Dennis Shaw
                                            Glenda S Ritz
                                            Johnny Walker

Governance Committees .............................................................................. Patricia Caruso
                                            Anthony K. Dunn
                                            Susan Garrison
                                            Daniel Henn
                                            Rebecca Owen
                                            Wayne Shipe
                                            Elden J Wolting

Issues & Concerns Committees .................................................................. John F Barnes
                                            Jason Freeman
                                            John C Kirkpatrick
                                            Deborah Morrison
                                            William G Riehle
                                            Wallace C Sparks
                                            Vacancy

Minority Affairs Committees .................................................................... Allean W Butts
                                            Malang Habib Diatta
                                            Sheila A Long
                                            Deborah Garrett-Blackwell
                                            Vacancy
                                            Vacancy
                                            Vacancy

Professional Practices & Standards Committees ................................. Rhondalyn J Cornett
                                            Mark T Duncan
                                            Michele Lefkovitz
                                            Dylan Purlee
                                            Kevin M Sipe
                                            Alene M Smith
                                            Risa A Stockton

District Council Chairs

Jennifer Dotzert, 200 Wintergreen Dr, Noblesville 460628538
Home phone: (317) 776-2850; Primary email: scottandjen@insightbb.com
School: Clay Middle, 5150 E 126th St, Carmel 460339746
School phone: (317) 844-7251.

Veronica E Embry, 6182 Elsbury Dr, Indianapolis 462367332
Home phone: (317) 826-1727; Primary email: embryburns1@comcast.net
School: Brook Park Elementary, 5259 N David St, Indianapolis 462261916
School phone: (317) 964-4144.
Jennifer L. Laughlin, 10 Fairwood Dr, Brownsburg 46112
Home phone: (317) 852-4443; Primary email: jlaughlin@brownsburg.k12.in.us
School: Cardinal Elementary, 3590 Hornaday Road, Brownsburg 46112
School phone: (317) 852-1036.

Dennis Shaw, 311 Old Mill Creek Dr, Alexandria 46001
Home phone: (765) 724-9822; Primary email: dshaw@alex.k12.in.us
School: Alexandria-Monroe Intermediate, 308 W 11th St, Alexandria 460012806
School phone: (765) 724-4166.

Elden J Wolting, 11520 Capistrano Ct, Indianapolis 46236
Home phone: (317) 823-1183; Primary email: alwolting@hotmail.com
School phone: (317) 466-1000.

District Metro 1-A

Alexandria EA

Betsy J Baker, 915 E Wood Haven Dr, Alexandria 46001
Home phone: (765) 724-3187; Primary email: woodhaven1@mac.com
School: Alexandria-Monroe Intermediate, 308 W 11th St, Alexandria 460012806
School phone: (765) 724-4166.

Carmel Clay EA

Brian Lyday, 13989 Hazel Dell Pkwy, Carmel 46033
Home phone: (317) 577-4585; Primary email: blyday@hotmail.com
School: Cherry Tree Elementary, 13989 Hazel Dell Rd, Carmel 460338803
School phone: (317) 846-3086.

Elwood CTA

Thomas C Stone, 1529 S 25th St, Elwood 46036
Home phone: (765) 552-0191; Primary email: tstone@elwood.k12.in.us
School: Elwood Community Middle, 1207 N 19th St, Elwood 460361362
School phone: (765) 552-7378.

Frankton-Lapel EA

Kevin M Sipe, 3512 W State Road 128, Frankton 46049
Home phone: (765) 754-8868; Primary email: ksipe@flcs.k12.in.us
School: Frankton Jr & High, 610 E Clyde St, Frankton 46049360
School phone: (765) 754-7879.

Greenfield Central CTA

William John Stobaugh, 3803 S Olney St, Indianapolis 46237
Home phone: (317) 797-0647; Primary email: jstobaugh@gcsc.k12.in.us
School: Maxwell Middle, 102 N Main St, Maxwell 46154
School phone: (317) 326-3121.

Mt Vernon CTA

Jerry R Furlani, 2215 W 60th St, Indianapolis 46228
Home phone: (317) 251-6184; Primary email: jerry.furlani@mvcsc.k12.in.us
School: McCordsville Elementary, 7177 N 600 W, McCordsville 46055
School phone: (317) 336-7760.
New Palestine CTA

Mark Alan Fuson, 202 Brighton Ct, Greenwood 461431918  
**Primary email:** teachermark445@yahoo.com  
**School:** New Palestine High, PO Box 448, New Palestine 461630448  
**School phone:** (317) 861-4417.

Melody R Zapf, 1658 N 700 E, Greenfield 461409451  
**Home phone:** (317) 936-5920; **Primary email:** mzapf@shenandoah.k12.in.us  
**School:** Shenandoah High, 7354 W Us Highway 36, Middletown 473569710  
**School phone:** (765) 354-6640.

South Madison CTA

Margaret A Eversole, 5223 Columbus Ave, Anderson 460135140  
**Home phone:** (765) 641-0113; **Primary email:** eversinfo@aol.com  
**School:** Pendleton Heights High, 1 Arabian Way, Pendleton 460649003  
**School phone:** (765) 778-2161.

Uniserv Director: Richard Frankhouser; Uniserv Assistant: Beth Breisch, 6910 North Shadeland Ave, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; **FAX:** (317)576-0281 or 1-800-434-1159.

District Metro 1-B

Hamilton Hts CTA

Kathy Kirkendorfer, PO Box 237, Arcadia 460300237  
**Home phone:** (317) 984-5016;  
**Primary email:** kkirkendorfer@mail.hhsc.k12.in.us  
**School:** Hamilton Heights Middle, PO Box 609t, Arcadia 460300609  
**School phone:** (317) 984-3588.

Hamilton Southeastern EA

Kathryn A Vance, 2410 N Harbour Dr, Noblesville 460628867  
**Home phone:** (317) 877-6912; **Primary email:** kvance@hse.k12.in.us  
**School:** Fall Creek Intermediate, 12011 Olio Rd, Fishers 460389799  
**School phone:** (317) 915-4220.

Hamilton Southeastern School Bus Drivers Assn

Betty J Clark, 13485 Howe Rd, Fishers 460387086  
**Home phone:** (317) 849-9378; **Primary email:** bcsstuff04@sbcglobal.net.

Marion Adams EA

Mathew Hewitt, 1520 Persimmon Pl, Noblesville 460629713  
**Home phone:** (317) 867-5685; **Primary email:** mnhew01@yahoo.com  
**School:** Sheridan High, 24185 Hinesley Rd, Sheridan 460699349  
**School phone:** (317) 758-4431.

Noblesville Teachers FM

John C Kirkpatrick, 19200 Green Valley Dr, Noblesville 460601134  
**Home phone:** (317) 773-0471
Primary email: john_kirkpatrick@mail.nobl.k12.in.us
School: Noble Crossing Elementary, 5670 Noble Crossing Parkway, Noblesville 46062.

Westfield CTA
Martessa Conover, 12 Sleepy Hollow Dr, Westfield 460749503
Home phone: (317) 867-3487; Primary email: conoverm@wws.k12.in.us
School: Westfield Intermediate, 326 W Main St, Westfield 460749384
School phone: (317) 867-6500.

Zionsville EA
John Crist, 6635 Foxfire Ct, Indianapolis 462141945
Home phone: (317) 297-3006; Primary email: jcrist@zcs.k12.in.us
School: Zionsville Community High, 1000 Mulberry St, Zionsville 460771143
School phone: (317) 873-3355.

UniServ Director: Sharon Casey; UniServ Assistant: Joan Lowery, 6910 North Shadeland Ave, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

District Metro 1-C
Beech Grove CTA
Jon Kevin Banks, 3611 E Orange Pike, Rushville 461739502
Home phone: (765) 932-5958; Primary email: kbanks@bgcs.k12.in.us
School: Beech Grove High, 5330 Hornet Ave, Beech Grove 461072306
School phone: (317) 786-1447.

Lawrence EA
Rebecca J Crum, 6335 Bramshaw Rd, Indianapolis 462204915
Home phone: (317) 253-7140; Primary email: rjcrum@sbcglobal.net
School: Belzer Middle, 7555 E 56th St, Indianapolis 462261358
School phone: (317) 545-7411.

Pike CTA
Richard T Heaston, 12208 Beckley Rd, Cumberland 462293206
Home phone: (317) 894-4547; Primary email: rheaston@comcast.net
School: Pike High, 6701 Zionsville Rd, Indianapolis 462682462
School phone: (317) 291-5250.

Speedway CTA
Andrew T Richmond, 7737 Maxwellton St, Mooresville 461587440
Home phone: (317) 831-9041; Primary email: richmondandy@hotmail.com
School: Cg Fisher Elementary, 5151 W 14th St, Speedway 462246410
School phone: (317) 241-6543.

Washington Twp EA
Glenda S Ritz, 4303 Powderhorn Ct, Carmel 460334717
Home phone: (317) 844-0329; Primary email: gritz1@mac.com
School: Crooked Creek Elementary, 2150 Kessler Boulevard West Dr, Indianapolis 462281706; School phone: (317) 259-5478.

UniServ Director: Shane Grimes; UniServ Assistant: Joan Lowery, 6910 North Shadeland Ave, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

District Metro 2-A

Area 30 Career Center

Donnie Watson, 800 Albin Pond Rd, Greencastle 461359216
Home phone: (765) 653-3004; Primary email: newhope2@insightbb.com.

Blue River Career Programs Teachers Assn

Bruce Allen, 7569 N Shilo Rd, Unionville 474689105
Home phone: (812) 323-8507; Primary email: shanel_500@hotmail.com.

Central Nine Teachers Association

Thomas D Jacobs, 7968 Centerlake Rd, Nineveh 461649644
Home phone: (317) 933-9091; Primary email: tjacobs@central9.k12.in.us
School: Central Nine Career Center, 1999 Us Highway 31 S, Greenwood 461432938; School phone: (317) 888-4401.

Correctional Ind Com

Aaron Holden, 147 Asbury St, Pendleton 460648721
Home phone: (765) 778-7941; Primary email: aholden72@comcast.net
School: Corr Industrial Cmpl, PO Box 600, Pendleton 460640600
School phone: (317) 000-0000.

Greater Indianapolis Retired Chapter

Kathy White, 5849 Judaco Dr, Indianapolis 46227
Home phone: (317) 784-6224; Primary email: kawhite@iquest.net.

IN School For Deaf UTA

Jeffrey W King, 1126 Fairway Dr, Indianapolis 462604065
Home phone: (317) 257-5414; Primary email: jeffwking@hotmail.com.

IN School For The Blind

Karen Welsh Southerland, 4324 Trailgate Dr, Indianapolis 462681840
Home phone: (317) 875-5477; Primary email: southerk@aol.com
School: Indiana School For The Blind, 7725 N College Ave, Indianapolis 462402504; School phone: (317) 253-1481.

In Women's Prison

Brenda L Gullett, 930 Cambridge Ln, Edinburgh 461249437
Home phone: (812) 526-2569; Primary email: bgulle@sbcglobal.net
School: Ind Women's Prison, 401 N Randolph St, Indianapolis 462013060
School phone: (317) 639-2671.
Indpls Juv Correctional Facility

Donald E Hutchens, 1395 Labrot Ct, Avon 461238399
    Home phone: (317) 837-8539; Primary email: dhutchens@indy.rr.com
    School: Indpls Juv Corr Fac, 2596 N Girls School Rd, Indianapolis 462142105
    School phone: (317) 244-3387.

Johnson Co Sp Svs EA

Lori L Houston, 29 Al Mar Ct, Bargersville 461069703
    Home phone: (317) 422-8634; Primary email: lhouston@ssjcs.k12.in.us
    School: Johnson Co Spec Serv, 500 Earlywood Dr, Franklin 461319711
    School phone: (317) 736-8495.

Logansport Juvenile Correctional Facility

Rosemarie Kleber, 700 Ridge Rd, Kokomo 469013630
    Home phone: (765) 868-9511; Primary email: romakl@quixnet.net
    School: Logansport Juv Cor Fcty, 1118 S State Road 25, Logansport 469479616
    School phone: (574) 753-7571.

Miami Correctional Facility TA

Linda Riley, 302 N Walnut, Walton 469944120
    Home phone: (574) 626-2303; Primary email: lriley52@msn.com
    School: Miami Correctional Facility, PO Box 900, Bunker Hill 469140900
    School phone: (765) 689-8920.

Morton Memorial Inst TA

Myron D Applegate, 2549 S Meridian Rd, Greenfield 461409272
    Home phone: (317) 462-1048; Primary email: mdapplegat@aol.com
    School: Morton Memorial, 10892 N State Road 140, Knightstown 461489769
    School phone: (317) 345-5141.

Old National Trail Professional Association

Vickie Anderson, 8 S Arlington St, Greencastle 461351804
    Home phone: (765) 653-2778; Primary email: nachusa_57@yahoo.com
    School: South Putnam High, 1780 E Us Highway 40, Greencastle 461358722.

Parview CTA

Gordon W Henriott, 4369 E Rosehill Ave, Terre Haute 478059445
    Home phone: (812) 466-1829; Primary email: ghenriot@ma.rr.com
    School: Parview CTA, School phone: (317) 569-3178.

Pendleton Correctional Facility

William F Davis, 716 Pershing Dr, Anderson 460111834
    Home phone: (765) 644-5587; Primary email: davis.w.f@sbcglobal.net
    School: Pendleton Correctional Facility, PO Box 28, Pendleton 460640028
    School phone: (317) 232-7552.

Plainfield Correctional Facility

Vincent L Hollingsworth, 265 Anderson Ln, Lebanon 460528003
Home phone: (765) 482-7092; Primary email: vholling@comcast.net  
School: Plainfield Corr Facility, 501 W Main St, Plainfield 461681250  
School phone: (317) 839-7751.

Plainfield Re-Entry Center

Joel C Schopmeyer, 6523 S County Road 350 W, Clayton 461189046  
Home phone: (317) 539-2949;  
School: Plainfield Re-Entry Center, 727 Moon Rd, Plainfield 461688757  
School phone: (317) 839-2513.

Providence EA

Cory S Pierce, 1450 Hedge Ct, Greenfield 461407803  
Home phone: (317) 462-2352; Primary email: cspierce@doc.in.gov  
School: Providence Education Association, 9310 S State Road 67, Pendleton 460648536; School phone: (765) 778-3778.

Putnamville Correctional Facility

Jill Baker, 526 Southmore St, Plainfield 461682052  
Home phone: (317) 839-8531; Primary email: jatb13@netzero.net  
School: Putnamville Correctional Facil, 1946 W Us Highway 40, Greencastle 461358706; School phone: (765) 653-8441.

UniServ Director: Vacancy; UniServ Assistant: Kathy Ruster, 6910 North Shadeland Ave, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

District Metro 3-A

Indianapolis EA

Elden J Wolting, 11520 Capistrano Ct, Indianapolis 462368701  
Home phone: (317) 823-1183; Primary email: alwolting@hotmail.com  
School phone: (317) 466-1000.

UniServ Director: Casey Patterson; UniServ Assistant: Sharon Hartman, 6910 North Shadeland Ave, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

District Metro 4-A

Decatur EA

Rita C Ryden, 5231 S High School Rd, Indianapolis 462213609  
Home phone: (317) 856-3774; Primary email: rryden@msddecatur.k12.in.us  
School: West Newton Elementary, 7529 Mooresville Rd, West Newton 46183  
School phone: (317) 856-5237.

Linda M Scott, 5224 Honey Comb Ln, Indianapolis 462213900  
Home phone: (317) 856-4089; Primary email: lindamscott@comcast.net  
School: West Newton Elementary, 7529 Mooresville Rd, West Newton 46183  
School phone: (317) 856-5237.

Franklin Twp EA

Cathy L Smith, 7459 Rainbow Ln N, Indianapolis 462368479
**Home phone:** (317) 823-2873; **Primary email:** csmith7459@comcast.net

**School:** Franklin Central High, 6215 S Franklin Rd, Indianapolis 462599600

**School phone:** (317) 862-6646.

**Perry EA**

**Terry L. Rice,** 1665 Danaher St, Indianapolis 462175459

**Home phone:** (317) 889-3687; **Primary email:** pea@msdpt.k12.in.us

**School:** Southport High, 971 E Banta Rd, Indianapolis 462272207

**School phone:** (317) 789-4800.

**Warren EA**

**Daniel J. Henn,** 1148 E 58th St, Indianapolis 462202647

**Home phone:** (317) 254-9067; **Primary email:** hennmeister@sbcglobal.net

**School:** Walker Career Center, 9651 E 21st St, Indianapolis 462291706

**School phone:** (317) 532-6150.

**UniServ Director:** Vacancy; **UniServ Assistant:** Tanya Wallace White, 6910 North Shadeland Ave, Suite 100, Indianapolis 46220; **Office phone:** (317) 576-0008 or 1-800-813-8229; **FAX:** (317) 576-0281 or 1-800-434-1159.

**District Metro 4-B**

**Brownsburg CTA**

**Robert G. Rosemeyer,** 6892 Donnelly Dr, Brownsburg 461128763

**Primary email:** grosemeyer@brownsburg.k12.in.us

**School:** Brownsburg West Middle, 1555 S Odell St, Brownsburg 461128041

**School phone:** (317) 852-3143.

**Clark-Pleasant EA**

**Diana L. Moorman,** 507 Leah Way, Greenwood 461421989

**Home phone:** (317) 545-7071; **Primary email:** diana.moorman@cpcsc.k12.in.us

**School:** Whiteland Community High, 300 Main St, Whiteland 461841550

**School phone:** (317) 535-7562.

**Eminence CTA**

**Kris S. Feutz,** 10642 W State Road 142, Quincy 474569423

**Home phone:** (765) 528-2293; **Primary email:** lkfeutz@ccrtc.com

**School:** Eminence Elementary, Highway 42 North, Eminence 461250105

**School phone:** (765) 528-2141.

**Greenwood EA**

**Rebecca L. Davis,** 2191 Woodway Dr, Greenwood 461439563

**Home phone:** (317) 535-7338; **Primary email:** bdavis@gws.k12.in.us

**School:** Greenwood Community High, 615 W Smith Valley Rd, Greenwood 46143048; **School phone:** (317) 889-4000.

**Martinsville CTA**

**Justin Oakley,** 239 S Grant St, Martinsville 461512026

**Home phone:** (765) 318-3132; **Primary email:** oakleyj@msdmail.net
School: East Middle, 1459 E Columbus St, Martinsville 461511714
School phone: (765) 342-6675.

Mill Creek CTA

Amy M Church, 8321 W County Road 300 S, Coatesville 461219302
Home phone: (765) 386-6757; Primary email: achurch@mccsc.k12.in.us
School: Mill Creek West Elementary, 4704 Pearl Street, Amo 461030128
School phone: (317) 539-9255.

Jeffrey J Salyers, 7195 E County Road 900 N, Roachdale 461729468
Home phone: (765) 522-1830; Primary email: jsalyers@mccsc.k12.in.us
School: Cascade Sr High, 6565 S County Road 200 W, Clayton 461189003
School phone: (317) 539-9315.

Monroe-Gregg TA

Robin Lynn Robinson, 8708 Bristol Port Dr, Camby 461137709
Primary email: robinrobinson@insightbb.com
School: Monrovia Middle, PO Box 468, Monrovia 461570468
School phone: (317) 996-2352.

Mooresville CTA

Jason S Freeman, 3701 Magenta Ln # 2, Indianapolis 462144091
Home phone: (317) 297-6008; Primary email: jfreeman@mcsc.k12.in.us
School: Paul Hadley Ms, 200 W Carlisle St, Mooresville 461581527
School phone: (317) 831-9208.

North West Hendricks CTA

Mary Houchin, 2118 Yosemite Dr, Lebanon 460523146
Home phone: (765) 482-4239; Primary email: houchinm@hendricks.k12.in.us
School: North Salem Elementary, 7027 N State Road 75, North Salem 461659712
School phone: (317) 994-3000.

Plainfield Prof EA

Catherine A Schaible, 9142 N Buskirk Rd, Gosport 474339623
Home phone: (812) 876-9884; Primary email: cschaible@plainfield.k12.in.us
School: Plainfield Community Middle, 401 Elm Dr, Plainfield 46168900
School phone: (317) 838-3966.

UTA Center Grove

Christopher D Pratt, 1148 Evison St, Indianapolis 462032018
Home phone: (317) 407-0447; Primary email: cpratt21@aol.com
School: Center Grove High, 2717 S Morgantown Rd, Greenwood 461438537; School phone: (317) 881-0581.

UniServ Director: Judie Edwards; UniServ Assistant: Kathy Ruster, 6910 North Shadeland Ave, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.
DISTRICT 3-A

Board Of Director ............................................................................................................. Mark Lee
Governance Committee ........................................................................................................ Susan Rose
Issues & Concerns Committee .......................................................................................... John M Russell
Minority Affairs Committee ............................................................................................... Hiawatha F Garrett
Professional Practices & Standards Committee ............................................................... Mavery A Quinn

District Council Chair

Dianna K Wright, 7900 E Glen Dell Ave, Terre Haute 478059752
Home phone: (812) 877-4238; Primary email: dkwright23@aol.com
School: Sarah Scott Middle, 2000 S 9th St, Terre Haute 478023116
School phone: (812) 462-4381.

Clay Community CTA

Russell L True, 2643 E County Road 150 S, Centerpoint 478408250
Home phone: (812) 835-3220; Primary email: rtrue@indiana.net
School: North Clay Middle, 2085 E County Road 1200 N, Brazil 478347007
School phone: (812) 448-1530.

North Vermillion CTA

Jacqueline S Mack, 15099 S 150 E, Clinton 478427584
Home phone: (765) 832-7523; Primary email: jsmack@nvc.k12.in.us
School: North Vermillion High, RR 1 Box 191, Cayuga 479289753
School phone: (765) 492-3364.

South Vermillion EA

Jill P Wright, 421 E 1250 S, Clinton 478427430
Home phone: (765) 832-8052; Primary email: jwright@svcs.k12.in.us
School: Van Duyn Elementary, 15095 S Range Line R, Clinton 47842
School phone: (765) 832-7761.

Sycamore (ISTA-Retired Chapter)

Duane Miller, 2701 Sibley Avenue, Terre Haute 47803
Home phone: (812) 235-6326; Primary email: duanem77@yahoo.com

Vigo Co C & M Assn

Arthur Hayes, 4425 N 14th 1/2 St, Terre Haute 478052407
Home phone: (812) 466-4076; Primary email: art2dug@aol.com
School: Vigo Co Cust & Main, 150 W Market St Ste 900, Indianapolis 462042806.

Vigo Co Secretaries

Vicki S Collins, 4850 W Sarah Myers Dr, West Terre Haute 478859165
Home phone: (812) 533-1808; Primary email: vicwth@aol.com
School: Sugar Creek Consolidated Elementary, 4226 W Old Us Highway 40, W Terre Haute 47885919; School phone: (812) 462-4443.
Vigo Co TA

Mark Lee, 8034 N Clinton St, Terre Haute 478051022
  Home phone: (812) 466-4036; Primary email: mlee@ista-in.org
  School: Ter Haute N Vigo High, 3434 Maple Ave, Terre Haute 478041765
  School phone: (812) 462-4312.

UniServ Director: Ruth Henderson; UniServ Assistant: Jan Shackelford, 320 S 25th St, Suite 1, Terre Haute 47803; Office phone: (812) 242-8044 or 1-800-638-4368; FAX: (812)242-8099 or 1-800-434-1189.

DISTRICT 3-B

Board Of Director .................................................................Deana L Stickels
  Governance Committee ......................................................Linda Cheetham Richardson
  Issues & Concerns Committee.............................................Valerie DeWar
  Minority Affairs Committee .............................................Carol Carter
  Professional Practices & Standards Committee .......................Karen F Harper

District Council Chair

Lawrence J DeMoss, 501 W Hickory Dr, Ellettsville 474291115
  Home phone: (812) 876-1209; Primary email: demoss77@bluemarble.net
  School: Edgewood High, 601 Edgewood Dr, Ellettsville 474291129
  School phone: (812) 876-2277.

Brown Co EA

Linda Scaggs, 512 W Pargrave Pl, Bloomington 474034305
  Home phone: (812) 339-5224; Primary email: lscaggs@mail.brownco.k12.in.us
  School: Brown County High, PO Box 68, Nashville 474480068
  School phone: (812) 988-6606.

Eastern Greene TO

Jeffrey D Goodwin, RR 2 Box 259G, Solsberry 474599444
  Home phone: (812) 825-4429; Primary email: jgoodwin79@comcast.net
  School: Eastern Greene Middle, RR 4 Box 623, Bloomfield 474249511
  School phone: (812) 825-5621.

Mitchell EA

Steven P Grissom, 1916 Rabbitsville Rd, Mitchell 474466717
  Home phone: (812) 849-2027; Primary email: spgrissom@yahoo.com
  School: Mitchell Jr High, 1010 W Bishop Blvd, Mitchell 474461080
  School phone: (812) 849-3747.

Monroe Co EA

Linda Cheetham Richardson, 7811 N Thames Dr, Bloomington 474089337
  Home phone: (812) 876-8212; Primary email: lcrichardson@bluemarble.net
  School: Highland Park Elementary, 900 Park Square Dr, Bloomington 474031726
  School phone: (812) 825-7673.

North Lawrence EA

Fran O Bond, 1309 Oak Mnr, Bedford 474212738
Richland-Bean Blossom EA

Lawrence J DeMoss, 501 W Hickory Dr, Ellettsville 474291115
Home phone: (812) 876-1209; Primary email: demoss77@bluemarble.net
School: Edgewood High, 601 Edgewood Dr, Ellettsville 474291129
School phone: (812) 876-2277.

Spencer Owen EA

Lewis E Moke, 766 E North St, Spencer 474601556
Home phone: (812) 829-0147
School: Owen Valley Middle, RR 4 Box 12, Spencer 474609400
School phone: (812) 829-2249.

UniServ Director: Sandra K Steele; UniServ Assistant: Joy Inman, 415 South Landmark Avenue, Bloomington 47403; Office phone: (812)339-9196 or 1-800-638-4369; FAX: (812)339-6353 or 1-800-434-1187.

DISTRICT 3-C

Board Of Director ................................................................. Karen S Warble
Governance Committee .......................................................... Harriet F Klene
Issues & Concerns Committee ................................................... P Jane Huber
Minority Affairs Committee ....................................................... Nicole Terrell
Professional Practices & Standards Committee ......................... Bill Wallace

District Council Chair

Michael Crouch, 8625 Ennis Dr, Indianapolis 462379117
Home phone: (317) 889-0027; Primary email: myklree@sbcglobal.net
School: Johnson Co Spec Services, 500 Earlywood Dr, Franklin 461319711
School phone: (317) 736-8495.

Batesville EA

Ralph Hochstetler, 1054 State Road 46 E, Batesville 470069164
Home phone: (812) 934-3268; Primary email: rhochstetler@verizon.net
School: Batesville High, 1 Bulldog Blvd, Batesville 470069546
School phone: (812) 934-4384.

Blue River Sp Ed Association

Sonia Fullerton, 260 W Taylor St, Shelbyville 461762031
Home phone: (317) 796-1696; Primary email: sonialf@sbcglobal.net
School: Blue River Spl Ea, 1111 W Mckay Rd, Shelbyville 461763205
School phone: (317) 392-4468.

Decatur Co EA

Marcia Bischoff, 13244 N State Road 129, Batesville 470067103
Home phone: (812) 933-0622; Primary email: mbischoff@decaturco.k12.in.us
School: North Decatur Elementary, 3330 N State Road 3, Greensburg 472407952
School phone: (812) 663-9215.
Edinburgh EA

Rebecca D Morrison, 3556 S 800 E, Franklin 461318271
   Home phone: (317) 729-5770; Primary email: rdmorrison@mach1pc.com
   School: East Side Elementary, 810 E Main Cross St, Edinburgh 461241536
   School phone: (812) 526-9771.

Flat-Rock-Hawcreek TA

Stacy Kirk, 5311 E Spring Dr, Columbus 472014037
   Home phone: (812) 375-0079
   School: Cross Clifford Elementary, PO Box 120, Clifford 472260120
   School phone: (812) 372-4849.

Franklin Co EA

Mark Blades, 6290 Big Cedar Rd, Cedar Grove 470169760
   Home phone: (765) 647-1243; Primary email: mblades@fccsc.k12.in.us
   School: Brookville Elementary, 10160 Oxford Pike, Brookville 470129414
   School phone: (765) 647-3503.

Franklin Community TA

M Jane Cragen, 96 S Tresslar Ave, Bargersville 461069767
   Home phone: (317) 422-9789; Primary email: cragenm@fccsc.k12.in.us
   School: Webb Elementary, 1400 Webb Ct, Franklin 461311937
   School phone: (317) 738-5790.

Franklin County (ISTA-Retired Chapter)

Jim Sauerland, 217 Canal St, Brookville 47012
   Home Phone: (765) 647-6559; Primary email: jsauerland@gmail.com.

Greensburg TA

Kathleen A Shroyer, 937 E Colonial Manor Dr Apt 501, Greensburg 472408185
   Home phone: (812) 663-3368; Primary email: kshroy@verizon.net
   School: Greensburg Community High, 1000 E Central Ave, Greensburg 472402231; School phone: (812) 663-7176.

Jane Ellen Watkins, 3035 26th St, Columbus 472032428
   Home phone: (812) 373-0558; Primary email: jwatkins@ssjcs.k12.in.us
   School: Johnson Co Spec Serv, 500 Earlywood Dr, Franklin 461319711
   School phone: (317) 736-8495.

Nineveh Hensley Jackson CTA

Lloyd D Greenwell, 1919 S Mauxferry Rd, Franklin 461319093
   Home phone: (317) 736-7873; Primary email: lgreenwe@nhj.k12.in.us
   School: Indian Creek Middle, 801 W Indian Creek Dr, Trafalgar 461818733
   School phone: (317) 878-2130.

Shelby Eastern CTA

Deborah K Stafford, 2610 Theobald St, Shelbyville 461763285
   Home phone: (317) 392-4782; Primary email: dstafford@ses.k12.in.us
   School: Morristown Elementary, PO Box 910, Morristown 461610910
   School phone: (765) 763-6648.
Shelbyville Central TA

Karen S Warble, 261 E 275 S, Shelbyville 461769364
Home phone: (317) 398-7397; Primary email: kswarble@shelbycs.k12.in.us
School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
School phone: (317) 398-7432.

Southwestern Consolidated CTA

Kimberly Williams, 3290 E 500 S, Waldron 461829749
Home phone: (765) 525-5164; Primary email: kwilliams@swshelby.k12.in.us
School: Southwestern High, 3406 W 600 S, Shelbyville 461769631
School phone: (317) 729-5122.

Triton CTA

Tina M Carpenter, 4835 Palomino Trl, Indianapolis 462399549
Home phone: (317) 796-2841; Primary email: tcarpenter@nwshelby.k12.in.us
School: Triton High, 4774 W 600 N, Fairland 461269776
School phone: (317) 835-3000.

UniServ Director: Pamela S Richardson; UniServ Assistant: Patty Barker Vogel,
2518 Parkway Drive, Shelbyville 46131; Office phone: (317)392-4135 or 1-800-638-4242; FAX: (317)392-4136 or 1-800-836-9137.

DISTRICT 3-D

Board Of Director .......................................................... Mary Puntney
Governance Committee ............................................................ Steven Whitlock
Issues & Concerns Committee ........................................................ Tammy Byrer
Minority Affairs Committee .......................................................... Vacancy
Professional Practices & Standards Committee .......................... Elizabeth A Holt

District Council Chair

David L Lennen, 16 Sugarland Est, Washington 475019526
Home phone: (812) 254-2080; Primary email: davlenn@avenuebroadband.com
School: Washington High, 608 E Walnut St, Washington 475012812
School phone: (812) 254-3860.

Bloomfield TA

Chris Mattox, RR 4 Box 850, Bloomfield 474249034
Primary email: csmattox@bsd.k12.in.us
School: Bloomfield Jr/Sr High, PO Box 266, Bloomfield 474240266
School phone: (812) 384-4550.

Daviess-Martin Sp Ed TA

Jennifer I Peachee, 2798 Troy Rd, Washington 475017358
Home phone: (812) 887-7967; Primary email: j_stanczak@yahoo.com
School: Washington High, 608 E Walnut St, Washington 475012812
School phone: (812) 254-3860.

Greene Sullivan Sp Ed

Steven Whitlock, 421 W Maple St, Sheldurn 478791224
Home phone: (812) 397-5147; Primary email: swwhitlo@cebridge.net
School: Union High, 7356 E County Road 50 S, Dugger 478488101
School phone: (812) 648-2729.

Linton Stockton CTA
Marsue H Ault, 15858 N Cemetery Rd, Sandborn 475788009
Home phone: (812) 694-8694; Primary email: hault@lssc.k12.in.us
School: Linton-Stockton Elementary, 90 4th St NE, Linton 474411874
School phone: (812) 847-6039.

North Daviess CTA
Tammy Byrer, 209 Eastside Park Rd, Washington 475018905
Home phone: (812) 254-5544; Primary email: tbyrer@ndaviess.k12.in.us
School: North Daviess Elementary, RR 1 Box 109C, Elnora 475299730
School phone: (812) 636-8000.

North Knox CTA
Linda S Hall, 197 W 4th Street, Oaktown 475610240
Home phone: (812) 745-6322
School: North Knox High, 10890 N State Road 159, Bicknell 475128184
School phone: (812) 735-2990.
Elizabeth A Holt, 309 Durbin St, Bicknell 475122605
Home phone: (812) 735-3963; Primary email: eambholt@yahoo.com
School: North Knox Central Elementary, 215 E 4th St, Bicknell 475121803
School phone: (812) 735-2547.

Northeast CTA
Aaron E Greve, 10384 N State Road 63, Farmersburg 478508224
Home phone: (812) 394-5212; Primary email: maul_76@yahoo.com
School: North Central High, 910 E County Road 975 N, Farmersburg 478508042
School phone: (812) 397-2132.

Shakamak CTA
Scott Alan Borders, 4156 E 1100 N, Elnora 475295112
Home phone: (812) 692-5846; Primary email: sborders@dmrtc.net
School: Shakamak Jr/Sr High, RR 2 Box 42, Jasonville 474389511
School phone: (812) 665-2074.

South Knox CTA
Alan L Hutchens, 68 N Mount Zion Rd, Vincennes 475919680
Home phone: (812) 726-4936; Primary email: hutchens@avenuebroadband.com
School: South Knox Middle/ High, 6136 E State Road 61, Vincennes 475919078
School phone: (812) 726-4450.

Southwest Sullivan EA
Marilyn J Nichols, 9581 W County Road 450 N, Sullivan 478827144
Home phone: (812) 382-4293; Primary email: mnic2@aol.com
School: Carlisle Elementary / Jr High, 204 W Eaton Street, Carlisle 478380298
School phone: (812) 398-3851.
Rudolph B Nichols, 9401 W County Road 450 N, Sullivan 478827144  
Home phone: (812) 382-4173; Primary email: rnichols@swest.k12.in.us  
School: Sullivan High, 902 N Section St, Sullivan 478821000  
School phone: (812) 268-6301.

Vincennes EA
Casey Butler, 2613 W Bulldog Rd, Vincennes 475917193  
Home phone: (812) 886-9852; Primary email: caseyvin@aol.com  
School: George Rogers Clark Jr High, 500 Buntin St, Vincennes 475912123  
School phone: (812) 882-5172.

Washington CTA
Brenda J Smith, 2532 E 200 S, Washington 475017769  
Home phone: (812) 254-7197; Primary email: bsmith@wcs.k12.in.us  
School: North Elementary, 600 NE 6th St, Washington 475012030  
School phone: (812) 254-8363.

White River Valley EA
Jason R Walton, RR 1 Box 193A, Switz City 474659769  
Home phone: (812) 659-3313  
School: White River Valley Jr/Sr High, PO Box 1470 Highway 54, Switz City  
474651470; School phone: (812) 659-2286.

UniServ Director: Rochell Bechtel; UniServ Assistant: Carole Albrecht, 910 East  
Eleventh Street, Bicknell 47512; Office phone: (812)735-2837 or 1-800-638-5694;  
FAX: (812)735-2836 or 1-800-836-9138.

DISTRICT 3-E

Board Of Director .............................................................................. Dennie R Oxley  
Governance Committee ...................................................................... Sarah Miller  
Issues & Concerns Committee ......................................................... Barbara A Spear  
Minority Affairs Committee .................................................................. Vacancy  
Professional Practices & Standards Committee ................................. Ramona Lennen

District Council Chair
Ramona Lennen, 16 Sugarland Est, Washington 475019526  
Home phone: (812) 254-2080; Primary email: rlennen@barr.k12.in.us  
School: Barr-Reeve Primary, PO Box 127, Montgomery 475580127  
School phone: (812) 486-3235.

Barr-Reeve CTA
Donna G Keller, 1908 Memorial Ave, Washington 475013124  
Home phone: (812) 254-6907; Primary email: dkeller@sbcglobal.net  
School: Barr-Reeve Primary, PO Box 127, Montgomery 475580127  
School phone: (812) 486-3235.

Branchville Training
Janet L Drach, 13115 E County Road 2100 N, Ferdinand 475327628  
Home phone: (812) 357-2864  
School: Branchville Training Center, PO Box 500, Tell City 475860500.
Cannelton CTA

Janie B Barnett, 916 21st St, Tell City 475862505
   Home phone: (812) 547-7419; Primary email: jlbarnett@yahoo.com
   School: Cannelton High, 3rd & Taylor Streets, Cannelton 47520
   School phone: (812) 547-3296.

Lisa M Grose, 5625 E County Road 500 N, Grandview 476159412
   Home phone: (812) 649-8978; Primary email: lgrose@psci.net
   School: Cannelton High, 3rd & Taylor Streets, Cannelton 47520
   School phone: (812) 547-3296.

Crawford Co CTA

Eric Belcher, 5826 S Rolling Woods Dr, Marengo 471408447
   Home phone: (812) 365-3134; Primary email: ebelcher@cccs.k12.in.us
   School: Crawford County Jr/Sr High, 1130 S State Road 66, Marengo 471408438
   School phone: (812) 365-2125.

Carly Adair Kaiser, 707 S Main St, English 471183513
   Home phone: (812) 338-2559; Primary email: cadairk@hotmail.com
   School: Leavenworth, 346 E State Road 62, Leavenworth 471372238
   School phone: (812) 739-2210.

Jasper CTA

Nikki Roberts, 2171 W Shiloh Ln, Jasper 475468176
   Home phone: (812) 481-1091; Primary email: nroberts@gjcs.k12.in.us
   School: Ireland Elementary, 2386 N 500 W, Ireland 47545
   School phone: (812) 482-7751.

Loogootee EA

John David Smith, PO Box 39, Loogootee 475530039
   Home phone: (812) 295-3776; Primary email: dsmith@loogootee.k12.in.us
   School: Loogootee High, 201 Brooks Ave, Loogootee 475531412
   School phone: (812) 295-3254.

Northeast Dubois CTA

Maureen R Werne, 435 W 33rd St, Jasper 475461004
   Home phone: (812) 482-1204; Primary email: mwerne@nedubois.k12.in.us
   School: Dubois Elementary, 5533 E Saint Raphael St, Dubois 475279702
   School phone: (812) 678-3011.

Orleans CTA

Tom J Bradley, 7055 N State Road 337, Orleans 474529175
   Home phone: (812) 865-3860; Primary email: bradleywttb@msn.com
   School: Orleans Community Jr/Sr H, 200 W Wilson St, Orleans 474521007
   School phone: (812) 865-2688.

Joe A Chisham, 3715 W County Road 750 N, Orleans 474529268
   Home phone: (812) 865-2343; Primary email: chisham3@msn.com
   School: Orleans Community Jr/Sr H, 200 W Wilson St, Orleans 474521007
   School phone: (812) 865-2688.

B-90
Paoli CTA

Marsha Wells, 10432 W State Road 56, French Lick 474327903  
Home phone: (812) 936-2153; Primary email: mewells@lycos.com  
School: Throop Elementary, 301 S Elm St, Paoli 474541113  
School phone: (812) 723-3537.

Perry Central CTA

Barbara A Spear, 1405 Main St, Tell City 475861403  
Home phone: (812) 547-8992; Primary email: mickeypal@sbcglobal.net  
School: Perry Central Jr Sr, Hwy 37, Leopold 47551  
School phone: (812) 843-5121.

Perry County (ISTA-Retired Chapter)

Bob Waters, 9028 Cambridge Road, Tell City 47586  
Home phone: (812) 547-7123; Primary email: bwaters@psci.net

Shoals TA

Vicky Bauernfiend, PO Box 341, Shoals 475810341  
Home phone: (812) 247-2310; Primary email: bauernfi@dmrtc.net  
School: Shoals Comm Elementary, RR 2 Box 1, Shoals 475819513  
School phone: (812) 247-2085.

Janice K Riley, 247 Ridge Rd, Williams 474708859  
Home phone: (812) 388-7399; Primary email: rileyj7399@hotmail.com  
School: Shoals Comm Jr/Sr High, RR 2 Box 1, Shoals 475819513  
School phone: (812) 247-2090.

Southeast Dubois CTA

Kathleen A James, 2430 Willow Ln, Ferdinand 475329255  
Home phone: (812) 367-1706; Primary email: kjames@sedubois.k12.in.us  
School: Ferdinand Elementary, 402 E 8th St, Ferdinand 475329156  
School phone: (812) 367-2721.

Donald L Prusz, 9913 S Holland Rd SW, Holland 475419711  
Home phone: (812) 536-2134; Primary email: dsprusz@psci.net  
School: Forest Park Jr/Sr High, 1440 Michigan St, Ferdinand 475329223  
School phone: (812) 367-1831.

Southwest Dubois CTA

Yvonne Lee Zink, 501 E 3rd St, Ferdinand 475329761  
Home phone: (812) 367-1506; Primary email: zinky@swdubois.k12.in.us  
School: Huntingburg Elementary, 501 W Sunset Dr, Huntingburg 475429280  
School phone: (812) 683-1172.

Springs Valley TA

Robin Owen, 1351 E Southview Ln, Paoli 474549477  
Home phone: (812) 723-2237  
School: Springs Valley Elementary, 356 S Larry Bird Blvd, French Lick 474321075; School phone: (812) 936-4820.
Tell City-Troy Twp CTA

Rebecca D Cronin, 17186 Old State Road 37, Leopold 475518020
Home phone: (812) 843-4611; Primary email: bcronzin@psci.net
School: William Tell Elementary, 1235 31st St, Tell City 475862688
School phone: (812) 547-9727.

UniServ Director: Kim Fidler, UniServ Assistant: Jean Seidl, 506 Jackson Street, Jasper 47546; Office phone: (812)482-3011 or 1-800-638-4416; FAX: (812)634-6868 or 1-800-836-9139.

DISTRICT 3-F

Board Of Director ..................................................................................................... Mark E Kessans
Governance Committee ............................................................................................... Louis G Rupp
Issues & Concerns Committee .................................................................................. Deborah D Clark
Minority Affairs Committee ......................................................................................... Qudsia Davis
Professional Practices & Standards Committee ......................................................... Kimberly Baumann

District Council Chair

Louis G Rupp, 9270 Corydon Ramsey Rd NW, Ramsey 471668902
Home phone: (812) 347-2321; Primary email: grupp@nhcs.k12.in.us
School: North Harrison Elementary, 1115 W Whiskey Run Rd NW, Ramsey
471668506; School phone: (812) 347-2419.

Brownstown Central CTA 3-F

Connie S Reid, 776 S County Road 100 W, Brownstown 472208609
Home phone: (812) 358-4242; Primary email: creid@btownccs.k12.in.us
School: Brownstown Central Middle, 520 W Walnut St, Brownstown 472201839
School phone: (812) 358-4947.

Crothersville CTA

Diana Durham, 1547 S State Road 135, Vallonia 472819708
Home phone: (812) 358-4972; Primary email: kdurham@crothk12.org
School: Crothersville Jr/Sr High, 109 S Preston St, Crothersville 472291237
School phone: (812) 793-2051.

East Washington CTA

Steve Wynn, 299 E Harrison St, Orleans 474522100
Home phone: (812) 865-3452; Primary email: bandguy54@gmail.com
School: East Washington Middle, RR 2 Box E5, Pekin 471659489
School phone: (812) 967-5000.

Lanesville EA

Brian Kenneth Book, 8521 Highway 62 Ne, Lanesville 471368755
Home phone: (812) 952-3271; Primary email: bookb@lanesville.k12.in.us
School: Lanesville High, 2725 Crestview Ave NE, Lanesville 471368601
School phone: (812) 952-2555.

Medora CTA

Brenda L Weddell, 414 Catalpa Dr, Seymour 472743302

B-92
Home phone: (812) 966-2201; Primary email: bweddell@medora.k12.in.us
School: Medora Jr/Sr High, PO Box 248, Medora 472600248
School phone: (812) 966-2201.

New Albany Bus Dr

Peggy A Riley, 4411 Jeffers Dr, New Albany 471509328
Home phone: (812) 949-1624; Primary email: palliner@aol.com
School: Transportation Center, 4202 Charlestown Rd, New Albany 471509567
School phone: (812) 949-4264.

New Albany-Floyd Co EA

Mark E Kessans, 4115 Payne Kochler Rd, New Albany 471509520
Home phone: (812) 945-9972; Primary email: mkessans@nafcs.k12.in.us
School: Prosser Chas Voc Ctr, 4202 Charlestown Rd, New Albany 471509567
School phone: (812) 949-4266.

North Harrison CTA

Louis G Rupp, 9270 Corydon Ramsey Rd NW, Ramsey 471668902
Home phone: (812) 347-2321; Primary email: grupp@nhcs.k12.in.us
School: North Harrison Elementary, 1115 W Whiskey Run Rd NW, Ramsey 471668506; School phone: (812) 347-2419.

Salem CTA

John C. Hammond, PO Box 204, Salem 471670204
Home phone: (812) 883-3082; Primary email: jhammond@salemschools.com
School: Salem Middle, 1001 N Harrison St, Salem 471671685
School phone: (812) 883-3808.

South Central Area Sp Ed EA

Susan G Cessna, 1075 S 9th St, Mitchell 474465980
Home phone: (812) 738-3040; Primary email: mjmathes@aol.com
School: Corydon Intermediate, 100 High School Rd, Corydon 471121750
School phone: (812) 738-6548.

South Harrison EA

Mary J Mathes, 276 E Ridge Rd Se, Corydon 471125331
Home phone: (812) 738-3040; Primary email: mjmathes@aol.com
School: Corydon Intermediate, 100 High School Rd, Corydon 471121750
School phone: (812) 738-6548.

West Washington EA

Brenda Kay Boling, 5934 W Mount Tabor Rd, Salem 471675818
Home phone: (812) 883-2169; Primary email: bolingb@wwcs.k12.in.us
School: West Washington Elementary, R R 2, Campbellsburg 47108
School phone: (812) 755-4934.

Janice R Pickens, 3732 N County Road 300 E, Orleans 474529139
Home phone: (812) 865-3441; Primary email: bpickens@netsurfusa.net
School: West Washington High, R R 2, Campbellsburg 47108
School phone: (812) 755-4996.
UniServ Director: Carol E Mooney; UniServ Assistants: Ann Richey, Beth Ann Shireman, 3314 Grant Line Road, Suite 2, New Albany 47150; Office phone: (812)949-0481 or 1-800-638-5711; FAX: (812)949-0598 or 1-800-836-9142.

DISTRICT 3-G

Board Of Director ......................................................................................Jennie L Swift
Governance Committee ........................................................................... David W Knies
Issues & Concerns Committee ............................................................... Ronald Curtis Calabro
Minority Affairs Committee .................................................................. Hilda M Kendrick
Professional Practices & Standards Committee ................................... Connie Dietrich

District Council Chair

David W Knies, 5709 Stacy Ct, Charlestown 47118705
   Home phone: (812) 256-3429; Primary email: dknies@wclark.k12.in.us
   School: Silver Creek Middle, 495 N Indiana Ave, Sellersburg 471721254
   School phone: (812) 246-4421.

Clarksville EA 3-G

Stephanie Niemi, 7301 Spring Run Dr, Louisville KY 402913565
   Home phone: (502) 640-0957; Primary email: sallen@ccsc.k12.in.us
   School: Clarksville Sr High, 800 High School Dr, Clarksville 471292321
   School phone: (812) 282-8231.

Falls of the Ohio (ISTA-Retired Chapter)

Rosalind Fishman, 1360 Querbacker Ct, Louisville KY 40208
   Home phone: (502) 636-3257; Primary email: RozFishman@aol.com

Greater Clark Cafe

Linda Hehemann, 904 E Larkspur Dr, Jeffersonville 471304967
   Home phone: (812) 282-2938
   School: Jeffersonville High, 2315 Allison Ln, Jeffersonville 471305818
   School phone: (812) 282-6601.

Greater Clark EA

Nicolaas C Wiese, 3508 Evergreen Cir, Jeffersonville 471309707
   Home phone: (812) 786-9084; Primary email: nwiese@gcs.k12.in.us
   School: Jeffersonville High, 2315 Allison Ln, Jeffersonville 471305818
   School phone: (812) 282-6601.

Greater Clark Para-Educator Association

Pamela Moreland-Haviland, 1014 Kehoe Ln, Jeffersonville 471304600
   Home phone: (502) 494-4210; Primary email: pamie@westward.org
   School: Spring Hill Elementary, 201 E 15th St, Jeffersonville 471302913
   School phone: (812) 288-4874.

Greater Clark Service

Betty A Roby, 15 Center St, Jeffersonville 471304573
   Home phone: (812) 282-2943; Primary email: ukiu94@insightbb.com
   School: Service Center, 301 E 11th St, Jeffersonville 471303648
   School phone: (812) 288-4882.
Jennings Twp CTA

Curtis F White, 1925 E Harrod Rd, Austin 471028239
   Home phone: (812) 794-0730; Primary email: whitec@scsd1.com
   School: Austin High, S Hwy 31, Austin 47102
   School phone: (812) 794-8730.

Madison TA

Lucinda Dunagan, 110 Cherry Trce, Madison 472502600
   Home phone: (812) 273-1735; Primary email: ldunagan@madison.k12.in.us
   School: Madison Consolidated Jr High, 701 8th St, Madison 472502164
   School phone: (812) 265-6756.

Scott Co Sc Dt#2 CTA

Brenda K Kendall, 2835 W Fairview Rd, Underwood 471776708
   Home phone: (812) 752-2282; Primary email: bkendall@scsd2.k12.in.us
   School: Scottsburg High, 500 S Gardner St, Scottsburg 471701016
   School phone: (812) 752-8927.

Southwest Jefferson CTA

Danette C Bohman, 11211 W Henry Rd, Deputy 472309265
   Home phone: (812) 866-5358; Primary email: dbohman@swjcs.k12.in.us
   School: Southwestern Elementary, 273 S Main Cross St, Hanover 472439309
   School phone: (812) 866-6200.

Brandon Frye, 567 Hanover Dr Apt 2, Hanover 472439632
   Home phone: (812) 866-2961; Primary email: bfrye@swjcs.k12.in.us
   School: Southwestern High, 167 Main Cross St, Hanover 47243
   School phone: (812) 866-6230.

West Clark TA

David W Knies, 5709 Stacy Ct, Charlestown 47118705
   Home phone: (812) 256-3429; Primary email: dknies@wclark.k12.in.us
   School: Silver Creek Middle, 495 N Indiana Ave, Sellersburg 471721254
   School phone: (812) 246-4421.

UniServ Director: Janet Abrams; UniServ Assistants: Ann Richey, Beth Ann Shireman, 3314 Grant Line Road, Suite 2, New Albany 47150; Office phone:(812)949-0481 or 1-800-638-5711; FAX: (812)949-0598 or 1-800-836-9142.

DISTRICT 3-H

Board Of Director ................................................................. Cheryl Fenton
Governance Committee .......................................................... Raymond L Gerkin
Issues & Concerns Committee ............................................... Sharon A Moder
Minority Affairs Committee .................................................. Marcus Nakamura
Professional Practices & Standards Committee ....................... Tony A Nalley

District Council Chair

Cheryl Fenton, 1512 New Ford Rd, Seymour 472742263
   Home phone: (812) 522-3513; Primary email: fentonc@yahoo.com
School: Seymour Middle, 920 N Obrien St, Seymour 472741859
School phone: (812) 522-5453.

Columbus EA
Rose Ann Maudlin, 4810 Stonebridge Ct, Columbus 472014035
Home phone: (812) 342-2831; Primary email: rmaudlin@comcast.net
School: Columbus East High, 230 S Marr Rd, Columbus 472017267
School phone: (812) 376-4369.

Jac-Cen-Del EA
Tena Brown, 4814 N County Road 550 W, Osgood 470379164
Home phone: (812) 689-7053; Primary email: brown@jaccendel.k12.in.us
School: Jac-Cen-Del Elementary, 4544 N Us 421, Osgood 470379493
School phone: (812) 689-4144.

Jennings Co CTA
Raymond L Gerkin, 522 2nd St, North Vernon 472651100
Home phone: (812) 346-2224; Primary email: raygerkin@hotmail.com
School: Jennings County High, 800 W Walnut St, North Vernon 472651461
School phone: (812) 346-5588.

Milan EA
Stephanie Siemer, 15729 Cutter Rd, Dillsboro 470189538
Home phone: (812) 667-5317; Primary email: ssiemer@milan.k12.in.us
School: Milan Elementary, PO Box 337, Milan 470310337
School phone: (812) 654-2922.

Ohio Co CTA
Kevin D Smith, 625 Breezy Dr, Rising Sun 470409188
Home phone: (812) 438-4193; Primary email: ksmithrshs17@hotmail.com
School: Rising Sun High, 210 S Henrietta St, Rising Sun 470401020
School phone: (812) 438-2652.

Seymour EA
Cheryl Fenton, 1512 New Ford Rd, Seymour 472742263
Home phone: (812) 522-3513; Primary email: fentonc@yahoo.com
School: Seymour Middle, 920 N Obrien St, Seymour 472741859
School phone: (812) 522-5453.

South Dearborn EA
William E Erickson, 313 Sunnyside Ave, Aurora 470011523
Primary email: werickson3@ivytech.edu
School: South Dearborn Middle, 5850 Squire Pl, Aurora 470019411
School phone: (812) 926-6298.

South Ripley CTA
Steve L Comer, 5598 W Fairground Rd, Osgood 470379169
Home phone: (812) 689-5902
School: South Ripley Jr/Sr H, 1589 S Benham Rd, Versailles 470428412
School phone: (812) 689-5303.

Sunman Dearborn EA
Kenneth L. Wilson, 19167 Par Dr, Lawrenceburg 470257926
Home phone: (812) 537-9222
School: East Central High, 1 Trojan Ln, Brookville 470128421
School phone: (812) 576-4811.

Switzerland Co CTA
Gregory W Curlin, 322 Tapps Ridge Rd, Vevay 470439119
Home phone: (812) 427-2578; Primary email: gcurlin@switzerland.k12.in.us
School: Switzerland Co High, 1020 W Main St, Vevay 470439164
School phone: (812) 427-2626.

UniServ Director: James Singer; UniServ Assistant: Marie Rayburn, 203 North State Street, North Vernon 47265; Office phone: (812)346-3233 or 1-800-836-9143; FAX: (812)346-0948 or 1-866-573-2536.

DISTRICT 3-I
Board Of Director ..........................................................Michelle Hulse
Governance Committee ..........................................................Paul Allison
Issues & Concerns Committee..............................Gretchen B Stuart Hale
Minority Affairs Committee ..........................................................Valgenia A McCray
Professional Practices & Standards Committee ...............Diana K Wright

District Council Chair
Stephen M Grannan, 1201 Char Lee Dr, Evansville 477127114
Home phone: (812) 401-6423; Primary email: sgrannan@sige.com.net
School: Mt Vernon High, 700 Harriett St, Mount Vernon 476202031
School phone: (812) 838-4356.

East Gibson CTA
Kenneth E Willis, 527 E Washington St, Oakland City 476601553
Home phone: (000) 749-4709
School: Waldo J Wood Memorial High, 943 S Franklin St, Oakland City 476601651; School phone: (812) 749-4757.

Gibson-Pike-Warrick
Sharon M Dile, 14820 Bender Rd, Evansville 477207246
Home phone: (812) 963-3628; Primary email: smdile55@gmail.com.

NEA Mount Vernon
Leigh Ann Latshaw, 8440 Somers Rd, New Harmony 476319055
Home phone: (812) 682-4107; Primary email: latshawla@msdmv.k12.in.us
School: Mt Vernon High, 700 Harriett St, Mount Vernon 476202031
School phone: (812) 838-4356.
NEA New Harmony Twp
Margaret R Scherzinger, 4760 Penfold Rd, New Harmony 476319247
Home phone: (812) 682-3670;
School: New Harmony, 1000 East St, New Harmony 47631
School phone: (812) 682-4401.

NEA North Spencer
Jim Freihaut, 3249 E County Road 1200 N, Lamar 475507388
Home phone: (812) 544-2953; Primary email: jimfreihuat@yahoo.com
School: Lincoln Trail Elementary, 13726 N State Road 245, Lamar 475507205
School phone: (812) 544-2929.

North Gibson EA
Mary Jill Wright, 53 S 180 E, Princeton 476708961
Home phone: (812) 385-4327; Primary email: porky2@insightbb.com
School: Lowell North Elementary, RR 4 Box 49, Princeton 476709405
School phone: (812) 386-1222.

Pike Co TA
Dawn E Hedge, 1120 E Ohio Street, Princeton 476709601
Home phone: (812) 385-2679; Primary email: dehedge@hotmail.com
School: Pike Central Ms, 1810 E State Rd 56, Petersburg 475678378
School phone: (812) 354-8478.

Posey County (ISTA-Retired Chapter)
Wm. Bob Murray, 4101 Bluff Rd., Mt. Vernon 47620
Home phone: (812) 838-5359; Primary email: murrayb@evansville.net.

South Gibson TA
Lynn A Rowe, 1971 S Whispering Hills Road, Oakland City 476609713
Home phone: (812) 749-3324; Primary email: lynnrowe@gmail.com
School: Fort Branch Community, 800 S Hillcrest St, Fort Branch 476481670
School phone: (812) 753-3641.

John A Spradley, 400 E Locust St Apt 8, Fort Branch 476481459
Home phone: (812) 779-6630; Primary email: sprad_47648@yahoo.com
School: Gibson Southern High, RR 1 Box 496, Fort Branch 476489761
School phone: (812) 753-3011.

South Spencer Co CTA
Robert B Green, 507 S 4th St, Rockport 476351503
Home phone: (812) 484-9411
School: So Spencer High, R R 1, Rockport 47635
School phone: (812) 649-9157.

Warrick Co TA
Anne E Rust Aurand, 221 Locust St, Newburgh 476301411
Home phone: (812) 853-7538
School: Boonville Jr High, 555 N Yankeetown Rd, Boonville 476012087
School phone: (812) 897-1420.

UniServ Director: Cathy B Heck; UniServ Assistant: Carol Grannan, 711A John Street, Evansville 47713; Office phone: (812)426-0995 or 1-800-638-4406; FAX: (812)426-2748 or 1-800-836-9144.

DISTRICT 3-J

Board Of Director ................................................................. Deborah L Hartz
Governance Committee .......................................................... Barbara E Darling
Issues & Concerns Committee .................................................. Glenda B Hampton
Minority Affairs Committee ...................................................... Vacancy
Professional Practices & Standards Committee ......................... Susan J Herring

District Council Chair
Keith D Gambill, 711 John St Ste A, Evansville 477132754
Home phone: (812) 303-1382; Primary email: dale812@aol.com.

Evansville TA
Keith D Gambill, 711 John St Ste A, Evansville 477132754
Home phone: (812) 303-1382; Primary email: dale812@aol.com.

Note: Send all mail for Evansville TA to the office address
Office: 711A John St, Evansville 47713
Office phone: (812) 426-0998 or 800-638-4407

Vanderburgh County (ISTA-Retired Chapter)
Jim Kimsey, 8507 Allsop Place, Evansville 47725
Home phone: (812) 867-0459; Primary email: kimjamsey7@gmail.com.

UniServ Director: Dan Hartz; UniServ Assistant: Cindy Carpenter, 711A John St, Evansville 47713; Office phone: (812)426-0998 or 1-800-638-4407; FAX: (812)426-2748 or 1-800-836-9144.

DISTRICT 4-A

Board Of Director ................................................................. Robin Endris
Governance Committee .......................................................... Nancy L Deininger
Issues & Concerns Committee .................................................. Sue Morse
Minority Affairs Committee ...................................................... Jacob Johnson
Professional Practices & Standards Committee ......................... Pamela Moreland-Haviland

District Council Chair
Donna M Nielsen, 1333 E 500 S, La Porte 463509355
Home phone: (219) 393-3652; Primary email: dmnie@verizon.net
School: Transportation Department, 1921 A St, La Porte 463506639
School phone: (219) 362-7056.

Note: District 4-A local associations are listed under their service districts.
DISTRICT 5-A

Board Of Director ................................................................. Jeffrey King
Governance Committee ................................................................. Cory S Pierce
Issues & Concerns Committee ...................................................... Donald E Hutchens
Minority Affairs Committee ........................................................... C Peter Agba
Professional Practices & Standards Committee .............................. George Q Finney

District Council Chair

Myron D Applegate, 2549 S Meridian Rd, Greenfield 461409272
Home phone: (317) 462-1048; Primary email: mdapplegat@aol.com
School: Morton Memorial, 10892 N State Road 140, Knightstown 46149769
School phone: (317) 345-5141.

Note: District 5-A local associations are listed under their service districts.

DISTRICT ISTA Retired

Board Of Director ................................................................. Robert G Barcus
Governance Committee ................................................................. Mary Jo Miller
Issues & Concerns Committee ...................................................... Duane E Miller
Minority Affairs Committee ........................................................ Mattie S Miller
Professional Practices & Standards Committee .............................. Nina F Coffin

District Council Chair

Robert G Barcus, 2230 Brewster Rd, Indianapolis 462601521
Home phone: (317) 872-4530; Primary email: rbarcus@ista-in.org

Note: ISTA Retired Chapters are listed under their service districts.

ISTA-Retired Coordinator

Gail Zeheralis, 150 West Market Street, Suite 900, Indianapolis, 46204
Office phone: (317)263-3400 or 1-800-382-4037; FAX: (317)655-3730.

Advisor

Teresa Meredith

DISTRICT ISEA

Board Of Director ................................................................. Andrea Hargrove
Governance Committee ................................................................. Jeffery (JD) Dallas Miller
Issues & Concerns Committee ...................................................... Tracy Lynn Wylie
Minority Affairs Committee ........................................................ Cynthia Irions
Professional Practices & Standards Committee .............................. Amanda Waltermire

Anderson University

Courtney Wallace, 1100 E Fifth Street, Anderson, 46012
Home phone: (765) 641-3423; Primary email: cawallace@anderson.edu

Ball State University

Jonathon P Maple, 27095 State Road 46 W, Batesville 470067455
Home phone: (812) 212-2474; Primary email: jpmapple@bsu.edu.

B-100
Butler University
Samantha L Ford, 809 W Hampton Dr, Indianapolis 462083451
  Home phone: (847) 414-1941; Primary email: sford@butler.edu.

Hanover College
Laura Brockman, Unit # 536, Hanover, 47243
  Home phone: (812) 866-7926; Primary email: brockman10@hanover.edu

IN State Univ
Jeffery (JD) Dallas Miller, 304 Rhoads Hall, Terre Haute 478095201
  Home phone: (765) 721-7835; Primary email: jmiller62@mymail.indstate.edu.

IU - Bloomington
Elizabeth Sawyer, 3299 E Covenanter Dr Apt 10, Bloomington 474015556
  Home phone: (574) 210-8793; Primary email: easawyer@indiana.edu.

IU - Southeast
Heather Ann Stocksdale, 3806 Muirfield Dr, New Albany 471502597
  Home phone: (502) 541-2627; Primary email: hott@ius.edu.

IU/PU - Columbus
Andrew Frazita, 2784 Fox Pointe Dr, Columbus 472033223
  Home phone: (812) 376-9962; Primary email: afrazita@iupuc.edu.

Ivy Tech - Terre Haute
Heather Keith, 2464 Shepard Patrick Rd, Spencer 474607132
  Home phone: (812) 821-7858; Primary email: hkeith2@ivytech.edu.

Manchester College
Daniel Haffner, 604 E College Ave # 708, North Manchester 469621276
  Home phone: (765) 857-2326
  Primary email: ddhaffner@spartans.manchester.edu.
Kelsey Morris, 604 E College Ave # 975, North Manchester 469621276
  Home phone: (937) 935-6385
  Primary email: kemorris@spartans.manchester.edu.

Purdue Univ Calumet
Cynthia Irions, 1056 Van Buren St, Gary 464022842
  Home phone: (219) 885-6508; Primary email: bearfamily1056@aol.com.

Purdue Univ North Central
Ashley Nicole Watson, 257 S 150 E, Valparaiso 463837866
  Home phone: (219) 462-6100; Primary email: bubblewubble58@hotmail.com.
Tracy Lynn Wylie, PO Box 312, Star City 469850312
  Home phone: (574) 595-7233; Primary email: oakwoodkennel@ymail.com.
Saint Joseph College

Jessica Nicole Howard, 8111 Forsythia Ct, Indianapolis 462192812  
   Home phone: (317) 897-9566; Primary email: jhn6434@saintjoe.edu.

Univ Of Evansville

Sasha Huff, 503 Huff St, Huntingburg 475429623  
   Home phone: (812) 449-6569; Primary email: sh124@evansville.edu.

Univ Of Indianapolis

Hilary Pamela Foltz, 3528 Fredricksburg Dr, Indianapolis 462279602  
   Home phone: (317) 319-3065; Primary email: foltzhp@uindy.edu.

Autumn Vaughan, 1400 E Hanna Ave # 216a Central, Indianapolis 462273630  
   Home phone: (765) 647-1087; Primary email: vaughana@uindy.edu.

Univ Of Southern IN

Brady Edwards, 343 Norma Dr, Evansville 477123776  
   Home phone: (317) 417-4113; Primary email: wbedwards1@usieagles.org.
Staff

CENTRAL OFFICE
150 West Market Street, Suite 900
Indianapolis, Indiana 46204-2875
Phone: (317)263-3400 or 1-800-382-4037
FAX: (317)655-3700 or 1-800-777-6128

Warren L Williams ............................................................... Executive Director
Daniel L Clark ................................................................. Deputy Executive Director for Programs
Richard Darko ................................................................. Deputy Executive Director for Legal Advocacy
Larry G Davis ................................................................. Deputy Executive Director for Business Services
Dianne L. Flynn ................................................................. Director of Telecommunications and Technology
Rita Gallagher ................................................................. Director of Operations-Executive Office
Sherri Purdue ................................................................. Assistant Director of Operations-Executive Office
Marilynn Edwards .......................................................... School Quality & Professional Improvement Coordinator
Nancy Papas ................................................................. Public Education Advocacy Coordinator
Mark Shoup ................................................................. Public Relations and Community Partnerships Coordinator
Terry Troxell ................................................................. Collective Bargaining and Education Research State Coordinator
Gail L Zeheralis ................................................................. Public Education Policy Coordinator

UNISERV OFFICES

UniServ Unit 1-A
UniServ Director: Arthur J Henderlong, 8585 Broadway, Suite 850, Merrillville 46410; Office phone: (219)736-2165 or 1-800-552-1103; FAX: (219)736-2188 or 1-800-250-3371.

UniServ Unit 1-B
UniServ Director: David Smith, 8585 Broadway, Suite 850, Merrillville 46410; Office phone: (219)736-2165 or 1-800-552-1103; FAX: (219)736-2188 or 1-800-250-3371.

UniServ Unit 1-C
UniServ Director: Mary R Junglas, Bell Manor Building, 442 North Calumet Avenue, Suite 100, Chesterton 46304; Office phone: (219)926-9600 or 1-800-638-7731; FAX: (219)926-7869 or 1-800-250-3372.
UniServ Unit 1-D
UniServ Director: Mary Ann Zimmerman, Marycrest Building, 2015 Western Avenue, Suite 222, South Bend 46619; Office phone: (574)287-2137 or 1-800-638-7599; FAX: (574)287-7437 or 1-800-250-3373.

UniServ Unit 1-E
UniServ Director: Marie Giese, 3000 B Windsor Court, Elkhart, IN 46514-5555; Office phone: (574)524-9235 or 1-800-638-7644; FAX: (574)524-9255 or 1-800-250-3374.

UniServ Unit 1-F
UniServ Director: Vacancy, Northwood Professional Associates Building, 1001 North Main Street, Suite 4, (Lower Level), Nappanee 46550; Office phone: (574)773-7745, or 1-800-847-2014; FAX: (574)773-7746 or 1-800-250-3375.

UniServ Unit 1-G
UniServ Director: Andrew Borrelli, 134 Green Dr. Suite B, Avilla 46710; Office phone: (260)897-4340 or 1-800-860-3484; FAX: (260)897-4210 or 1-800-250-3376.

UniServ Unit 1-H
UniServ Director: Craig Blume, 4935 W SR 10, North Judson, 46366; Office phone: (574)896-3150 or 1-800-638-7725; FAX: (574)896-3159 or 1-800-250-3380.

UniServ Unit 1-K
UniServ Director: Vacancy, 7209 Mill Run Drive, Fort Wayne 46819; Office phone: (260)445-1977 or 1-800-638-7714; FAX: (260)445-1988 or 1-800-250-3383.

UniServ Unit 1-L
UniServ Director: Steve Brace, 229 West Berry Street, Suite 100, Fort Wayne 46802; Office phone: (260)439-0880 or 1-800-638-7649; FAX: (260)439-0990 or 1-800-434-1138.

UniServ Unit 1-M
UniServ Director: Vacancy, 1800 North Wabash Road, Suite 203, Marion 46952; Office phone: (765)664-1244 or 1-800-434-1175; FAX: (765)664-1477 or 1-866-259-9367.

UniServ Unit 2-A
UniServ Director: Donald Thompson, 200 Ferry, Suite G, Lafayette 47901; Office phone: (765)476-2116 or 1-800-638-4260; FAX: (765)476-2125 or 1-800-434-1148.
UniServ Unit 2-B

UniServ Director: Chad Hunter, 407 E. Market Street, Suite 105-A, Crawfordsville 47933; Office phone: (765)362-6285 or 1-800-638-7773; FAX: (765)362-6639 or 1-800-434-1157.

UniServ Unit 2-F

UniServ Director: Sharon Kaiser, 217 Southway Boulevard East, Suite 101, Kokomo 46902; Office phone: (765)453-4085 or 1-800-638-4298; FAX: (765)453-4189 or 1-800-250-3370.

UniServ Unit 2-J

UniServ Director: Rod Ellcessor, 159 Wittenbraker Ave, New Castle 47362-4516; Office phone: (765)521-3696 or 1-800-662-8773; FAX: (765)521-3677 or 1-800-434-1182.

UniServ Unit 2-K

UniServ Director: Byron Phelps, 159 Wittenbraker Ave, New Castle 47362-4516; Office phone: (765)521-3696 or 1-800-662-8773; FAX: (765)521-3677 or 1-800-434-1182.

UniServ Unit Metro 1-A

UniServ Director: Richard Frankhouser, 6910 North Shadeland Avenue, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

UniServ Unit Metro 1-B

UniServ Director: Sharon Casey, 6910 North Shadeland Avenue, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

UniServ Unit Metro 1-C

UniServ Director: Shane Grimes, 6910 North Shadeland Avenue, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

UniServ Unit Metro 2-A

UniServ Director: Vacancy, 6910 North Shadeland Avenue, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

UniServ Unit Metro 3-A

UniServ Director: Casey Patterson, 6910 North Shadeland Avenue, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.
UniServ Unit Metro 4-A
UniServ Director: Vacancy, 6910 North Shadeland Avenue, Suite 100, Indianapolis 46220; Office phone: (317)598-8464 or 1-800-638-7739; FAX: (317) 598-8465 or 1-800-434-1160.

UniServ Unit Metro 4-B
UniServ Director: Judie Edwards, Heritage Park, 6910 North Shadeland Avenue, Suite 100, Indianapolis 46220; Office phone: (317)576-0008 or 1-800-813-8229; FAX: (317)576-0281 or 1-800-434-1159.

UniServ Unit 3-A
UniServ Director: Ruth Henderson, 320 South 25th Street, Suite 1, Terre Haute 47803; Office phone: (812)242-8044 or 1-800-638-4368; FAX: (812) 242-8099 or 1-800-434-1189.

UniServ Unit 3-B
UniServ Director: Sandy Steele, 415 South Landmark Avenue, Bloomington 47403; Office phone: (812)339-9196 or 1-800-638-4369; FAX: (812)339-6353 or 1-800-434-1187.

UniServ Unit 3-C
UniServ Director: Pamela S Richardson, 2412 East State Road 44, Suite A, Shelbyville 46176; Office phone: (317)392-4135 or 1-800-638-4242; FAX: (317)392-4136 or 1-800-836-9137.

UniServ Unit 3-D
UniServ Director: Rochell Bechtel, 910 East Eleventh Street, Bicknell 47512; Office phone: (812)735-2837 or 1-800-638-5694; FAX: (812)735-2836 or 1-800-836-9138.

UniServ Unit 3-E
UniServ Director: Kim Fidler, 506 Jackson Street, Jasper 47546; Office phone: (812)482-3011 or 1-800-638-4416; FAX: (812)634-6868 or 1-800-836-9139.

UniServ Unit 3-F
UniServ Director: Carol E Mooney, 3314 Grant Line Road, Suite 2, New Albany 47150; Office phone: (812)949-0481 or 1-800-638-5711; FAX: (812) 949-0598 or 1-800-836-9142.

UniServ Unit 3-G
UniServ Director: Janet Abrams, 3314 Grant Line Road, Suite 2, New Albany 47150; Office phone: (812)949-0481 or 1-800-638-5711; FAX: (812)949-0598 or 1-800-836-9142.
UniServ Unit 3-H
UniServ Director: Jim Singer, 203 North State Street, North Vernon 47265; Office phone: (812)346-3233 or 1-800-836-9143; FAX: (812)346-0948 or 1-866-573-2536.

UniServ Unit 3-I
UniServ Director: Cathy B Heck, 711A John Street, Evansville 47713; Office phone: (812)426-0995 or 1-800-638-4406; FAX: (812)426-2748 or 1-800-836-9144.

UniServ Unit 3-J
UniServ Director: Dan Hartz, 711A John Street, Evansville 47713; Office phone: (812)426-0995 or 1-800-638-4406; FAX: (812)426-2748 or 1-800-836-9144.

ISTA FINANCIAL SERVICES PROGRAM
Robert B. Frankel, Director of ISTA Financial Services Program
Roxann Boyd, Director of Operations, ISTA Financial Services Program
Chuck Rolph, Benefits Counsel
Patricia Bennett, Field Coordinator, Financial Services Program
Brian Eacret, Field Coordinator, Financial Services Program
Carol Johnson, Field Coordinator, Financial Services Program
Michael Shanesy, Field Coordinator, Financial Services Program
Laurie Therrien, Field Coordinator, Financial Services Program
Steve Wise, Field Coordinator, Financial Services Program
Deb Wolfe, Field Coordinator, Financial Services Program
ISTA Financial Services Program

ISTA Insurance Trust

Mission Statement
The ISTA Insurance Trust will provide quality benefits that offer members protection, security and peace of mind.

Purpose
It is the purpose of the ISTA Insurance Trust to provide superior group fringe benefits at a competitive cost to the school employees of Indiana. The Trust provides its products via a non-profit structure under the Employee Retirement Income Security Act of 1974, as amended (ERISA)

Strategic Objectives
- To be responsive to members’ needs for quality service and quality products.
- To offer economically competitive products.
- To be a constant presence in all arenas of school employee group insurance.
- To effectively educate participants and other interested parties in order to facilitate the fulfillment of their benefit needs.

Current Offerings

<table>
<thead>
<tr>
<th>Products</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical/Hospitalization</td>
<td>Benefit Consultation</td>
</tr>
<tr>
<td>Prescription Drug Card</td>
<td>Benefit Design</td>
</tr>
<tr>
<td>Life and Accidental Death &amp; Dismemberment</td>
<td>Workshops</td>
</tr>
<tr>
<td>Dental</td>
<td></td>
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<tr>
<td>Vision</td>
<td></td>
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<tr>
<td>Long Term Disability</td>
<td></td>
</tr>
</tbody>
</table>

Structure

The ISTA Insurance Trust has a Board of Trustees appointed by the ISTA Board of Directors. There are currently nine (9) Trustees who serve terms of six (6) years. The Executive Director, the President and the Treasurer of ISTA hold trustee positions by reasons of office. The other six (6) members are appointed by the ISTA and formulate the policies and direction of the ISTAIT.
Board of Trustees

C Darvin Stilwell, Chairperson, 1533 Houston Rd, Boonville 476019415
Home phone: (812) 897-1874; Primary email: dstilwell@earthlink.net
Term expires: 8/31/2014; District: ISTA Retired.

Sherry L Watkins, Vice Chairperson, 7531 Farm View Cir E, Indianapolis 462561994
Home phone: (317) 841-9471; Primary email: sherryindy3@aol.com
Term expires: 8/31/2011; District: ISTA Retired.

Kathy Parks, 2366 W 1300 S, Haubstadt 476398669
Home phone: (812) 768-5410; Primary email: kparks@ista-in.org
School: Gibson Southern High, 3499 W 800 S, Fort Branch 476489761
School phone: (812) 753-3011; Term expires: 7/31/2011; District: 3-I.

Michael W Robinson, 2995 Sentiment Ln, Greenwood 461436797
Home phone: (317) 375-8160; Primary email: robinsmw@mail.ips.k12.in.us
School: Manual LEAP Academy (737), 2405 Madison Ave, Indianapolis 462252106; Term expires: 8/31/2012; District: 2-M.

Nathan Schnellenberger, 150 W Market St Ste 900, Indianapolis 462042814
Home phone: (812) 634-2111; Primary email: nschnellenberger@ista-in.org
Term expires: 7/31/2010; District: 3-E.

Linda L Steele, 7014 Windshire Dr, Fort Wayne 468144528
Home phone: (260) 672-9280; Primary email: linda.steele@fwcs.k12.in.us
School: Portage Middle, 3521 Taylor St, Ft Wayne 468024708
School phone: (260) 467-4500; Term expires: 8/31/2014; District: 4-A.

Douglas M Taylor, 1001 Oakland Dr, New Albany 471505457
Home phone: (812) 949-0411; Primary email: douglas.taylor@insightbb.com
School: Pine View Elementary, 2524 Corydon Pike, New Albany 471506126
School phone: (812) 949-4304; Term expires: 8/31/2011; District: 3-F.

Warren L Williams, 150 W Market St Ste 900, Indianapolis 462042814
Primary email: wwilliams@ista-in.org

Robert B. Frankel, Director, non-voting ex officio
ISTA Administrative Services Corporation

**Purpose**

The ISTA Administrative Services Corporation (ASC) was established in 1998 to serve as a third-party administrator (TPA) for the ISTA Financial Services Program. ASC is a wholly-owned subsidiary of the ISTA.

**Function**

ASC currently provides third-party administrative services for the ISTA Insurance Trust and ISTA Financial Services Corporation. ASC’s services are also available to non-school entities. ASC provides billing, eligibility, customer service and claims processing services.

**Structure**

ASC currently has a seven member Board of Directors appointed by the ISTA.

**Nathan Schnellenberger**, Chairperson, 150 W Market St Ste 900, Indianapolis 462042814; **Phone:** (317)263-3400; **Primary email:** nschnellenberger@ista-in.org; **Term expires:** 7/31/2010

**Ginger Lee Calhoun**, 8599 18th Rd, Argos 465019589; **Home phone:** (574) 892-6491; **Primary email:** gcalhoun@argos.k12.in.us; **School:** Argos Comm Jr/Sr High, 500 Yearick St, Argos 465011053; **School phone:** (574) 892-5137; **Term expires:** 8/31/2011; **District:** 1-F.

**Daniel J Henn**, 1148 E 58th St, Indianapolis 462202647; **Home phone:** (317) 254-9067; **Primary email:** hennmeister@sbcglobal.net; **School:** Walker Career Center, 9651 E 21st St, Indianapolis 462291706; **School phone:** (317) 532-6150; **Term expires:** 8/31/2011; **District:** 2-M.

**Teresa Meredith**, 150 W Market St Ste 900, Indianapolis 462042814; **Home phone:** (317) 729-5810; **Primary email:** tmeredith@ista-in.org; **School:** Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241; **School phone:** (317) 398-7432; **Term expires:** 7/31/2010; **District:** 3-C.

**Kathy Parks**, 2366 W 1300 S, Haubstadt 476398669; **Home phone:** (812) 768-5410; **Primary email:** kparks@ista-in.org; **School:** Gibson Southern High, 3499 W 800 S, Fort Branch 476489761; **School phone:** (812) 753-3011; **Term expires:** 7/31/2011; **District:** 3-I.

**Mara-Le Quarles**, 12720 Kiawah Dr, Carmel 460338374; **Home phone:** (317) 846-4197; **Primary email:** mquarles@flcs.k12.in.us; **School:** Frankton Elementary, 1303 State Road 128 E, Frankton 460449797; **School phone:** (765) 754-7545; **Term expires:** 8/31/2009; **District:** 2-L.

ISTA Financial Services Program
Warren L. Williams, 150 W Market St Ste 900, Indianapolis 462042814
Primary email: wwilliams@ista-in.org

Roxann Boyd, ASC President, non-voting ex officio
ISTA Financial Services Program

ISTA Welfare Benefits Plan & Trust

Purpose

It is the purpose of the ISTA Welfare Benefits Plan & Trust to provide a funding source for post-retirement healthcare expenses to the school employees of Indiana. The Trust is structured as a Voluntary Employee Beneficiary Association (VEBA) under Section 501(c)9 of the IRS Code. The Trust is formed for the purpose of providing tax-free welfare benefits, such as medical benefits to its participants.

Board of Trustees

Thomas Edington, Chairperson, 4538 E Fox Run Dr, Syracuse 46567
Home phone: (574) 457-4148; Primary email: tedington@wawasee.k12.in.us
School: Superintendent of Wawasee Community School Corp.
#1 Warrior Path, Syracuse 46567; School phone: (574) 457-3188
Term expires: 8/31/2011

Kathy Parks, 2366 W 1300 S, Haubstadt 476398669
Home phone: (812) 768-5410; Primary email: kparks@ista-in.org
School: Gibson Southern High, 3499 W 800 S, Fort Branch 476489761
School phone: (812) 753-3011; Term expires: 7/31/2011; District: 3-I.

Michael W Robinson, 2995 Sentiment Ln, Greenwood 461436797
Home phone: (317) 375-8160; Primary email: robinmsw@mail.ips.k12.in.us
School: Manual LEAP Academy (737), 2405 Madison Ave, Indianapolis 46225106; Term expires: 8/31/2012; District: 2-M.

Nathan Schnellenberger, 150 W Market St Ste 900, Indianapolis 462042814
Home phone: (812) 634-2111; Primary email: nschnellenberger@ista-in.org
Term expires: 7/31/2010; District: 3-E.

Linda L Steele, 7014 Windshire Dr, Fort Wayne 468144528
Home phone: (260) 672-9280; Primary email: linda.steele@fwcs.k12.in.us
School: Portage Middle, 3521 Taylor St, Ft Wayne 468024708
School phone: (260) 467-4500; Term expires: 8/31/2014; District: 4-A.

C Darvin Stilwell, 1533 Houston Rd, Boonville 476019415
Home phone: (812) 897-1874; Primary email: dstilwell@earthlink.net
Term expires: 8/31/2014; District: ISTA Retired.

Douglas M Taylor, 1001 Oakland Dr, New Albany 471505457
Home phone: (812) 949-0411; Primary email: douglas.taylor@insightbb.com
School: Pine View Elementary, 2524 Corydon Pike, New Albany 471506126
School phone: (812) 949-4304; Term expires: 8/31/2011; District: 3-F.
Sherry L Watkins, 7531 Farm View Cir E, Indianapolis 462561994
Home phone: (317) 841-9471; Primary email: sherryindy3@aol.com
Term expires: 8/31/2011; District: ISTA Retired.

Warren L Williams, 150 W Market St Ste 900, Indianapolis 462042814
Primary email: wwilliams@ista-in.org

Robert B. Frankel, Director, non-voting ex officio
ISTA Financial Services Program

ISTA Financial Services Corporation

Mission Statement

The mission of the ISTA Financial Services Corporation is to provide Indiana school employees with excellent quality and value in individual insurance products and financial services.

Purpose

It is the purpose of the Financial Services Corporation to provide financial information and financial stability to the school employees of Indiana. The Corporation handles products which cannot be sheltered under a not-for-profit arrangement.

Strategic Objectives

• To provide Indiana school employees with insurance products of the highest quality and exceptional value.
• To provide financial services which are tailored to the needs of school employees.
• To provide added value to ISTA membership.
• To help keep the ISTA name constantly in front of Indiana school employees.

Current Offerings

<table>
<thead>
<tr>
<th>Products</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 125 Flexible Benefits Program</td>
<td>Financial Planning Workshops</td>
</tr>
<tr>
<td>Group Retirement Plans, 401(a)/403(b)</td>
<td>Retirement Workshops</td>
</tr>
<tr>
<td>Long Term Care Insurance</td>
<td>401(a)/403(b) Consulting</td>
</tr>
<tr>
<td>Medicare Supplement Insurance</td>
<td>Retirement Plan Design</td>
</tr>
<tr>
<td>ISTA New Member Loan Program</td>
<td>V.E.B.A.</td>
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</table>
Board of Directors

Sherry L Watkins, Chairperson, 7531 Farm View Cir E, Indianapolis 462561994
  Home phone: (317) 841-9471; Primary email: sherryindy3@aol.com
  Term expires: 8/31/2011; District: ISTA Retired.

Kathy Parks, 2366 W 1300 S, Haubstadt 476398669
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Michael W Robinson, 2995 Sentiment Ln, Greenwood 461436797
  Home phone: (317) 375-8160; Primary email: robinsmw@mail.ips.k12.in.us
  School: Manual LEAP Academy (737), 2405 Madison Ave, Indianapolis
    462252106; Term expires: 8/31/2012; District: 2-M.

Nathan Schnellenberger, 150 W Market St Ste 900, Indianapolis 462042814
  Home phone: (812) 634-2111; Primary email: nschnellenberger@ista-in.org
  Term expires: 7/31/2010; District: 3-E.

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  Home phone: (260) 672-9280; Primary email: linda.steele@fwcs.k12.in.us
  School: Portage Middle, 3521 Taylor St, Ft Wayne 468024708
  School phone: (260) 467-4500; Term expires: 8/31/2014; District: 4-A.

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  Home phone: (812) 897-1874; Primary email: dstilwell@earthlink.net
  Term expires: 8/31/2014; District: ISTA Retired.

Douglas M Taylor, 1001 Oakland Dr, New Albany 471505457
  Home phone: (812) 949-0411; Primary email: douglas.taylor@insightbb.com
  School: Pine View Elementary, 2524 Corydon Pike, New Albany 471506126
  School phone: (812) 949-4304; Term expires: 8/31/2011; District: 3-F.

Warren L Williams, 150 W Market St Ste 900, Indianapolis 462042814
  Primary email: wwilliams@ista-in.org

Robert B. Frankel, FSC President, non-voting ex officio
Indiana Political Action Committee for Education

Purpose
The Indiana Political Action Committee for Education (I-PACE) is the political action arm of the United Education Profession at the state level. Its purpose is to promote the cause of public education in the State of Indiana through political action. I-PACE assists candidates, political parties, and committees who are favorable to education issues as determined by ISTA Representative Assembly resolutions and legislative priorities.

Objectives
I-PACE has four objectives:

- to research, evaluate, and endorse candidates for public office;
- to collect and disburse funds for contributions to endorsed candidates;
- to mobilize volunteers for the campaigns of endorsed candidates, and
- facilitate member involvement in the political process.

Endorsement recommendations for state-wide and state legislative candidates must receive concurrence from both the state I-PACE and the affected, affiliated Political Action Committees at the local level. Federal candidates must receive concurrence from the NEA Fund for Children and Public Education in addition to concurrence from I-PACE and affected local PACs.

I-PACE funds are obtained from member voluntary contributions which are separate from member dues. Each member is encouraged to make an annual contribution. All funds that are collected and disbursed to endorsed candidates are made in strict compliance with state and federal laws. I-PACE is proud of its record of going beyond reporting laws to provide more complete disclosure funds collected and disbursed.

Structure
The ISTA Board of Directors elects I-PACE members who serve staggered terms of two years. I-PACE rules require that its membership include three ISTA Board of Directors plus the ISTA President and Executive Director to assure that political decisions reflect the interests adopted by the ISTA Representative Assembly. The ISTA Executive Director appoints another staff member who serves as I-PACE Secretary-Treasurer. I-PACE also must include at least one member each from ISTA’s Education Support Professionals, ISTA-Retired, institutional teachers and Student Education Association.
ing I-PACE members are elected with attention to geographic, ethnic-minority, and political balance.

I-PACE has organized and affiliated local Political Action Committees (PACs) within the District Council governance units of the ISTA. District Councils elect local PAC members in accordance with I-PACE and local PAC rules. Each PAC has one vote per District Council unit represented at the time concurrence is sought on state-wide endorsement decisions.

I-PACE elects its own officers, as do local PACs.

**I-PACE COUNCIL**

Mary Puntney, Chairperson, RR 1 Box 56A, Bloomfield 474249710  
**Home phone:** (812) 384-4016; **Primary email:** marypkatch@hotmail.com  
**School:** White River Valley Jr/Sr High, PO Box 1470 Highway 54, Switz City 474651470; **School phone:** (812) 659-2286; **Term expires:** 7/31/2009  
**Districts:** 3-A, 3-B, 3-C.

Ginger Lee Calhoun, 8599 18th Rd, Argos 465019589  
**Home phone:** (574) 892-6491; **Primary email:** gcalhoun@argos.k12.in.us  
**School:** Argos Community Jr/Sr High, 500 Yearick St, Argos 465011053  
**School phone:** (574) 892-5137; **Term expires:** 12/31/2009  
**Districts:** 1-D, 1-E, 1-F.

John D Comer, 6255 N State Road 55, Pine Village 479758043  
**Home phone:** (765) 385-2740; **Primary email:** jcomer_msdwc@hotmail.com  
**School:** Seeger Memorial Jr/Sr High, RR 1, West Lebanon 479919801  
**School phone:** (765) 893-4445; **Term expires:** 7/31/2010; **Districts:** 2-A, 2-B.

Veronica E Embry, 6182 Elsbury Dr, Indianapolis 462367332  
**Home phone:** (317) 826-1727; **Primary email:** embryburns1@comcast.net  
**School:** Brook Park Elementary, 5259 David St, Indianapolis 462261793  
**School phone:** (317) 546-4988; **Term expires:** 12/31/2009  
**Districts:** 1-M, 2-G, 2-L, 2-M.

Don R Jones, 1103 N Jackson St, Huntingburg 475421040  
**Home phone:** (812) 683-5270; **Primary email:** djdj5270@aol.com  
**School:** Otwell Elementary, 1869 N State Road 257, Otwell 475648708  
**School phone:** (812) 354-2600; **Term expires:** 12/31/2008  
**Districts:** 3-E, 3-I, 3-J.

Jeffrey W King, 1126 Fairway Dr, Indianapolis 462604065  
**Home phone:** (317) 257-5414; **Primary email:** jeffwking@hotmail.com  
**Term expires:** 12/31/2008; **District:** 5-A.

Cynthia L Miller, 17716 Downing Dr, Lowell 463562132  
**Home phone:** (219) 696-0805; **Primary email:** millerlowell@sbcglobal.net  
**School:** Solon Robinson Elementary, 601 Pettibone St, Crown Point 463074421  
**School phone:** (219) 663-2525; **Term expires:** 7/31/2009; **Districts:** 1-A/B.

Jack R Mize, 4248 E County Road 500 S, Carlisle 478388047  
**Home phone:** (812) 268-3489; **Primary email:** jrmize@aol.com  
**Term expires:** 12/31/2008; **Districts:** 3-D, 4-A.
Joan M Raff, 711 W Winding Rd, Rensselaer 479787284
Home phone: (219) 866-8058; Primary email: joanraff@hotmail.com
School: Monnett Elementary, 615 W Grove St, Rensselaer 479782727
School phone: (219) 866-5441; Term expires: 12/31/2009; Districts: 1-H, 2-F.

Louis G Rupp, 9270 Corydon Ramsey Rd NW, Ramsey 471668902
Home phone: (812) 347-2321; Primary email: grupp@nhcs.k12.in.us
School: North Harrison Elementary, 1115 W Whiskey Run Rd NW, Ramsey 471668506; School phone: (812) 347-2419; Term expires: 12/31/2008
Districts: 3-F, 3-G, 3-H.

Alene M Smith, 973 N Ritter Ave, Indianapolis 462194431
Home phone: (317) 357-5474; Primary email: a.smith62@sbcglobal.net
School: Manual Leap Academy (737), 2405 Madison Ave, Indianapolis 462252106; Term expires: 12/31/2009; Districts: 2-C, 2-J, 2-K, 2-M.

Jack D Spindler, 113 W Wayne St Apt 212, Fort Wayne 468022507
Home phone: (260) 422-8572; Primary email: jackspin3@aol.com
School: 150 W Market St, Indianapolis 462042806
School phone: (317) 263-3400; Term expires: 12/31/2009

Mary C Tanis, 2610 Lakewood Dr, Dyer 463112132
Home phone: (219) 865-2327; Primary email: mtanis@lakecentral.k12.in.us
School: Kahler Middle, 452 Elm St, Dyer 463111808
School phone: (219) 865-3535; Term expires: 12/31/2009; District: 1-C.

Vacancy—ISEA

Nathan Schnellenberger, 150 W Market St Ste 900, Indianapolis 462042814
Email: nschnellenberger@ista-in.org; Office phone: (317) 263-3400

Warren L Williams, 150 W Market St Ste 900, Indianapolis 462042814
Email: wwilliams@ista-in.org
Office phone: (317) 263-3400

I-PACE Address: 150 West Market Street, Suite 900, Indianapolis 46204-2875; Office phone: (317) 263-3400
ISTA Foundation for the Improvement of Education (IFIE)

The ISTA Foundation for the Improvement of Education was formed on November 25, 1985, as an Indiana not-for-profit corporation, for the general purpose of contributing to the continuing education and training of teachers and other school personnel. It is expected that students and the educational system in general shall be the primary beneficiaries of the Corporation’s exempt purposes.

The foundation, originally called the ISTA In Service Corporation, was established for planned giving opportunities that will help Indiana’s students continue the legacy of improving public education. Gifts are tax deductible for federal income purposes and can provide a variety of ways to use assets, resulting in maximized benefits for you and your family.

The foundation currently accepts cash contributions or the following planned gifts: Wills and Bequests, Gifts of Securities, Life Insurance Gifts, Tax-Qualified Retirement Plan Gifts, Charitable Remainder Trust Gifts, Charitable Lead Trust Gifts, Charitable Gift Annuities, and Testamentary Trusts and Annuities.

Teresa F. Meredith, Chairperson

If you would like more information about making a lasting donation, or if you have already named the ISTA Foundation (IFIE) as the beneficiary of a planned gift, please contact Larry G. Davis toll free at (800) 382-4037 or visit the ISTA website: www.ista-in.org or the foundation website: www.istafoundation.com

Board of Directors Members

Teresa Meredith, Chairperson, 150 W Market St Ste 900, Indianapolis 462042814
Home phone: (317) 729-5810; Primary email: tmeredith@ista-in.org
School: Thomas A Hendricks, 1111 Saint Joseph St, Shelbyville 461763241
School phone: (317) 398-7432; Term expires: 7/31/2010; District: 3-C.

Martha J Byrnes, 1610 Hunters Trl, Brownsburg 461128867
Home phone: (317) 852-1972; Primary email: mbyrnes@brownsburg.k12.in.us
School: Brownsburg High, 1000 S Odell St, Brownsburg 461121929
School phone: (317) 852-2258; Term expires: 7/31/2009; District: 2-C.

Ginger Lee Calhoun, 8599 18th Rd, Argos 465019589
Home phone: (574) 892-6491; Primary email: gcalhoun@argos.k12.in.us
School: Argos Community Jr/Sr High, 500 Yearick St, Argos 465011053
School phone: (574) 892-5137; Term expires: 7/31/2010; District: 1-F.

Sheliah J Dorton, 16610 N Angler Club Rd, Gaston 473429599
Home phone: (765) 358-4284; Primary email: sdorton@delcomschools.org
School: Delta Middle, 9800 N County Rd 200 E, Muncie 473039781
School phone: (765) 747-0869; Term expires: 7/31/2011; District: 2-J.
Kathy Parks, 2366 W 1300 S, Haubstadt 476398669
   Home phone: (812) 768-5410; Primary email: kparks@ista-in.org
   School: Gibson Southern High, 3499 W 800 S, Fort Branch 476489761
   School phone: (812) 753-3011; Term expires: 7/31/2011; District: 3-I.

Larry G Davis, 150 W Market St 9th Floor, Indianapolis 462042814
   Office phone: (317) 263-3400; Primary email: ldavis@ista-in.org
   Term expires: 7/31/09

Nathan Schnellenberger, 150 W Market St Ste 900, Indianapolis 462042814
   Email: nschnellenberger@ista-in.org; Office phone: (317) 263-3400

Janice Woolems, 150 West Market Street Suite 900, Indianapolis 462042814
   Office phone: (317) 263-3365; Office email: jwoolems@ista-in.org
   Term expires: 7/31/2009

Warren L. Williams, ISTA Executive Director, non-voting ex officio

Dan Clark, ISTA Staff Consultant
Affiliated Organizations

Indiana Student Education Association

President: Andrea Hargrove, 203 Althaus Ave, Evansville 47712
Phone: (812) 480-1477
Primary email: dmples10@insightbb.com; University of Southern Indiana.

Vice President: J.D. Miller, 7619 S. Co. Rd. 450 W, Reelsville 46171
Phone: (765) 721-7835
Primary email: jmiller62@mymail.indstate.edu; Indiana State University.

Secretary/Treasurer: Courtney Cooper, 1918 Morning Light Lane, Greenwood 46143;
Phone: (317) 224-7941
Primary email: ccooper18@mymail.indstate.edu; Indiana State University.

Member-At-Large: Ashley Watson, 257 S 150 E, Valparaiso, 46383
Phone (219) 462-6100
Primary email: awatso00@pnc.edu; Purdue North Central.

Region I Representative: Stormy Gentz, 4556 W 1100 N, Wheatfield, 46392
Phone: (219) 201-8097
Primary email: sgentz@iun.edu; Indiana University Northwest.

Region II Representative: Kelsey Morris, 604 E College Avenue, Box 975, North Manchester, 46962;
Phone: (937) 935-6385
Primary email: kemorris@spartans.manchester.edu; Manchester College.

Region III Representative: Sarah Illingworth, 1150 Spruce Street, Apt 48, Terre Haute, 47408;
Phone: (219) 208-0008
Primary email: sillingwort@mymail.indstate.edu; Indiana State University.

Region IV Representative: Sasha Huff, 503 Huff Street, Huntingburg, 47542
Phone: (812) 449-6569
Primary email: sh124@evansville.edu; University of Evansville

Sharon Kaiser, Board Liaison
Bill Oates, Board Liaison
Marilynn Edwards, Staff Liaison

ISEA CHAPTER ADVISORS

Anderson University, Anderson
Terri Austin..................................................................................(765) 641-4402
Joyce Wehneman........................................................................(765) 744-9746
Ball State University, Muncie
Dr. Gilbert Parks .................................................................(765) 285-5350
Dr. Eva Zygmunt-Fillwalk .................................................(765) 285-5388

Butler University, Indianapolis
Meredith Beilfuss .................................................................(317) 940-8416

Hanover College, Hanover
Judy Roberts ..............................................................................(812) 866-7394

Indiana State University, Terre Haute
Sharron Watkins .................................................................(812) 237-2831
Larry Timmerman .................................................................(812) 237-2937

Indiana Tech
Dr. Janice Thompson .........................................................(260) 422-5561 ext. 2145
Dr. Lisa Williams .................................................................(260) 422-5561 ext 2343

Indiana University, Bloomington
Dr. Laura Stachowski .........................................................(812) 856-8507
Carol-Anne Hossler ...........................................................(812) 856-8508

Indiana University Northwest, Gary
Tim Mitchell ...............................................................................(219) 980-6513

Indiana University – Purdue University Columbus
Darlene Allen ..............................................................................(812) 348-7278

Indiana University - South Bend
Kimberly Parker .........................................................................(574) 520-5548
Marilyn Nash .............................................................................(574) 520-4366

Indiana University Southeast, New Albany
Dr. Susan Ridout .........................................................................(812) 941-2367
Kathryn Criswell .......................................................................(812) 941-2583
Dr. Sau Hou Chang ...................................................................(812) 941-2606
Neil Brewer .................................................................................(812) 941-2135

Indiana Wesleyan
Dr. Mary Seaborn .......................................................................(765) 677-2225

Ivy SEA
Cathy Cole ..................................................................................(812) 298-2403

Manchester College, North Manchester
Victoria Eastman .........................................................................(260) 982-5056
Korrine Gust ...............................................................................(260) 982-5262
Heather Schilling .......................................................................(260) 982-5265
Stacy Stetzel ...............................................................................(260) 982-5056
Oakland City University, Oakland City
Joann Layman............................................................................. (812) 749-1258

Purdue University, West Lafayette
Dr. Janet Alsop ............................................................................ (765) 494-3777
Dr. Jill May .................................................................................. (765) 496-3029

Purdue University - Calumet, Hammond
Melinda Maloney ......................................................................... (219) 671-1693

Purdue University-North Central, Westville
Dr. Cynthia Fontaine ..................................................................... (219) 785-5322
Tara Wiltfong ............................................................................... (219) 785-5305

St. Joseph College
Lana Zimmer ................................................................................ (219) 866-6217
Dr. Karen Venditti ......................................................................... (219) 866-6227

St. Mary-of-the-Woods College .................................................... (812) 535-5139

Trine University, Angola
Wes Garner .................................................................................. (260) 665-4121

University of Evansville, Evansville
Deb Hartz .................................................................................... (812) 480-6746
Patricia Taylor-Denham ................................................................. (812) 476-1321

University of Indianapolis, Indianapolis
Dr. Terrence Harewood ................................................................. (317) 788-3286
Dr. Nancy Vargus ......................................................................... (317) 788-3456

University of Southern Indiana, Evansville
Dr. Paul Parkison ......................................................................... (812) 461-5416
The undersigned, being three or more natural persons of lawful age, at least a majority of whom are citizens of the United States, do hereby adopt the following Articles of Incorporation, representing beforehand to the Secretary of State of the State of Indiana and all persons whom it may concern, that a membership list or lists of the above-named corporation for which certificate of incorporation is hereby applied for, have heretofore been opened in accordance with law, and that at least three (3) persons have signed such membership list.

Be it further remembered that the following Articles of Incorporation and all matters heretofore done or hereafter to be done are in accordance with “An act concerning foundations and holding companies,” approved March 10, 1921, and all acts amendatory thereof and supplemental thereto.

1. The name of this corporation shall be Indiana State Teachers Association.
2. The purpose or purposes for which it is formed are as follows:
   As harmony and concert of action are highly necessary for the thorough and entire accomplishment of any important purpose; and believing that it is especially so in the department of education, we, the undersigned, as a means of elevating the profession of teaching, and of promoting the interests of the schools of Indiana, associate ourselves together under these Articles of Incorporation for the promotion and improvement of education, the advancement of charitable purposes, and those given by statute.
3. The period during which it is to continue as a corporation is perpetual years.
4. The post office address of its principal office is 150 West Market Street, Suite 900, Indianapolis, Marion County, Indiana, 46204-2875.
5. The name of its resident agent is Warren L. Williams.
6. The post office address of its resident agent is 150 West Market Street, Suite 900, Indianapolis, Marion Co., Indiana, 46204-2875.
7. The number of directors of this corporation shall be not less than 15 nor more than the number prescribed from time to time by the Bylaws.
8. The names and addresses of the first Board of Directors are as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>Street</th>
<th>City</th>
<th>County</th>
<th>State</th>
<th>Term Expires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thelma Spannbauer</td>
<td>R.R. 2, Crest Drive</td>
<td>Shelbyville</td>
<td>Shelby</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>John Cowans</td>
<td>1701 Cleveland</td>
<td>Gary</td>
<td>Lake</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>John W. Tipton</td>
<td>1846 South 29th Street</td>
<td>Terre Haute</td>
<td>Vigo</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>Charles L. Sharp</td>
<td>3416 Melody Lane</td>
<td>Kokomo</td>
<td>Howard</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>Coy E. Bonner</td>
<td>8934 Bunker Hill Drive</td>
<td>Munster</td>
<td>Lake</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>Glen Ellis</td>
<td>907 East Jefferson</td>
<td>Valparaiso</td>
<td>Porter</td>
<td>IN</td>
<td>12/31/71</td>
</tr>
<tr>
<td>Louella Martin</td>
<td>1115 South 8th Street</td>
<td>Goshen</td>
<td>Elkhart</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>Grace Pennington</td>
<td>411 West Concord</td>
<td>Fort Wayne</td>
<td>Allen</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>Hilda L. Hartlep</td>
<td>Box 4</td>
<td>Ambia</td>
<td>Benton</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>Paul Philippe</td>
<td>R.R. 4</td>
<td>Frankfort</td>
<td>Clinton</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>Noble Ross</td>
<td>515 East 2nd</td>
<td>Sheridan</td>
<td>Hamilton</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>Charles Reece</td>
<td>R.R. 1</td>
<td>Claypool</td>
<td>Kosciusko</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
</tbody>
</table>
The Corporation shall have a Board of Directors and Officers elected in such manner and with such terms of office as may be hereafter provided in the By-laws of the Corporation.

The present chief officers of the Association are:
President................................................................................. Thelma Spannbauer
Vice President ................................................................................. John Cowans
Executive Secretary........................................................................ Robert H. Wyatt
Treasurer ...................................................................................... John W. Tipton
Immediate Past President ........................................................... Charles L. Sharp

9. The names and post office addresses of the incorporators are as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>Street</th>
<th>City</th>
<th>County</th>
<th>State</th>
<th>Expires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thelma Spannbauer</td>
<td>R.R. 5, Crest Drive</td>
<td>Shelbyville</td>
<td>Shelby</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
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<td>Lake</td>
<td>IN</td>
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</tr>
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<td>Valparaiso</td>
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<td>IN</td>
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</tr>
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<td>Noble Ross</td>
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<td>Sheridan</td>
<td>Hamilton</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>Charles Reece</td>
<td>R.R. 1</td>
<td>Claypool</td>
<td>Kosciusko</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>Lloyd C. Cook</td>
<td>R.R. 1, Box 201</td>
<td>Marion</td>
<td>Grant</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>Roger L. Greenawalt</td>
<td>400 North Bittersweet</td>
<td>Muncie</td>
<td>Delaware</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>Charles E. Richardson</td>
<td>7007 Mardyke Lane</td>
<td>Indianapolis</td>
<td>Marion</td>
<td>IN</td>
<td>12/31/69</td>
</tr>
<tr>
<td>R. Ray Hawkins</td>
<td>7765 Brookview Lane</td>
<td>Indianapolis</td>
<td>Marion</td>
<td>IN</td>
<td>12/31/68</td>
</tr>
<tr>
<td>Warren Bandy</td>
<td>R.R. 5, Box 2</td>
<td>Terre Haute</td>
<td>Vigo</td>
<td>IN</td>
<td>12/31/70</td>
</tr>
<tr>
<td>Elmo Houston</td>
<td>Route 2</td>
<td>Shelbyville</td>
<td>Shelby</td>
<td>IN</td>
<td>12/31/70</td>
</tr>
<tr>
<td>Wyatt E. Baker</td>
<td>1315 Ritterskamp</td>
<td>Vincennes</td>
<td>Knox</td>
<td>IN</td>
<td>2/31/69</td>
</tr>
<tr>
<td>Burnettia Denny</td>
<td>Route 3</td>
<td>Bedford</td>
<td>Lawrence</td>
<td>IN</td>
<td>12/31/70</td>
</tr>
<tr>
<td>Donalda Tillet</td>
<td>470 East Main</td>
<td>Peru</td>
<td>Miami</td>
<td>IN</td>
<td>July,1971</td>
</tr>
<tr>
<td>Herschel C. Heritage</td>
<td>1320 East Dayton</td>
<td>South Bend</td>
<td>St. Joseph</td>
<td>IN</td>
<td>July,1969</td>
</tr>
</tbody>
</table>

10. A statement of the property and an estimate of the value thereof to be taken over by this Corporation at or upon its incorporation: All assets and liabilities of Indiana State Teachers Association, an Association, upon its Executive Committee authorizing and directing such transfer, consisting of: All personal property located in ISTA Center and Service Center Building, Indianapolis, and together with all other personal property of said Association.

11. Any other provisions, consistent with the laws of this state, for the regulation and conduct of the affairs of this corporation, and creating, defining,
limiting or regulating the powers of this Corporation, of the directors or of the members or any class or classes of members:

a. There shall be a Representative Assembly, hereinafter referred to as the Assembly. The Assembly shall be composed of delegates selected as provided in the Bylaws, and shall perform such duties and shall create such offices and positions as shall be provided for in the Bylaws.

b. These Articles of Incorporation shall be amended by a majority of the delegates present and voting at any regular meeting of the Assembly, provided the amendment shall have been presented in writing to the chairperson of the Governance Committee in care of the ISTA central office, at least eighty (80) days prior to a meeting of the Assembly and published in the Assembly reports.

c. Should any of the provisions of these Articles of Incorporation be contrary to law, they shall be governed by law.

d. Dissolution—In the event of dissolution of the corporation, any assets remaining after payment of all debts of the corporation shall be transferred by the corporation to a corporation or corporations for religious, educational or charitable purposes which have been approved as an exempt corporation under the provisions of Section 501 (c) (3) of the Internal Revenue Code, as from time to time amended or superseded.

e. Indemnification

Section 1. Definitions

(1) “Director” means an individual who is or was a director of the corporation or any subsidiary of the corporation, or an individual who, while a director of the corporation, is or was serving at the corporation’s request as a director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, whether for profit or not. A director is considered to be serving an employee benefit plan at the corporation’s request if the director’s duties to the corporation also impose duties on, or otherwise involve services by, the director to the plan or to participants in or beneficiaries of the plan. “Director” includes, unless the context requires otherwise, the estate or personal representative of a director.

(2) “Expenses” include counsel fees.

(3) “Liability” means the obligations to pay a judgment, settlement, penalty, fine (including an excise tax assessed with respect to an employee benefit plan), and/or reasonable expenses incurred with respect to a proceeding.

(4) “Official Capacity” means:
(a) when used with respect to a director, the office of director in the corporation or its subsidiaries, as the case may be; and

(b) when used with respect to an individual other than a director, as contemplated in Section 7 herein, the office in the corporation or its subsidiaries, as the case may be, held by the officer or the employment or agency relationship undertaken by the employee or agent on behalf of the corporation. “Official Capacity” does not include service for any other foreign or domestic corporation, except the corporation’s subsidiaries, or any partnership, joint venture, trust, employee benefit plan, or other enterprise, whether for profit or not.

(5) “Party” includes an individual who was, is, or is threatened to be made a named defendant or respondent in a proceeding.

(6) “Proceeding” means any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigatory and whether formal or informal.

Section 2 Optional Indemnification. The corporation may indemnify an individual made a party to a proceeding because the individual is or was a director against liability incurred in the proceeding if:

(1) The individual’s conduct was in good faith: and

(2) The individual reasonably believed:

(a) in the case of conduct in the individual’s official capacity with the corporation or its subsidiaries, as the case may be, that the individual’s conduct was in its best interests; and

(b) in all other cases, that the individual’s conduct was at least not opposed to the best interests of the corporation, as the case may be; and

(3) In the case of any criminal proceeding, the individual either:

(a) had reasonable cause to believe the individual’s conduct was lawful; or

(b) had no reasonable cause to believe the individual’s conduct was unlawful.

A director’s conduct with respect to an employee benefit plan for a purpose the director reasonably believed to be in the interests of the participants in and beneficiaries of the plan is conduct that satisfies the requirement of subsection (2) (b).

The termination of a proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent is not, of
itself, determination that the director did not meet the standard of conduct described in this section.

Section 3. Mandatory Indemnification. The Corporation shall indemnify a Director who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which the Director was a party because the Director is, or was, a Director of the Corporation, or of a subsidiary of the Corporation, against reasonable expenses incurred by the Director in connection with the proceeding.

Section 4. Expense Reimbursement. The Corporation may pay for, or reimburse, the reasonable expenses incurred by a Director who is a party to a proceeding in advance of final disposition of the proceeding if:

(1) The Director furnishes the Corporation a written affirmation of the Director’s good faith belief that the Director has met the standard of conduct described in Section 2;

(2) The Director furnishes the Corporation a written undertaking, executed personally or on the Director’s behalf, to repay the advance if it is ultimately determined that the Director did not meet the standard of conduct; and

(3) A determination is made that the facts then known to those making the determination would not preclude indemnification under this Article.

The undertaking required by subsection (2) of this Section must be an unlimited general obligation of the Director, but need not be secured, and may be accepted without reference to financial ability to make repayment.

Determinations and authorizations of payments under this Section shall be made in the manner specified in Section 6 herein.

Section 5. Court-Ordered Indemnification. A Director of the Corporation who is a party to a proceeding may apply for indemnification to the Court conducting the proceeding or to another court of competent jurisdiction. On receipt of an application, the Court, after giving any notice the Court considers necessary, may order indemnification if it determines:

(1) The Director is entitled to mandatory indemnification under Section 3 herein, in which case the Court shall also order the Corporation to pay the Director’s reasonable expenses incurred to obtain court-ordered indemnification; or

(2) The Director is fairly and reasonably entitled to indemnification in
view of all the relevant circumstances, whether or not the Director met the standard of conduct set forth in Section 2 herein.

Section 6. Procedure. The Corporation may not indemnify a Director under Section 2 herein unless authorized in the specific case after a determination has been made that indemnification of the Director is permissible in the circumstances because the Director has met the standard of conduct set forth in Section 2 herein.

The determination shall be made by any one (1) of the following procedures:

(1) By the Board of Directors by majority vote of a quorum consisting of Directors not at the time parties to the proceeding.

(2) If a quorum cannot be obtained under subdivision (1), by a majority vote of a committee duly designated by the Board of Directors (in which designation Directors who are parties may participate), consisting solely of two (2) or more Directors not at the time parties to the proceeding.

(3) By special legal counsel:

(a) selected by the Board of Directors or its committee in the manner prescribed in subdivision (1) or (2); or

(b) if a quorum of the Board of Directors cannot be obtained under subdivision (1) and a committee cannot be designated under subdivision (2) selected by a majority vote of the full Board of Directors (in which selection Directors who are parties may participate).

(4) By the members, but memberships voted under the control of Directors who are at the time parties to the proceeding may not be voted on the determination.

Authorization of indemnification and evaluation as to reasonableness of expenses shall be made in the same manner as the determination that indemnification is permissible, except that if the determination is made by special legal counsel, authorization of indemnification and evaluation as to reasonableness of expenses shall be made by those entitled under subsection 3 to select counsel.

Section 7. Miscellaneous Indemnification Provisions. An officer of the Corporation or of a subsidiary of the Corporation, whether or not a Director, is entitled to mandatory indemnification under Section 3 herein and is entitled to apply for court-ordered indemnification under Section 5 herein, in each case to the same extent as a Director.

The Corporation may indemnify and advance expenses hereunder to an officer, employee, or agent of the Corporation or of a subsidiary of the
Corporation, whether or not a Director, to the same extent as to a Director.

The Corporation may also indemnify and advance expenses to an officer, employee, or agent, whether or not a Director, to the extent, consistent with public policy, that may be provided by these Articles of Incorporation, the Bylaws, general or specific action of the Board of Directors, or by contract.

The Corporation may purchase and maintain insurance on behalf of an individual who is or was a Director, officer, employee, or agent of the Corporation, or of a subsidiary of the Corporation, or who, while a Director, officer, employee, or agent of the Corporation, is or was serving at the request of the Corporation as a Director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, against liability asserted against or incurred by the individual in that capacity or arising from the individual’s status as a Director, officer, employee, or agent, whether or not the Corporation would have power to indemnify the individual against the same liability under Sections 2 or 3 herein; provided, however, that when and to the extent that the Corporation has purchased and maintained such insurance, it shall have no duty hereunder to indemnify any such person to the extent such liabilities are covered by insurance.

The rights of indemnification provided hereunder shall continue to exist as to a person who has ceased to be a Director, officer, or employee or agent of the Corporation, or of any of its subsidiaries, and shall inure to the benefit of the heirs, executors and administrators of any such person. The indemnification provided by Article e herein shall be applicable to all proceedings made or commenced after the adoption hereof, arising from acts or omissions to act occurring whether before or after the adoption hereof.

The provisions of this Article e do not limit the Corporation’s power to pay or reimburse expenses incurred by a Director, officer, employee or agent in connection with the person’s appearance as a witness in a proceeding at a time when the person has not been made a named defendant or respondent to the proceeding.

The indemnification provisions herein are intended to encompass the provisions of Sections 23-17-16-1 through 23-17-16-15 of the Act, as from time to time amended, as modified by these Articles of Incorporation as permitted by Section 23-17-16-15 of the Act, as from time to time amended.

f. The corporate seal shall consist of a circle, either drawn or indented by metal on paper in which the name of the corporation is written or indented and designated Seal.
STATE OF INDIANA )
COUNTY OF MARION )SS:

Thelma Spannbauer Charles Reese
John Cowans Lloyd C. Cook
John W. Tipton Roger L. Greenawalt
Charles L. Sharp Charles E. Richardson
Coy E. Bonner R. Ray Hawkins
Glen Ellis Warren Bandy
Louella Martin Elmo Houston
Grace Pennington Wyant E. Baker
Hilda I. Hartlep Burnettia Denny
Paul Phillippe Donalda Tillett
Noble Ross Herschel C. Heritage

Before me, Rita M. Hardebeck, a Notary Public in and for said County and State personally appeared the above incorporators who signed and severally acknowledged the execution of the foregoing articles of incorporation.

WITNESS my hand and notarial seal this 7th day of September, 1968.

Rita M. Hardebeck Notary Public
My Commission Expires: April 26, 1972

(Articles of Incorporation must be prepared in triplicate on the form prescribed by the Secretary of State, by the incorporation and signed and acknowledged by at least three of them before a Notary Public, and shall be presented in triplicate to the Secretary of State at his office accompanied by the fees prescribed by law.)

This instrument was prepared by Thomas L. Webber, Attorney, 308 ISTA Building, Indianapolis, Indiana 46204; and filed with the Secretary of State on September 10, 1968.

Amended, October 16, 1971, by the Assembly and amendment filed with the Secretary of State, December, 1971.

Amended, October 21, 1972, by the Assembly and amendment filed with the Secretary of State, December, 1972.

Amended, October 13, 1973, by the Assembly and amendment filed with the Secretary of State, December, 1973.

Amended April 24, 1976 by the Assembly.

Amended October 18, 1980 by the Assembly.

Amended October 20, 1990 by the Assembly and amendment filed with the Secretary of State, February 12, 1991.

Amended November 9, 1996 by the Assembly and amendment filed with the Secretary of State, April 15, 1997.

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<th>Article</th>
<th>Title</th>
<th>Page</th>
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<tbody>
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<td>Name and Location</td>
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</tr>
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<td>II</td>
<td>Board of Directors</td>
<td>C-10</td>
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<tr>
<td>III</td>
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<td>C-13</td>
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<td>IV</td>
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<td>V</td>
<td>Officers</td>
<td>C-21</td>
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<td>VI</td>
<td>President and Vice-President</td>
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</tr>
<tr>
<td>VII</td>
<td>Executive Director</td>
<td>C-23</td>
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<tr>
<td>VIII</td>
<td>Treasurer</td>
<td>C-25</td>
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<td>IX</td>
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<td>C-26</td>
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<tr>
<td>X</td>
<td>Composition of Districts and ISTA-Retired</td>
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<td>XII</td>
<td>Membership and Dues</td>
<td>C-31</td>
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<td>XV</td>
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<td>C-40</td>
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<td>XVI</td>
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<td>C-41</td>
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</tbody>
</table>
Bylaws

ARTICLE I

Name and Location

Section 1. Name—The name of this Corporation shall be Indiana State Teachers Association, hereinafter called the Association.

Section 2. Offices—Its principal office shall be located at 150 West Market Street, Suite 900, Indianapolis, Indiana, 46204-2875.

Other offices for the transaction of business shall be located at such places as the Board of Directors may from time to time determine.

ARTICLE II

Board of Directors

Section 1. Membership—The business and property of the corporation shall be managed by a Board of Directors of not less than 15 in number or more than that number hereafter provided by these Bylaws or that may hereafter be prescribed in these Bylaws. Each director shall receive no compensation for services as a director.

The members of the Board of Directors shall be the president, the president-elect, the vice president, the treasurer, the Indiana members of the National Education Association (NEA) Board of Directors, and one or more member(s) elected by and from each Association District for each 1,200 members in the District or major fraction thereof according to Association membership records as of the previous August 31; except for District 4-A and District 5-A which shall be entitled to a minimum of one (1) director, and such additional directors as they rightfully qualify for pursuant to this section. If reapportionment becomes necessary, no district shall be established with fewer than 900 members. Elections shall be held at the time and place of the spring meeting of the Assembly.

ISTA members of the National Education Association (NEA) Board of Directors not elected by the delegates to the ISTA Representative Assembly shall be seated on the ISTA Board as full members with all privileges and responsibilities attendant to that position.

Ethnic minority representation on the Board of Directors shall be at least proportionate (to the nearest whole number) to the ethnic minority population in the state. The Indiana State Teachers Association-Retired (ISTA-Retired) members and the Indiana Student Education Association (ISEA) President shall not be included in the statistics when computing the ethnic minority membership of the Board of Directors. The Representative Assembly shall elect additional members to the Board of Directors as necessary to insure such ethnic minority representation. If it is determined that as of the day of the spring Assembly the ethnic minority representation on the Board of Directors is not at least proportionate to the ethnic minority population of the state, an election for an ethnic minority
representative(s) on the Board of Directors shall be held at the spring meeting of the Representative Assembly. Members so elected shall serve for a three-year term beginning August 1 following the meeting of the Assembly at which the individual was elected. A person elected to this position shall be eligible for two (2) consecutive three-year terms in addition to any portion of an unexpired term. In the event an ethnic minority member so elected is unable to complete the at-large term of office, the vacancy shall be filled by appointment by the Association president with the concurrence of the Board of Directors.

The Association shall provide proportionate representation on the Board of Directors between its classroom teacher members and its administrator members, excluding active educational support, institutional teachers, and ISTA-Retired members. Each year, the Assembly shall elect additional members to the Board of Directors as necessary to ensure such representation. Members so elected shall serve for one (1) year terms beginning the first day of the month following the meeting of the Assembly at which the individual was elected. No more than one (1) Board member at large shall be elected from a District to ensure such representation. In the event a member so elected is unable to complete the at-large term of office, the vacancy shall be filled by appointment by the Association president with the concurrence of the Board of Directors.

The District Council may elect a Substitute Board member to replace the Board member in the event of his/her absence for a specific Board meeting. Such Substitute Board member shall have the power to vote, make motions, and fully participate at that Board meeting in the place of the absent member in accordance with the established Board policy. The ISTA Board of Directors shall develop guidelines for the election and reimbursement of these Substitute Directors.

The president of the ISEA shall be seated on the Board of Directors as a voting member.

Members of ISTA-Retired shall be entitled to a minimum of one (1) director for each 4,800 ISTA-Retired members or major fraction thereof. However, ISTA-Retired members shall be entitled to no less than one (1) director. Except as provided below, elections shall be held at the time and place of the spring meeting of the Assembly.

The election for ISTA-Retired director(s) shall be conducted by an every member ballot of eligible ISTA-Retired members. Procedures for this election shall be determined by the Board of Directors. The term of this position shall be for three (3) years beginning as stated in these Bylaws.

Higher Education members shall be entitled to one non-voting member. The election for Higher Education director shall be conducted by an every member ballot of eligible Higher Education members according to procedures adopted by the Board of Directors. The candidate receiving the second highest number of votes shall be the alternate Board member. The term of these position shall be for three (3) years.
Section 2. Term of Office—All elections for members of the Board of Directors from the Association Districts shall be held as provided in these Bylaws so as to provide three-year staggered terms for all such members, except that some directors on said Board, ex officio by virtue of their office in the Association, may have a shorter term of office as directors as herein prescribed.

No member of this Association shall be eligible to serve more than two (2) consecutive three-year terms in addition to any portion of an unexpired term as a member of the Board of Directors elected from an Association District.

The elections for ISTA-Retired members of the Board of Directors shall be held as provided for in these Bylaws so as to provide three-year staggered terms for such members. Prior service as a District Board member from active classroom teacher districts or from active educational support districts shall not be counted toward the two (2) consecutive term limit. No ISTA-Retired member shall be eligible to serve more than two (2) consecutive three-year terms in addition to any portion of an unexpired term as a member of the Board of Directors.

Section 3. Powers of Board of Directors—The Board of Directors shall conduct, manage, and control the affairs and business of the Association between meetings of the Assembly, subject to the policies established by the Assembly. The Board shall carry out plans and policies adopted by the Assembly. It shall have the power to establish policies of the Association not inconsistent with the action of the Assembly and the Articles of Incorporation and Bylaws of this Association when the Assembly is not in session, and to perform such other duties as are required by the Articles of Incorporation and Bylaws of the Association and for the welfare of the Association.

The Board of Directors shall appoint and determine terms and conditions of employment of the executive director in accordance with these Bylaws.

The Board of Directors shall review and may amend the proposed annual budget prior to recommendation to the Representative Assembly. The Board of Directors may make adjustments in the annual budget adopted by the Representative Assembly as the need arises.

The Board of Directors shall review and may amend policies of the standing committees. The Board of Directors shall approve or recommend to the Assembly any committee recommendations for action.

The Board of Directors shall have written policies and shall publish annually an ISTA Handbook.

Section 4. Meetings—Special meetings of the Board of Directors may be called by the president, and in the absence of the president by the vice-president; or by a majority of members of the Board. By unanimous consent of the directors, special meetings of the Board may be held without notice, at any
time and place. A regular meeting of the Board of Directors shall be called by the president no later than seventy-five (75) days after taking office and at such other times as determined by the Board.

Section 5. Executive Committee—There shall be an Executive Committee of the Board of Directors whose duties are outlined in this Section.

A. There shall be an Executive Committee composed of the president, the vice president, the treasurer, and six representatives who shall be elected by secret ballot by the Board of Directors for a one-year term.

B. Duties—The actions of the Executive Committee shall be to submit recommendations to the Board of Directors. In addition, the Committee shall have the power to censure, suspend, or expel, and the power to reinstate an affiliate pursuant to procedures adopted by the Board of Directors, with an affiliate having the right to appeal such decision to the Board of Directors. The Committee may grant deviations from dues submission requirements. Other duties and responsibilities of this Committee shall be those that are delegated to it by the Board of Directors.

Section 6. Quorum—A quorum for the transaction of business at any meeting of the directors shall consist of a majority of the Board; but a majority of those present at any meeting shall have power to adjourn the meeting to a future time.

Section 7. Report—At the meetings of the Assembly, the directors shall submit a statement of the business done during the preceding year.

ARTICLE III
Representative Assembly

Section 1. Membership and Meeting—The Representative Assembly as provided for in the Articles of Incorporation shall be composed of delegates elected by and from local affiliates, local units or ISTA-Retired. The officers of the Association, unless elected as a local unit delegate, shall be ex officio delegates with full voting rights except they will not be permitted to vote in the officer election of the Assembly. In addition, Standing Committee Chairpersons shall be nonvoting delegates unless elected as a local unit delegate. No state professional staff member shall serve as a delegate.

The Assembly shall meet in the fall and spring of each year. The time and place of the meetings shall be decided by the Board of Directors.

The spring meeting of the Assembly shall be for the purpose of receiving committee reports; election of Association officers and standing committee members; Bylaw actions; action on the Goals and Objectives; action on the Long Range Plan; adoption of the budget for the next fiscal year; any possible action
on increasing established dues; action on items required by the bylaws; and action on any other matters placed on the agenda by vote of the Assembly.

The fall meeting of the Assembly shall be for the purpose of receiving committee reports; Bylaw and Resolutions action; any possible action on the dues which shall be effective for the fiscal year beginning the next succeeding September 1; action on items required by the Bylaws; and action on any other matters placed on the agenda by vote of the Assembly.

Special sessions of the Assembly shall be convened by the president within thirty (30) days when so directed by the Board of Directors or upon petition by 150 elected delegates. Such petition must state the specific purposes for which the special session is to be called and the business transacted at that session shall be limited to those purposes.

The ISEA shall be entitled to one (1) delegate to the Assembly from each of its four (4) regions in addition to the president of ISEA. These delegates shall be granted full voting rights if elected by an every-member ballot. If not so elected, these delegates will not be permitted to vote in officer elections of the Association.

Higher Education members shall be entitled to one delegate to the Representative Assembly. Additional delegates shall be allotted as provided for in Article III, Section 2. The election of these delegates shall be conducted by an every member ballot of higher education members according to procedures adopted by the Board of Directors.

Each state-wide affiliated organization shall be entitled to one (1) nonvoting delegate to the Assembly provided that the organization is affiliated with the Association at least thirty (30) days prior to the fall meeting of the Assembly.

The delegates certified by the presidents of the respective organizations shall be certified by the Credentials Committee provided they are otherwise qualified and properly selected in accordance with the rules of the organizations. However, delegates representing local affiliates, which have not paid at least forty percent (40%) of dues owed by the spring Assembly or have not completed payment of dues and penalties for the prior membership year (Article XII, Section 1) shall not be seated by the Representative Assembly. The treasurer shall furnish to the Credentials Committee, the day prior to the meeting of the Assembly, a list of any local affiliates affected by this provision.

Section 2. Local Affiliate and Local Units—A local affiliate shall be defined as a group composed of the active members of the Association maintaining an affiliated status with the Association working in a given school corporation or comparable employing agency or college. In order to guarantee governance representation for those active members not a part of an affiliate, such members shall be assigned to the local affiliate in the area in which these members are employed. When such temporary combination of members occurs, this combination shall be known as a local unit.
A local affiliate or a local unit shall solely contain active teacher members or active educational support members; but, a given school corporation may have both a local affiliate or a local unit of active teacher members and a local affiliate or a local unit of active educational support members.

Section 3. Number of Delegates—Delegates shall be allotted on the basis of one delegate for each 40 members and one delegate for each additional 40 members, or major fraction thereof. Each affiliate or local unit shall be entitled to a minimum of one delegate. A local Association affiliate or local unit may choose to designate in its Constitution or Bylaws that the first delegate shall automatically be the local president from that affiliate, without the necessity of conducting an election for that delegate position.

To determine the number of delegates a local affiliate or local unit is entitled to have, the number of active members of the previous year shall be used. Additional delegateships shall be granted if at least ten (10) days prior to the meeting of the Assembly the local president certifies to the Association president that the affiliate or unit has sufficient members to qualify for additional delegateships.

ISTA-Retired delegates shall be allotted on the basis of one delegate for each 160 members and one delegate for each additional 160 members, or major fraction thereof. ISTA-Retired shall be entitled to a minimum of one delegate. To determine the number of delegates that ISTA-Retired is entitled to have, the number of ISTA-Retired members of the previous year shall be used. Additional delegateships shall be granted if at least ten (10) days prior to the meeting of the Assembly the ISTA-Retired chairperson certifies to the Association president that ISTA-Retired has sufficient members to qualify for additional delegateships.

Whenever, as a result of consolidation or annexation, the Board of Directors is unable to make a fair and equitable computation of delegateships on the basis of the previous year’s membership, then by a two-thirds vote the Board of Directors may make such computation on the basis of the current year’s membership.

The executive director of the Association shall notify the chairperson of the local affiliate of the number of delegates to which the local affiliate or local unit is entitled and the chairperson of ISTA-Retired of the number of delegates to which ISTA-Retired is entitled. The names and school addresses of the delegates and alternates elected shall be sent by the chairperson of the local affiliate or local unit to the executive director of the Association by September 27.

Section 4. Local Delegates’ Election—Procedures to elect delegates shall be developed by the local Association president in cooperation with the local Association executive body. Such procedures must contain provisions for open nominations, secret ballot elections and write-in votes. All active local members shall be eligible and allowed to vote. Each local affiliate shall determine
the term of its delegates, which may not exceed two (2) years. The election of
delegates shall be held by local affiliates or local units during the period of
March 10 and September 20 preceding the fall meeting of the Assembly for
which the elected delegates would be attending. A sufficient number of alter-
nates as prescribed by the Board of Directors shall be elected in the same man-
ner.

In each local affiliate or local unit, whenever possible, the ethnic minority rep-
resentation in its delegation to the Representative Assembly shall be at least
proportionate (to the nearest whole number) to the ethnic minority membership
in that local affiliate or local unit.

The delegates to the Assembly from each local affiliate or local unit shall pro-
vide for proportional representation between its classroom teacher members
and its administrator members, except for a local affiliate or local unit of active
educational support members.

Notwithstanding provision in these Bylaws concerning the election of dele-
gates, the Association Board of Directors upon receipt of a bona fide request
from within a local affiliate or local unit may make such alterations as shall
serve the best interests of the Association and protect the rights of the individ-
ual members. Such alterations shall be effective until rescinded by the ISTA
Board of Directors.

Section 5. ISTA-Retired Delegates’ Election—Procedures to elect ISTA-
Retired delegates shall be developed by the ISTA Board of Directors.

Section 6. Voting Power—All delegates shall be active members except as
otherwise specified in these Bylaws. Only qualified delegates shall have the
right to put motions and vote in the business meetings of the Assembly and in
the Association District business meetings. Delegates must be present at the
meetings of the Assembly in order to exercise their voting power. Any active
member may take part in the discussion of business before the Assembly. The
Assembly shall vote by secret ballot on any pending question if requested by
one-fifth of the delegates present.

Section 7. Quorum—A quorum shall consist of a majority of the registered
delegates based upon the reports of the Credentials Committee. The Prelimi-
nary Report shall be used until a Final Report is adopted.

Section 8. Powers of Representative Assembly—The Representative Assem-
bly shall be the legislative body of the Association.

As the legislative body of the Association, the Assembly shall formulate poli-
cies; adopt the annual budget of the Association; receive and/or act on reports;
approve resolutions and Articles of Incorporation and Bylaw amendments;
conduct the business affairs of the Association; and have all other powers and
duties specifically provided to it by other Articles of Incorporation and By-
laws, or which are necessary to the achievement of the objectives of the Asso-
ciation which are not specifically delegated to other agents or agencies by the Articles of Incorporation or Bylaws.

Section 9. Standing Rules—The Standing Rules of this Association shall be in harmony with these Bylaws, shall be adopted and amended by the Representative Assembly, shall be codified and made available for general use.

Section 10. Election of Association Officers—The Assembly shall elect at the spring meeting the following officers of the Association: the president, the vice president, and the treasurer.

Section 11. Representative Assembly Committee Membership—After July 15, the person who shall serve as president for the coming year shall appoint a Rules Committee, Elections Committee, Credentials Committee, and Auditing Committee, subject to the approval of the Board of Directors. Terms of office for members of these committees shall commence upon Board approval at a meeting prior to September 1 and shall extend until a new committee is appointed and approved.

Section 12. Rules Committee—It shall be the duty of the Rules Committee to assist the Assembly in the conduct of its affairs and to make recommendations to the Assembly concerning the rules and other matters of that nature pertaining to the business meetings of the Assembly. Upon call of the chairperson of the Elections Committee, the members of the Rules Committee may also assist the Elections Committee with its duties. It shall also be the duty of this Committee to conduct a continuing study concerning the revision, abolition, creation, or modification of the Representative Assembly Rules. This Committee shall be composed of five (5) persons who shall serve as nondelegates.

Section 13. Credentials Committee—It shall be the duty of the Credentials Committee to pass judgment upon the credentials of any delegate whose qualification or election is in dispute. The Credentials Committee’s report shall be final unless those affected choose to bring the dispute before the seated delegates for final decision. If a delegate cannot attend, an elected alternate may be seated by the Committee. The chairperson of this Committee shall serve as a nonvoting delegate unless elected as a local Association delegate. This Committee shall be composed of five (5) persons who may serve as local Association delegates representing local affiliates or local units.

Section 14. Elections Committee—It shall be the duty of the Elections Committee to conduct the elections held on the day of the Assembly or to conduct any other elections assigned to the Committee by the Board of Directors. Upon call of the chairperson of the Rules Committee, the members of the Elections Committee may also assist the Rules Committee with its duties. It shall also be the duty of this Committee to conduct a continuing study concerning the revision, abolition, creation, or modification of the Rules Governing Elections at meetings of the Assembly. This Committee shall be composed of seven (7) persons who shall serve as nondelegates.
Section 15. Audit Committee—It shall be the duty of the Audit Committee to review the Treasurer’s Report as published in the Fall Assembly Reports and to review the Report of Examination of the Certified Public Accountants. The report of the Audit Committee to the fall meeting of the Assembly shall include a statement of its findings. The Treasurer shall serve as the chairperson of this Committee.

Section 16. Contingency Account—Each year’s budget at the time of adoption shall include an amount no less than one (1) percent of the incurred expenses or no less than one (1) percent of the adopted budget for the previous fiscal year, whichever is the lesser amount. This account is to be charged with expenses not specified in the budget.

Section 17. Fund Balance Requirement—A Fund Balance of no less than twenty-five (25) percent of the annual budgeted expenses shall be maintained by the Association. The purpose of this Fund Balance requirement is to stabilize the Association’s cash flow and allow it to pay bills as they come due eliminating or minimizing the need to borrow money for short term (less than twelve [12] months) purposes. To achieve the needed liquidity, and avoid short-term borrowing, current assets must exceed current liabilities (current ratio) at each fiscal year end.

The Board of Directors shall monitor progress toward, and maintenance of, this Fund Balance requirement.

ARTICLE IV
Standing Committees

Section 1. Standing Committees—Standing Committees shall be the Professional Practices and Standards Committee, Issues and Concerns Committee and Governance Committee.

The Committees shall meet as necessary to fulfill their duties as determined by the Assembly and/or the Board of Directors. The Committees shall have written policies, which shall be presented to the Board of Directors. Any recommendations for action shall be presented to the Board of Directors for its approval or its recommendation to the Assembly.

Section 2. Standing Committee Membership—Each of the Standing Committees shall be organized according to the following provisions. One member for each Committee shall be elected from the membership in each District, except District 2-M, which shall be entitled to four (4) committee members and one member for each Committee shall be elected from the membership of ISTA-Retired to serve a two-year term and one member at large shall be appointed by the president to serve a one year term. The president shall appoint one of these persons to serve a one-year term as chairperson. The Board of Directors shall approve all such chairperson appointments.

Ethnic minority representation on all Standing Committees shall be at least
proportionate (to the nearest whole number) to the ethnic minority population in the state. Each year the president shall appoint, subject to the approval of the Board of Directors, as many additional members to each of the Standing Committees as necessary to ensure such ethnic minority representation. Members so appointed shall serve one-year terms.

The Association president, with recommendations from the president of ISEA, shall appoint one student member for a one-year term to each of the Standing Committees. These appointees shall be voting members.

Members of the Governance Committee shall be elected from Districts 1-A through 1-M and Districts 2-A through 2-F, 5-A and ISTA-Retired in the odd-numbered years and from Districts 2-G through 2-M and Districts 3-A through 3-J and 4-A in the even-numbered years. Members of the Professional Practices and Standards Committee and the Issues and Concerns Committee from Districts 1-A through 1-M and Districts 2-A through 2-F, 5-A and ISTA-Retired shall be elected in the even-numbered years and in Districts 2-G through 2-M and Districts 3-A through 3-J and 4-A in the odd-numbered years. The NEA Resolutions Committee members shall be ex officio, nonvoting members of the Issues and Concerns Committee.

Except as provided below, the Districts and ISTA-Retired shall elect their members at the spring meeting of the Assembly. Elected and appointed members’ terms of office shall be from August 1 through July 31, except as otherwise provided in these Bylaws.

The election for these ISTA-Retired Committee members shall be conducted by an every member ballot of eligible ISTA-Retired members. Procedures for this special election shall be determined by the Board of Directors.

District 2-M, consisting of all locals in Marion County shall be entitled to elect four (4) members to each Standing Committee. The delegates from 2-M shall elect one (1) At-large member to each Standing Committee. The delegates of Sub-district M-1, consisting of the Lawrence Education Association, the Pike Classroom Teachers Association, the Speedway Classroom Teachers Association, the Washington Township Education Association, and the Wayne Active Teachers, shall elect one (1) member to each Standing Committee. The delegates of Sub-district M-2, consisting of the Indianapolis Education Association, shall elect one (1) member to each Standing Committee. The delegates of Sub-district M-3, consisting of the Beech Grove Classroom Teachers Association, the Decatur Education Association, the Franklin Township Education Association, the Perry Education Association, and the Warren Education Association, shall elect one (1) member to each Standing Committee.

Section 3. The Professional Practices and Standards committee shall be concerned with members’ relationship with the profession. The Committee will deal with increasing practitioner involvement in matters related to professional development, teacher quality and excellence in teaching, student perform and
Section 3. The Committee shall make a report at meetings of the Assembly.

Section 4. The Issues and Concerns committee shall be concerned with the members’ relationship with the community. The Committee will deal with increasing practitioner involvement in matters related to educational legislation, contract development and maintenance, and statements of Association position, belief, and intent. It shall research, develop, and recommend to the appropriate bodies primarily in the stated areas.

The Committee shall make a report at meetings of the Assembly.

Section 5. The Governance Committee shall be concerned with members’ relationship with the Association. The Committee will deal with increasing practitioner involvement in matters related to membership recruitment, leadership development, communications, and revisions of Bylaws and General Standing Rules. It shall research, develop, and recommend to the appropriate bodies primarily in the stated areas.

The Committee shall make a report at meetings of the Assembly.

Section 6. The Minority Affairs Committee shall be a special Standing Committee composed of one (1) member elected from each District and ISTA-Retired, representative of the following ethnic minorities within the Association membership: Black Americans, American Indians/Alaskan Natives, Hispanics, Asians, Native Hawaiian or other Pacific Islanders; provided, however, that each ethnic minority category shall be guaranteed at least one (1) representative, when possible. The president shall designate the chairperson annually.

Members of this Committee shall be elected from Districts 1-A through 1-M and Districts 2-A through 2-F, 5-A and ISTA-Retired in odd-numbered years and from 2-G through 2-M and Districts 3-A through 3-J and 4-A in even-numbered years. Except as provided below, the Districts and ISTA-Retired shall elect their members at the spring meeting of the Assembly. Elected and appointed members’ terms of office shall be from August 1 through July 31, except as otherwise provided in these Bylaws. The Ethnic Minority At-large members on the Board of Directors shall serve as ex officio members to the Minority Affairs Committee.

The president may appoint additional at-large ethnic minority members to the Committee for either of two (2) purposes: first, to ensure representation of all ethnic minorities, when possible; and second, to bring the total membership of the Committee closer to the full authorized complement of one (1) member per District when long-term vacancies exist. In the event that any district position of the Committee remains continuously unfilled through two (2) consecutive meetings of the Assembly, such position will be deemed to be a long-term va-
cancy. For purposes of this paragraph, the president may appoint up to four (4) members of the Committee or two-thirds (2/3) the number of long-term vacancies, whichever number shall be the greater.

The election for this ISTA-Retired Committee member shall be conducted by an every member ballot of eligible ISTA-Retired members. Procedures for this special election shall be determined by the Board of Directors.

This Committee will deal with monitoring the minority guarantees provided in our NEA and Association documents, providing minority input into Association programs and services, and increasing ethnic minority membership and participation in the Association. It shall research, develop, and recommend to the appropriate bodies primarily in the stated areas.

The Committee shall make a report at meetings of the Assembly.

**ARTICLE V**

**Officers**

**Section 1. Officers and Elections—**The officers of this Association shall be a salaried, full-time president; a vice president; a treasurer; and a Board of Directors.

All officers shall be elected by secret ballot with the exception that, if the number of candidate(s) equals the number of position(s) to be filled for a particular office, then the chair shall declare such candidate(s) elected.

**Section 2. Term of Office—**The terms of the president, vice president, and treasurer of the Association, except as otherwise provided for in these Bylaws, shall be August 1 through July 31.

Board of Directors members elected by the Association Districts shall begin their terms of office on August 1 through July 31 on the years indicated as follows:


B. Districts 2-A, 2-B, 2-C, 2-F, 2-G, 2-J, 2-K, 2-L, 2-M and 5-A on the years immediately following a year divisible by three.

C. Districts 3-A, 3-B, 3-C, 3-D, 3-E, 3-F, 3-G, 3-H, 3-I, 3-J and 4-A on the year preceding a year divisible by three.

Board of Directors members elected by ISTA-Retired delegates shall serve terms of office beginning August 1 through July 31 on the years indicated as follows:

A. One-third (1/3) of these members shall be elected on years divisible by three.
B. One-third (1/3) of these members on the years immediately following a year divisible by three.

C. One-third (1/3) of these members on the year preceding a year divisible by three.

District 2-M, consisting of all locals in Marion County shall be entitled to elect four (4) Board of Directors members. The delegates from 2-M shall elect one (1) at-large member on the Board of Directors. The delegates of Sub-district M-1, consisting of the Lawrence Education Association, the Pike Classroom Teachers Association, the Speedway Classroom Teachers Association, the Washington Township Education Association, and the Wayne Active Teachers, shall elect one (1) Board member. The delegates of Sub-district M-2, consisting of the Indianapolis Education Association, shall elect one (1) Board member. The delegates of Sub-district M-3, consisting of the Beech Grove Classroom Teachers Association, the Decatur Education Association, the Franklin Township Education Association, the Perry Education Association, and the Warren Education Association, shall elect one (1) Board member.

Section 3. Qualifications—All officers of this Association except officers representing ISTA-Retired shall be active members and shall have been active members during the previous year.

Officers representing ISTA-Retired shall be current members of ISTA-Retired and shall have been an ISTA-Retired member or an ISTA member during the previous year.

Section 4. No member of this Association shall hold concurrently more than one (1) of the following state positions: president; vice president; treasurer; Board of Directors member elected from a District, at-large or ISTA-Retired; NEA Board of Directors members; elected member of a Standing Committee; or appointed member of a Standing Committee.

ARTICLE VI
President and Vice President

Section 1. Responsibilities of President and Vice President—It shall be the responsibility of the president to preside at all meetings of the Assembly, to make necessary appointments to Committees and to select chairpersons of Standing Committees, to attend regional, national, and international meetings, to assume speaking engagements, to promote public relations within and for the Association, to work with the staff through the executive director in implementing policy, to prepare the agenda with input from the Board of Directors, and to perform all functions belonging to such office. The president shall be a member, ex officio, of all Committees of the Association except the elections committee, and shall serve as chairperson of the Board of Directors.

In the absence of the president at a meeting of the Assembly, the vice president shall be the presiding officer. The vice president shall serve as vice chairperson...
of the Board of Directors. In the event of a vacancy in the office of president, the vice president shall become president and shall assume the duties and authority of the office.

The president and vice president shall serve as first and second Alternate NEA Directors, respectively, when an NEA Director(s) is unable to attend a meeting of the NEA Board of Directors.

In the event of the physical or mental inability of both the president and the vice president of the Association, or in their absence from a properly called meeting of the Board of Directors or the Assembly, a president pro tempore shall be elected by the Board of Directors to perform the duties of the president at such meeting or so long as the president and the vice president shall be absent or physically or mentally unable in the judgment of the Board of Directors to perform the duties of their offices.

Section 2. President-elect—The duties, responsibilities and expense allowance of the president-elect shall be determined by the Board of Directors.

Section 3. Filling Vacancies—In the case of a vacancy in the office of vice president, the president shall appoint within thirty (30) days from the day of the vacancy a member of the Association, subject to the approval of the Board of Directors at its next regular meeting. This appointee shall serve until the Monday following the next regular meeting of the Assembly. At said Assembly, a vice president shall be elected to serve the unexpired term.

Section 4. Terms of Office—The terms of office for the president and vice president shall be three years.

No member of this Association shall be eligible to be elected to more than two consecutive three-year terms as president of the Association nor to be elected to more than two consecutive three-year terms as vice president.

ARTICLE VII
Executive Director

Section 1. Appointment—The Board of Directors shall employ an executive director for an initial two-year contract. Thereafter the Board of Directors may employ an executive director either for a fixed term contract of not more than four (4) years or for a continuing contract. All such contracts shall commence on September 1 with the exception of the filling of an unexpired term in the position of the executive director. The term and conditions of such contracts shall be determined by the Board of Directors.

Section 2. Vacancy—In the event of a vacancy in the position of executive director, the Board of Directors shall appoint an acting executive director no later than its next regularly scheduled Board meeting. As soon as possible after the vacancy in the position of the executive director, the Board of Directors shall appoint an executive director to serve an initial term, which term shall
expire the first August 31 after the executive director has served two full years in the position.

Section 3. Termination of Executive Director by Representative Assembly—The Representative Assembly may terminate the contract of an executive director at any time after the initial contract period by a two-thirds vote of the Representative Assembly. In the event the Representative Assembly terminates the contract of the executive director as provided for above, the Board of Directors shall immediately declare the position of the executive director vacant. Provisions herein relating to the vacancy of the position of the executive director shall be applicable with the exception that the Board of Directors may not employ the same person as executive director who has been terminated by the Assembly.

Section 4. Duties—The executive director shall be the chief administrator of the Association and shall be responsible for the following:

A. Recommend to the Board of Directors the addition or deletion of staff positions.
B. Employ, direct, evaluate, and dismiss the Association’s staff.
C. Implement the policies, services, and programs as adopted by the Board of Directors and Representative Assembly.
D. Prepare the annual Association budget.
E. Maintain complete record of all proceedings of the Association.
F. Prepare such reports as may be required by the Representative Assembly, Board of Directors, officers, or other official bodies of the Association.
G. Make all official releases of the Association in conjunction with the president.
H. Receive and keep all funds belonging to the Association and pay out the same only on order of and following regulations of the Board of Directors and/or a resolution regularly adopted by the Assembly in its business meetings.
I. Deposit all funds of the Association, both the current and reserve, and all securities owned by the Association in such bank or banks as shall be designated by the Board of Directors and in the name of the Indiana State Teachers Association.

The executive director shall act as resident agent of the corporation and serve as a nonvoting ex officio member of all committees of the Association except the Board of Directors.
ARTICLE VIII

Treasurer

Section 1. Duties—The treasurer shall serve as the financial officer of the Association and shall serve as a member of the Board of Directors and of the Executive Committee and make regular financial reports to the Board of Directors and to the Representative Assembly. The treasurer shall also serve as chairperson of the Audit Committee and as a member of the ISTA Retirement Plan Administrative Committee. It shall be the responsibility of the treasurer to provide financial leadership to the Representative Assembly and the Board of Directors and to provide advice and counsel on financial matters to the executive director and the president. The treasurer shall assist in developing the budget and shall present same to the Representative Assembly on behalf of the Board of Directors. All financial records of the Association shall be open to the treasurer at all times. All warrants drawn by the executive director upon funds of the Association shall be countersigned by the treasurer and be of such form as shall be prescribed by the Board of Directors. The treasurer shall be bonded in such amounts as the Board of Directors may require and approve, such bond to be paid for out of funds of the Association. The treasurer may also perform other duties as may from time to time be assigned to that person by the president or the Board of Directors.

The treasurer shall serve as the third Alternate NEA Director when an NEA Director is unable to attend a meeting of the NEA Board of Directors.

Section 2. Election and Term of Office—The treasurer shall be elected in the same manner as the president. The term of office of the treasurer shall be three years. No member of the Association shall be eligible to be elected to more than two consecutive terms.

Section 3. Filling Vacancies—In case of vacancy in the office of treasurer, the president shall appoint within thirty (30) days from the day of vacancy a member of the Association, subject to the approval of the Board of Directors at its next regular meeting. This appointee shall serve until the Monday following the next regular meeting of the Assembly. At said Assembly, a treasurer shall be elected to serve the unexpired term.

Section 4. Fiscal Year Report—The treasurer of the Association shall have compiled within ninety (90) days of the end of the Association fiscal year and available to any member upon request:

A. A complete list of the following for each Association staff employee:
   1. Name
   2. Length of Association service
   3. Salary
   4. An accounting of all Association funded fringe benefits
5. An account of actual classroom experience.

B. A complete accounting of all Association income from:
   1. Membership
   2. Association properties
   3. All other sources listed specifically.

 ARTICLE IX
NEA Board of Directors

Section 1. Duties—The Indiana members of the NEA Board of Directors shall
serve on the Association Board of Directors with full voting rights. Such per-
sons shall also be responsible for those duties as delineated in the NEA By-
laws.

Section 2. Election—The Indiana members of the NEA Board of Directors
shall be elected in the same manner as the Association president. The term of
office of those members shall be three (3) years and no member of the Associa-
tion shall be eligible to be elected to more than two (2) terms.

Section 3. Filling Vacancies—In case of a vacancy in any of the NEA Direc-
tors position(s), the Association Board of Directors may recommend the name
of a member to the NEA Board of Directors or NEA Executive Committee, to
serve as an interim NEA Director. This appointee shall serve until the Monday
following the next regular meeting of the Assembly. At said Assembly, an
NEA Board of Director Member shall be elected, as stipulated in the Bylaws
and the NEA Bylaws, to serve the unexpired term.

Section 4. Alternates—The president, vice president and treasurer shall serve
as first, second and third Alternate NEA Board of Directors, respectively, when
an NEA Director(s) is unable to attend a meeting of the NEA Board of Direc-
tors.

 ARTICLE X
Composition of Districts and ISTA-Retired

Section 1. Districts—There are hereby created Association Districts for the
purpose of transacting certain business of the Association as provided in the
Bylaws, including District 4 which shall be a statewide District composed of
active educational support members, District 5 which shall be a statewide Dis-
trict composed of active institutional teacher members employed for the Indi-
aña Department of Corrections, the Indiana Department of Health, the Indiana
School for the Blind, the Indiana School for the Deaf, and the Indiana Depart-
ment of Mental Health, hereinafter referred to as Indiana State Institutions, and
ISTA-Retired which shall be a statewide district composed of retired Associa-
tion members.

Changes in the number and size of the Districts shall be determined by the As-
assembly in the same manner that amendments are made to the Bylaws unless otherwise provided by these Bylaws.

The Association shall be governed according to the One-Person-One-Vote principle. Should the membership in the Districts comprised of active members cause the Association to be out of compliance with the One-Person-One-Vote principle, the Districts shall be reapportioned by the Assembly. If such reapportionment is necessary, the Governance Committee, in conjunction with the Board of Directors, using the previous August 31 membership figures, shall present a plan for reapportionment to the Assembly. Any reapportionment plan shall be presented to the Spring Assembly to become effective the following August 1.

The District Council chairperson of any District, which might be directly affected by a restructure plan, shall serve as an advisor to the Governance Committee and the Board of Directors during the time the restructure plan is being developed. Any delegate may submit an alternate reorganization plan from the floor of the Assembly.

Section 2. Membership and Election of the District Council—The District Council shall be composed of the following persons elected from the District: Board of Directors member(s), Standing Committee members, local presidents and/or other representatives elected from the local affiliates or ISTA-Retired, on the basis of membership. Voting members of the District Council shall consist only of those elected by local affiliates composed primarily of elementary and secondary public or private school members. Local affiliates composed primarily of public or private post-secondary members shall be eligible for one (1) nonvoting member of the District Council. A local Association affiliate or local unit may choose to designate in its Constitution or Bylaws that the first delegate shall automatically be the local president from that affiliate, without the necessity of conducting an election for that delegate position.

In a District with more than one local affiliate each local affiliate shall elect one representative and one additional representative for each eighty-five (85) members or major fraction thereof. In such a case, a District Council chairperson shall be elected from and by the District Council.

In a District with one local affiliate, the local executive board, or its equivalent, shall serve as the District Council for that district.

The number of representatives to ISTA-Retired’s District Council shall be determined by the ISTA-Retired Operating Procedures.

Local affiliate elections of representatives to the District Council shall be conducted with open nominations and secret ballot, using the One-Person-One-Vote principle. A plurality of the votes cast by the membership in the local affiliate shall be necessary for a candidate to be elected. Ethnic minority representation from a local affiliate shall be at least proportionate (to the nearest
whole number) to ethnic minority membership in that local. The election shall be administered by the local affiliate in accordance with the Bylaws and Standing Rules of the Association.

Terms of office for voting members of the District Council will be September 1 through August 31. Length of terms shall be determined by each District Council.

In a District with more than one local affiliate, all elected District Council officers shall be elected from and by the District Council through open nominations and secret ballot. Length of term shall be determined by the District Council.

Section 3. District Council Chairperson Duties—The duties of the District Council chairpersons shall be:

A. To preside over all District Council meetings, and to plan the pre-Assembly delegate meetings.
B. To organize the year’s agenda, dates and places of all District and District Council meetings.
C. To plan with the assistance of the staff coordinator, all meetings of the District and District Council and to notify all members concerned with the meetings.
D. To file with the office of the Association President, supplementary District and District Council policies and copies of the minutes of all District and District Council meetings within fifteen (15) days following such meetings.
E. To notify the Association President of the person selected by the District Council to fill vacancies within five (5) days following the selection.

Section 4. Duties of the District Council—The duties of the District Council shall be as follows:

A. To organize the District for Assembly elections and carry out such action programs as are directed by the Assembly or the Board of Directors.
B. To hear reports from the Board of Directors member and Standing Committee members.
C. To discuss professional problems.
D. To assist in implementation of Association programs and services.

Section 5. District Council Vacancies—In the event of a vacancy in any District-elected office or elected committee position, the District Council shall
Section 4. The Assembly may recall any elected or appointed state, district, or division official for any of the following reasons:

Sections 5. The Assembly may recall any elected or appointed state, district, or division official for any of the following reasons:

Section 6. District Council Elections—Association Board of Directors and Standing Committee Members—With the exception of ISTA-Retired, the Assembly delegates of each District shall meet no later than 6 p.m. on the day of the Spring Assembly for the purpose of electing Board of Directors members and Standing Committee members. Candidates for these positions should be made known to the delegates at the appropriate pre-Assembly meetings. The elections shall be conducted with open nominations and secret ballot using the One-Person-One-Vote principle.

A majority of the votes cast by the delegates is necessary for a candidate to be elected. Details concerning the election will be specified in the Standing Rules.

In the event an officer or Committee member elected by a District shall move from a place of employment so that the person is not employed in the school corporation assigned to the particular District by which the person was elected or for any reason vacate the District office, then such office or Committee position shall become vacant and shall be filled as provided by these Bylaws. Should a member of the Board of Directors, or an elected Committee member be moved from one District to another due to changes in District boundaries, such member shall continue in office representing the new District until the end of that term.

ISTA-Retired Association Board of Directors and Standing Committee members shall be elected as determined elsewhere in these Bylaws. Terms of office for voting members of the ISTA-Retired District Council will be August 1 through July 31.

ARTICLE XI
Recall

Section 1. Reasons for recall—The following shall be the reasons for recall of any elected or appointed state, district or division officials:
A. Excessive absence
B. Non-performance of duties
C. Disregard for the governing rules of the Association.

Section 2. Definitions—
A. Excessive absence shall be continued absence without acceptable reason from official meetings, which are a function of office or appointment.
B. Non-performance of duties shall be the absence of official action to carry out the duties of an office or appointment.
C. Disregard for the governing rules of the Association shall be repeated acts in violation of these rules.
D. Statewide appointees shall be those persons appointed by the Association president.

Section 3. Initiation of the recall procedure—
A. State officers or persons elected at large—A petition of recall shall be supported by signatures of one of the following:
   1. a majority of the Assembly delegates from eight Districts,
   2. 33% of the Assembly delegates statewide, or
   3. 25% of the active state membership.
   The Assembly must support by a two-thirds (2/3) vote for the office to be declared vacant.
B. Statewide Appointees—The recall procedure found in Section 3, paragraph A, shall be used or 33% of the Board of Directors may initiate the procedure. The Board of Directors must support by a two-thirds (2/3) vote for the office to be declared vacant.
C. Board of Directors and Elected Standing Committee Members—A petition of recall shall be supported by signatures of one of the following:
   1. a majority of the District Council,
   2. 33% of the District Assembly delegates, or
   3. 25% of the Active state membership of that District.
   The Assembly delegates from that District must support by a two-thirds (2/3) vote for the office to be declared vacant.

Section 4. Procedure—
A. The recall petition shall be sent to the Board of Directors.
B. Upon receipt of such petition, the Board of Directors shall direct a Committee to act on it. The Committee shall notify the concerned parties and allow adequate time for the presentation of written and oral arguments from both sides. The initiator(s) of the petition and the charged person shall have the right to present a position statement to the appropriate body. The Committee shall submit its findings and recommendations to the appropriate body before that body votes upon the recall.

C. The recall petition may be withdrawn if a majority of the signers indicate such by an appropriate means.

D. Other procedures ensuring due process shall be adopted by the Board of Directors in accordance with the provisions found in Article XIV.

ARTICLE XII
Membership and Dues

Section 1. Membership Year—The Association membership year shall be from September 1 to August 31. Enrollment shall be accomplished by completion of an annual or continuing membership form. These forms shall be forwarded to the Association office by November 1 of said year. If an educator applies for membership after November 1, such application shall be forwarded to the Association office within fifteen (15) days of receipt of the application by the local collecting agent.

All monies collected as professional membership dues for the Association and the NEA, where applicable, shall be forwarded to the Association office no later than fifteen (15) days after the local collecting agent receives them. At least forty percent (40%) of the monies due the Association shall be remitted to the Association by the Spring Assembly of the current membership year and one hundred percent (100%) of all such money shall be remitted to the Association no later than September 1 of the following membership year. After September 1, local affiliates who are in violation of last year’s dues payment shall be assessed a penalty of .000333 per day on the unpaid balance, including membership dues and all penalties. Any deviation from this Bylaw provision must be requested in writing and approved by the Association Executive Committee before such deviation can be carried out.

Section 2. Active Membership—

A. Definition—Any person actively employed in or who is on a leave of absence from educational work in any educational institution of Indiana approved by the Association, and state released-time presidents, vice presidents, and treasurers and local released-time officers, shall be eligible for active membership.

B. Privileges—These active members shall be eligible to vote, to hold office, or to serve on Committees of this Association. Those eligible
for active membership shall be admitted to the annual programs and business meetings of the Association only on the presentation of their active membership cards.

C. Conditions of Active Membership—

1. Membership in the Association shall be on a continuing basis according to procedures to be established by the Board of Directors.

2. Adherence to the Code of Ethics of the Education Profession adopted by the Association shall be a condition of continuing membership in the Association.

3. The Board of Directors shall recommend to the Assembly for adoption, amendment, or rejection procedures for suspension or expulsion of a member of this Association for justifiable cause.

4. Eligibility for membership in the Association shall include membership in the NEA and the appropriate Association local affiliated Association, if eligible.

D. Dues

1. Active Teachers Members
   a. The dues for active teacher members will be computed as 1.4 percent of the Average Beginning Teachers Salary (ABTS) of the previous year rounded to the nearest dollar and as reported to the Indiana Education Employment Relations Board (IEERB).
   
   b. The membership fee for persons eligible for Active membership who are regularly employed for fifty (50) percent or less, but greater than twenty-five (25) percent, of the normal schedule for a full-time employee, who are not employed as substitutes, and who are not eligible for membership as a full-time employee through another local (as verified by the local association) shall be one-half (1/2) of the Active dues as appropriate. The membership fee for persons eligible for Active membership who are regularly employed for twenty-five (25) percent or less of the normal schedule for a full-time employee, who are not employed as substitutes and who are not eligible for membership as a full-time or part-time employee through another local association (as verified by the local association) shall be one-quarter (1/4) Active dues, as appropriate.
   
   c. Commensurate Dues—Any person (i) who joins as an Active member for the first time after the commencement of the
membership year, (ii) who becomes eligible for Active membership after the commencement of the membership year, or (iii) who returns to professional educational employment or to an educational support position from a limited leave of absence after the commencement of the membership year shall be enrolled in full standing for the remainder of the membership year by paying the amount of annual dues which is commensurate with the remaining portion of the membership year.

d. Non-Representative Dues Credit—The Board of Directors may grant a dues credit of up to the difference between active teacher membership dues and fifty dollars ($50.00) to an active teacher member of the Association where an Association local affiliate is not the recognized bargaining agent. The Board of Directors shall review each application under this paragraph yearly and determine the amount of dues credit awarded to each local affiliate, which qualifies. The action of the Board of Directors shall be communicated to the applying group no later than July 15.

e. First-year Teacher Dues Credit—The Association shall allow credit to first-year teachers who join the Association during their first year of membership eligibility, the reduction of their dues being twenty-five ($25) per year for each year of their membership in a Student Education Association which is affiliated with NEA up to four (4) years. The first-year teacher shall provide proof of membership in SEA to be eligible for the credit.

2. Active Educational Support Members

a. Active Full Time—The dues for active educational support members assigned to work more than four (4) hours per day and/or whose potential earnings are in excess of $5,000 per year, shall be .7 percent of the Average Beginning Teachers Salary (ABTS) of the previous year rounded to the nearest dollar and as reported by the Indiana Education Employment Relations Board.

b. Active Part Time 26%-50%—The dues for active educational support members assigned to work more than two (2) hours but not more than four (4) hours per day and whose potential earnings are $5,000 or less shall be one-half (1/2) of the dues of Active Full Time.

c. Active Part Time 25% or less—The dues for active educational support members assigned to work two (2) hours or
less per day and whose potential earnings are $3,000 per year or less shall be one-half (1/2) of the dues of Active Part Time 26%-50%.

d. The dues of any active educational support member who is employed for less than half of the applicable work year in a particular job classification shall be one-half (1/2) of the applicable dues category for that member.

e. Non-Representative Dues Credit—The Board of Directors may grant a dues credit of up to the difference between the appropriate category of active educational support dues and twenty-five dollars ($25.00) to an active educational support member of the Association where an Association local affiliate is not the recognized bargaining agent. The Board of Directors shall review each application under this paragraph yearly and determine the amount of dues credit awarded to each local affiliate, which qualifies.

3. Dues Credit Limitation—No member of this Association shall be eligible for more than one (1) dues credit or dues reduction provision in any one membership year as provided for in these Bylaws.

4. Any alteration in the dues rate as specified above shall be made during the fall meeting of the Representative Assembly and shall be effective for the fiscal year beginning the next succeeding September. During the spring meeting of the Assembly, the established dues may be amended, but only upward.

Section 3. Reserve Active Membership—Any active member establishing status with the Association, as being on leave of absence from the profession for the school year for professional improvement, emergency, or laid off due to a reduction in force, shall be eligible for Reserve Active Membership. The Board of Directors shall set policies for establishing status with the Association for Reserve Active Membership. The dues for this membership shall be one-third (1/3) of the applicable dues for active members, except for those laid off due to a reduction in force, whose dues shall be $25 per year for a maximum of three years.

Any member in Indiana eligible for a Reserve Active Membership classification may become an active member of the Association for one (1) year only upon payment of one-half (1/2) full active membership dues, as applicable. After one (1) year, to retain active membership the member must pay full membership dues, as applicable. Said member will be entitled to all benefits granted to other active members.

Should the officers (president, vice president, or treasurer) be refused a leave of absence to serve in their office, they shall be granted Reserve Active Mem-
bership, subject to full active dues, upon their resignation from their educational position for as long as they remain as state officers.

Section 4. Institutional Teacher Membership—Any educator employed in an institution under the jurisdiction of the Indiana State Institutions as defined in these Bylaws shall be eligible for Active Institutional Teacher Membership. The dues for Active Institutional Teacher members under contract as full-time employees shall be full Active dues for full time employment and one-half (1/2) dues for part-time employment.

Section 5. Active Higher Education Membership—Any educator employed in a college or university shall be eligible for Active Higher Education Membership. The dues for Active Higher Education members under contract as full-time employees shall be equal to one-third (1/3) the dues for active members. The dues for Active Higher Education members under contract as part-time employees shall be one-sixth (1/6) of the dues for Active members.

The Association shall pay the Active Higher Education membership dues for up to two (2) Student Education Association advisors per Student Education Chapter each year.

Section 6. Active Nonpublic Membership—Any educator employed in a nonpublic elementary or secondary school shall be eligible for Active Nonpublic Membership. The dues shall be one-third (1/3) of the dues for active members.

Section 7. Substitute Membership

A. Substitute Teacher Active Membership—Any educator employed as a substitute teacher not under a regular or temporary teacher’s contract in any educational institution of Indiana approved by the Association shall be eligible for a Substitute Teacher Active Membership. The dues shall be one-third (1/3) of the dues for active members, except for those laid off due to a reduction in force, whose dues shall be $25 per year for a maximum of three years.

B. Substitute Educational Support Membership—Any educational support professional employed, as a substitute in a particular job classification shall be eligible for Substitute Educational Support Active Membership. The dues shall be the equivalent of Class III of active educational support membership, except for those laid off due to a reduction in force, whose dues shall be $25 per year for a maximum of three years.

Section 8. Life Membership—Past presidents and, upon retirement, past executive directors of this Association with more than ten (10) years service shall be granted ISTA-Retired and NEA-R Life Memberships with all the rights and privileges thereof.

Section 9. Staff Membership—Any person employed by the Association shall
be eligible only for Staff Membership. The dues for this membership shall be one-third (1/3) of the dues for active membership.

**Section 10.** Associate Membership—Any person not employed in educational work, but who is a friend of public education may become an Associate member of this Association. The dues for this membership shall be $25.

**Section 11.** ISTA-Retired Membership—Any person who is retired from educational work in any educational institution of Indiana approved by the Association shall be eligible for ISTA-Retired membership. The dues of ISTA-Retired members shall be thirty dollars ($30.00) annually.

Any active ISTA member or ISTA-Retired member may become a Life ISTA-Retired member upon payment of dues equal to ten (10) times the annual dues.

**Section 12.** Student Members—Student membership in the Association is extended and restricted to students who are members of the ISEA. The dues for this membership shall be $13.

**Section 13.** Beginning with the 2008-2009 membership year all members who pay dues shall pay an additional $1.00 annually. These additional dues shall be allocated to the ISTA Foundation for the Improvement of Education (IFIE).

**Section 14.** Membership privileges and services other than those specifically stated herein shall be determined for each class by the Board of Directors.

**Section 15.** The Association shall not deal in any way with the employers of nonpublic members concerning such members’ grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment.

**ARTICLE XIII**

**Due Process**

**Section 1.** Any member who may be subject to recall, censure, suspension, or expulsion shall be guaranteed due process and the right of appeal.

Any local affiliate, which may be subject to censure, suspension, or disaffiliation, shall be guaranteed due process and the right of appeal to the appropriate Association body as delineated in these Bylaws.

**Section 2.** Judicial Review Board—A Judicial Review Board shall serve as the court of original jurisdiction. This Board shall consist of five (5) members appointed by the president and approved by the Board of Directors; one member must be an ethnic minority.

The term of office shall be for five (5) years and no member shall be eligible to serve more than one five (5) year term in addition to any portion of an unexpired or partial term. The appointments will become effective September 1 of each year and the initial appointments will be as follows: one for a one (1) year
term; one for a two (2) year term; one for a three (3) year term; one for a four (4) year term; one for a five (5) year term. The chairperson shall be elected annually by and from the Review Board.

In the event of a vacancy, the president with approval of the Board of Directors will appoint a replacement to serve the remaining unexpired term. A member of the Review Board shall hold no other elective office or appointive position in the Association.

Section 3. Powers—The jurisdiction of this Board shall extend to cases as brought by members or local affiliates and as herein defined:

A. The Review Board shall have original jurisdiction in the following cases:

1. Recall of the following:
   a. State officers or persons elected at large;
   b. Statewide appointees;
   c. Board of Directors and elected Standing Committee members;

2. Alleged violations of the Code of Ethics of the Education Profession;

3. The censure, suspension, or expulsion of a member;

4. Review, upon request, of an action of the Executive Committee, Board of Directors, or Representative Assembly, regarding consistent application of the Bylaws of the Association.

B. The Review Board shall have the following powers subject to the conditions as herein outlined:

1. To recall pursuant to Section 3., A.1.; any recalled individual shall have the right to appeal to the Board of Directors.

2. To censure, suspend, or expel a member for violation of the Code of Ethics of the Education Profession or other sufficient cause. The member shall have the right to appeal to the Executive Committee on procedural grounds;

3. To vacate censure, lift suspension, or reinstate a member;

4. To review an action of the Executive Committee, Board of Directors, or Representative Assembly for consistency with the Bylaws and to recommend to the appropriate governing body remedial action if necessary. Requests for review may be made only by the Executive Committee, Board of Directors, Representative As-
Section 4. Review Board Prerogatives—The Review Board shall establish its rules of procedure with the approval of the Board of Directors. Due process must be guaranteed in all its proceedings.

Section 5. Any member or local affiliate has the right to appeal the decision of the Judicial Review Board to the Association Executive Committee. Such decision by the Executive Committee shall be final and binding.

Section 6. Recall of Judicial Review Board Members

A. Members of the Review Board may be recalled for violation of the Code of Ethics of the Education Profession, for malfeasance, for misfeasance, or for nonfeasance in office.

B. The process for recall of Review Board members shall be as follows:

1. Proceedings against a member of the Review Board shall be initiated by action of the Representative Assembly or by official action of a local affiliate or upon petition of ten (10) percent of the certified delegates of the Representative Assembly under rules determined by the Board of Directors.

2. An affirmative vote of the Executive Committee shall be required to order a recall hearing on specified charges.

3. An affirmative vote of at least two-thirds (2/3) of the members of the Executive Committee shall be required to sustain a charge following a due process hearing before the Committee and the position shall become vacant.

4. The member has the right to appeal the Executive Committee decision to the Board of Directors. No member of the Executive Committee shall be a party to the appellate procedure.

ARTICLE XIV
Affiliation

Section 1. National Education Association—The Association shall be an affiliate of the NEA. Provisions for continuing such affiliation shall be in accordance with the appropriate provisions of the NEA Constitution and Bylaws, including the organization of the Representative Assembly and the Board of Directors in compliance with the One-Person-One-Vote Principle.

Section 2. State Affiliates—Any statewide organization composed of active educators, retired educators, or persons enrolled in teacher education may submit a written request to the Representative Assembly to become an affiliate of the Association. In order to be eligible to make application for affiliation and to
maintain said affiliation such organizations must have goals and objectives in common with the Association and a majority of their members who are eligible for Association membership must be current members of the Association in the appropriate category as defined in Article XII of these Bylaws.

Approval for affiliation must be granted by the Representative Assembly. Any such affiliation shall be reviewed annually by the Representative Assembly and may be cancelled at any time by a majority vote of the Representative Assembly.

Services and benefits to be rendered to statewide affiliates shall be determined by the Board of Directors.

Any statewide affiliate may be represented by one or more of its members as observers at Committee or Board of Directors meetings except at those times when the Board declares itself to be in executive session.

Section 3. Local Association—A local Association shall be defined as any group of active members employed in one or more given school corporation(s), college, educational cooperative, or comparable education agency which organizes itself into an Association.

A local Association may also include as members those employees who are assigned professional responsibilities within the area served by that Association regardless of the fact that those members may be employed by another education agency.

Shared memberships or joint memberships between local Associations for teachers employed by cooperatives are allowed. Such arrangements as determined by the teachers and/or Associations affected shall be submitted to the Board of Directors for approval.

Any teacher who is assigned to a school on a permanent basis, but is a member of another local, such as a special education cooperative, may be assigned to any school-based committee.

Section 4. Local Affiliates—Any local Association, which has goals and objectives in common with the Association and NEA, which agrees to abide by the provisions of the Association and NEA Bylaws, and which is interested in being affiliated with the Association and NEA, shall be affiliated with the Association and NEA. The Board of Directors shall establish an official affiliated relationship with such local Associations.

In order for a local Association to attain and maintain affiliated status with the Association, it shall submit a Constitution for review at least once each five (5) years and it shall accept only eligible local members who are members of the NEA and the Association.

Section 5. Local ISTA-Retired Chapters—A local ISTA-Retired chapter shall
be defined as any group of retired educational members, which organizes itself into a chapter.

A local chapter, which has goals and objectives in common with the Association and NEA, which agrees to abide by the provisions of the Association and NEA Bylaws, and which is interested in being affiliated with the Association and NEA, shall be affiliated with the Association and NEA. The Board of Directors shall establish an official affiliated relationship with such local chapters.

A chapter shall retain Association and NEA affiliated status if a chapter is also affiliated with the Indiana Retired Teachers Association (IRTA). However, the rights, privileges and benefits from the Association and NEA are limited to those chapter members who are ISTA-Retired and NEA-Retired members. Those eligible ISTA-IRTA Associate members established under Article XII, Section 12 of these Bylaws shall continue to receive the benefits afforded to them.

Section 6. Other Affiliates—The Association through its Board of Directors may become affiliated with other educational organizations with goals and objectives in common with the Association.

ARTICLE XV
Amendments to Bylaws and Standing Rules

Any member of the Association may propose amendments to the Bylaws, General Standing Rules, Representative Assembly Rules and Rules Governing Elections by providing such amendments in writing to the chairperson of the appropriate committee, in care of Indiana State Teachers Association, 150 West Market Street, Suite 900, Indianapolis, IN 46204-2875, at least eighty (80) days prior to the meeting of the Assembly. Such amendments for Bylaws and General Standing Rules, shall be sent to the Governance Committee; for Representative Assembly Rules, shall be sent to the Rules Committee; and for Rules Governing Elections, shall be sent to the Elections Committee.

Amendments for Bylaws and General Standing Rules and any proposed by the Governance Committee shall be studied by the Governance Committee and presented to the Board of Directors at least forty (40) days prior to the next meeting of the Assembly with a recommendation of passage, rejection, or no position. The Board of Directors shall review these proposed amendments and also make a recommendation of passage, rejection, or no position.

All proposed amendments could be changed or withdrawn by the maker, after consultation with the appropriate Committee at least forty (40) days prior to the next meeting of the Assembly.

Any such proposed amendments shall pass upon receiving a majority vote of the Assembly.
Amendments proposed to the Bylaws from the floor of the Assembly shall pass upon receiving a two-thirds (2/3) vote of the Assembly. Amendments to the Standing Rules proposed from the floor of the Assembly shall pass upon receiving a majority vote.

Amendment to the Bylaws shall become effective at 12:01 a.m. on the first Monday following the meeting of the Assembly at which the amendment is passed unless otherwise specified in the amendment. Amendments to the Standing Rules shall become effective upon passage unless otherwise specified in the amendment.

**ARTICLE XVI**

**Parliamentary Authority**

Robert’s Rules of Order, Newly Revised, shall be the parliamentary authority governing all operations of the Representative Assembly and the Board of Directors.

Originally adopted by the Board of Directors on September 14, 1968.

Last amended by the Representative Assembly on October 25, 2008
Standing Rules

Preamble
All Standing Rules of the Association shall continue in effect until amended at a regular or special meeting of the Assembly. The Standing Rules shall be divided into three (3) categories: I) general, II) those pertaining to the Representative Assembly, and III) those pertaining to Association elections.

Procedures for amending the Standing Rules can be found in Article XV of the Association Bylaws.

I. General Standing Rules

A. Districts
The president, after consultation with the district council chairpersons, will establish the dates and times of Pre-Representative Assembly meetings of delegates and alternates to be held not more than three (3) weeks prior to the meetings of the Assembly, to discuss the business to come before the Assembly, and to hear other reports as necessary. One item of business at the Fall Pre-Assembly meeting shall be to elect a chairperson from the delegates who shall preside over all District Assembly delegate meetings during the year with the exception that Districts 4-A and 5-A and ISTA-Retired or at a district meeting just prior to the RA shall elect its District Assembly Chairperson on the day of the Representative Assembly.

B. SEA Advisor
Any SEA advisor shall be an active ISTA member.

Last amended by Representative Assembly on April 22, 2006.

II. Representative Assembly Rules

A. The hours for registration at each meeting of the Assembly shall be from 8:00 a.m. to 10:00 a.m. The Board of Directors, District Assembly Chairpersons and Teaching and Learning Conversations Presenters may begin registering at 7:45 a.m.

B. The first item of business at each meeting of the Assembly shall be the preliminary report of the Credentials Committee followed immediately by the adoption of the Agenda.

C. All main motions and amendments thereto shall require a majority vote of those present and voting. The following shall require a two-thirds (2/3) vote:

1. Suspension of the Rules,
2. The previous question,
3. Change in the time limit on debate,
4. Objection to consideration (two-thirds (2/3) negative),
5. Termination of the executive director (Article VII, Section 3), and
6. Passage of bylaw amendments proposed from the floor (Article XVI).

D. Only one (1) motion or bylaw amendment, and one (1) amendment thereto, shall be subject to consideration and vote at any one time.

E. The president shall appoint a sergeant at arms. Nondelegate members shall register and be seated outside the delegate section.

F. Nonmembers shall not be admitted to the Assembly hall with the exception of the parliamentarian, guests of the Board of Directors, and staff members. Those staff members who may be asked to speak or who are on the agenda may be seated in a special section of the rostrum. Other staff members shall be seated in the nondelegate section. Any invited guests of the Board of Directors may be seated on the rostrum and may be permitted to speak from the podium as determined by the president.

G. All statements shall be delivered from the floor except:
   1. Reports by officers and committee chairpersons or their representatives,
   2. Discussions of such reports by the makers or replies to questions thereon,
   3. Responses to requests for information as directed by the chair, and
   4. Statements by candidates for state and national offices and their speakers, which shall be delivered from the provided speaker's podium.

H. A delegate, active member, ISTA-R member or student member may not speak more than once on any motion until all other delegates have had an opportunity to speak. Speeches shall be limited to not more than three (3) minutes in length. Remarks by Association officers and staff members shall be limited to not more than twenty (20) minutes in length.

I. No more than two (2) delegates will be recognized for points of information prior to debate on any given motion. Further points of information will be recognized in the regular speaking order. There will be allowed at least two (2) individuals to speak for the motion and at
least two (2) individuals to speak against it before the motion to close debate is recognized. The individual submitting the item of business shall have the right to speak to the motion as the first speaker.

J. Nondelegates ISTA members holding membership in categories such as associate or associate retired, may speak only with the consent of the Assembly. Speeches shall be limited to not more than three (3) minutes in length.

K. All items of new business and Bylaw amendments shall be presented in writing on the official form to the Rules Committee by 11:00 a.m. to be eligible for discussion and action. The titles of all items submitted under this section shall be read to the Assembly prior to the recess for lunch and district meetings.

L. A proposed amendment to the Legislative Program must be submitted on the official form to the Rules Committee prior to 10:00 a.m. on the date of the fall meeting.

M. A proposed amendment to the Budget must be submitted on the official form to the Rules Committee prior to 11:00 a.m. on the date of the spring meeting.

N. All main motions and lengthy amendments shall be written, signed by the maker, and presented to the chair before being put to a vote. The business of the Assembly can be facilitated if such motions are presented to the chair prior to being proposed.

O. A proposal relating to a boycott or sanction shall be considered by the Representative Assembly as an item of new business. The Assembly shall act upon it by either rejecting or referring it to the Board of Directors for study and action. The Board shall implement the boycott or sanction unless after consideration of legal and other relevant factors it deems by two-thirds (2/3) vote that such implementation would not be in the best interest of the Association.

P. Any amendment to a main motion or a Bylaw amendment will require a standing vote of eighty (80) delegates which shall be deemed to constitute a second to such amendment. Prior to such vote, the maker of the amendment will be allowed to speak to it. Upon being seconded, the amendment is then open for further discussion.

Q. The object to consideration motion shall only be in order immediately after the maker of the motion has had the opportunity to speak to it.

R. A roll call vote (the counting of Delegates by Governance Districts) shall be taken only after approval by a standing vote, of one-third (1/3) of the Delegates present.
S. A proposed resolution, not a part of the Issues and Concerns Committee printed report, must be submitted on the proper form to the Rules Committee prior to 10:00 a.m. on the date of the fall meeting. It shall then be considered by the Issues and Concerns Committee prior to 1:00 p.m. and a report of their action will be provided to the maker, when such is requested in writing, prior to the convening of the afternoon session.

The maker of any proposed resolution which has been rejected or on which no action was taken by the Committee, may present that resolution as an amendment if related to a Committee resolution. If not so related, it may be presented as a new resolution immediately after completion of action on the Issues and Concerns Committee's report.

This rule will apply only to the fall meetings of the Assembly.

T. An amendment to the Bylaws, which shall have been proposed at least eighty (80) days prior to the Assembly and not withdrawn by the maker at least forty (40) days prior to the Assembly may be withdrawn by the maker only with the consent of the Assembly.

U. All standing committee reports except those of the Governance Committee (both meetings of the Assembly) and Issues and Concerns Committee (for the Fall meeting only) shall merely be received and filed. Receiving and filing committee reports does not mean the Assembly approves such reports. Reports, which are received and filed, are not subject to amendment since they are merely reports of committee work and do not determine or fix policy. A reply by the committees to a question shall be limited to two (2) minutes per question.

V. Literature concerning the business of the Assembly shall be distributed on the premises by nonmembers of the Association only with the permission of the Board of Directors or Assembly, and by members only when signed by authors or sponsors. Any material not pertinent to the business of the Assembly shall not be distributed or sold on the premises without prior permission of the Board of Directors. Memberships shall not be sold or solicited on the premises the day of the Assembly, without prior permission of the Board of Directors. Any display or sales shall be permissible only by members of the Association Family and not by any outside group or organization.

W. No campaign material for Association offices shall be distributed on the Assembly floor. Such campaign material shall be defined as any material, which displays candidate's name or slogan and any object, which is associated with the candidate or has candidate identification.

X. The only candidates for outside political office who may be granted
permission to distribute literature or have a display table are those who are endorsed for statewide elections.

Y. In case a parliamentary problem should arise not covered by existing rules of this Association or Robert's Rules of Order, Newly Revised, the president of the Association shall immediately refer the problem to the Rules Committee for the proposed rule to be considered by the Assembly. Such proposed rule shall be acted upon by the Assembly and a majority vote of those present shall be necessary for adoption.

Z. A physically challenged delegate may request and shall receive permission to have an assistant seated on the floor of the Assembly with the delegate.

AA. The Assembly shall not meet the weekend before a primary or a general election in which legislators are elected.

Last amended by Representative Assembly on November 5, 2005.

III. Rules Governing Elections

A. State Office Elections

1. Campaign Rules

   a. Campaigning is any activity by or on behalf of a member who is running for Association office. Such activities include but are not limited to making an announcement of a candidacy, distribution of materials, receptions, or making speeches.

   b. All printed campaign materials must contain the following:

      (1) "Name of the candidate" and

      (2) "Name of the Committee Chairperson or Treasurer".

   c. Any website created as a part of a candidate's campaign must contain the following:

      (1) "Name of the candidate" and

      (2) "Name of the Committee Chairperson or Treasurer".

   d. Campaign expenses for individual candidates should be held to a minimum. Campaign items and literature such as posters, signs, badges, brochures, and inexpensive giveaways are acceptable campaign materials.

   e. All campaign or political expenses must be paid from the candidate's personal political fund. Association expenditures shall be limited as delineated in Standing Rule III., A., 2.
f. There will be no lottery drawing or similar means used for campaign fund raising for any candidate.

g. There shall be no choral group, instrumental group, or general group demonstrations or use of loud public address systems on election day.

h. Distribution and posting of campaign materials meeting the Election Committee's guidelines are permitted at the state level conferences and meetings prior to the day of the Assembly.

i. Campaign materials for display in the Assembly shall be limited to that which can be worn on the person and does not obstruct the view of other delegates. Campaign materials shall not be distributed on the Assembly floor and may not be worn or displayed inside the polling place. Campaign materials shall be defined as any material, which display candidate's name or slogan and any object, which is associated with the candidate or has candidate identification.

j. Campaign materials placed on display must be removed by the candidate or his/her representatives at the termination of each Assembly meeting.

k. Candidates and/or their representatives may speak at District meetings prior to the day of the Assembly. Such speeches may not exceed five (5) minutes in duration. The candidate or representative must notify the appropriate District Council Chairperson of his/her intentions to speak prior to each given district meeting.

2. Association Assistance to Candidates

a. All campaign or political expenses must be paid from the candidate's personal political fund. The Association and any of its affiliates may not contribute money, goods, services or anything of value, directly or indirectly, to promote the candidacy of any individual for an Association office, with the following exceptions noted below:

(1) The Association shall honor a candidate's reasonable request for the Association to distribute a candidate's campaign literature to the Pre-Representative Assembly meetings. The Association has the right to inform all candidates in advance of the conditions under which distribution will be made and promptly advise them of any change in these conditions.

(2) The Association shall inform all announced candidates that each such candidate, upon request, will receive one set of names and addresses and the available e-mail addresses of delegates to the Assembly.
(3) Candidates will be provided a table at the Representative Assembly, upon request.

(4) A candidate’s video/audio tape may be played at pre-RA meetings using Association office equipment, if available on site. The video/audio playing time will count towards the time allotted in Rule III., A., 1., j.

b. No Association employee shall become involved in endorsing the political candidacy of an individual candidate. Subject to the exception contained in a. (2) above, no Association employee is to assist in the logistics of preparing or circulation of campaign materials; nor is any Association employee to assist in the writing of campaign material.

c. Association employees, officers and members (including candidates) shall not use Association funds, facilities, equipment (including automobiles), stationery, notepads, and other materials on behalf of any candidate for Association office. The term "Association" as used in this paragraph shall include the National Education Association, the Indiana State Teachers Association and local affiliates. The official ISTA logo may not be used on any campaign materials. The logo of the united education profession may be used in campaign materials provided that:

(1) It is not used in a way that suggests that the candidate has the support of the Association or any of its Affiliates.

(2) It is not altered in any way (for example, an affiliate's name or initials may not be used on the logo).

d. Declarations of candidacy of candidates for President, Vice-President, Treasurer and NEA Director shall be filed in writing with the Executive Director no later than March 1 in the year that the election is to take place. This deadline shall not apply to elections conducted to fill mid-term vacancies.

Any candidate filing said application on or before February 1 shall be given Association services which shall include names of delegates, adequate and equal publicity of the names and qualifications of the candidates, and any other services specified in the Standing Rules.

In the event of a special election for officers at the fall meeting of the Assembly, candidate filing said application on or before September 1 shall be given Association services which shall include names of delegates, adequate and equal publicity of the names and qualifications of the candidates, and any other services specified in the Standing Rules.
3. Election of Indiana Members to the NEA Board of Directors

a. The rules stated above under the heading of Campaign Rules and Association Assistance to Candidates will apply to the election of Indiana members of the NEA Board of Directors as well as the NEA Campaign and Election Requirements.

b. The Indiana members of the NEA Board of Directors are considered members of the ISTA Board of Directors, shall be elected at the spring meeting of the Assembly, and assume office on September 1 following the election. The filling of vacancies for this office will be handled according to the Association Bylaws.

c. The NEA Bylaws specify that the term of office of all NEA State directors shall be three (3) years and that directors may not serve more than two (2) elected terms.

4. Procedures for the Election of State Officers

a. Candidates, their nominators and seconders should be on the platform. The order of speaking of candidates will be determined by lottery.

b. Each candidate for a state office shall be allotted a total of five (5) minutes of continuous time for his/her nominating procedure.

   The time includes the nomination speech, seconding speech(es) and the statement of the candidate.

c. The elections shall be conducted by secret ballot in the area identified by the Elections Committee. There shall be no elections conducted for any office on the Assembly floor. All balloting shall be conducted during the period of time specified in the agenda.

d. The Elections Committee supervises all elections and is in charge of balloting. The ballot box or electronic voting system shall be in the control of the Elections Committee at all times during the elections process. All questions raised excluding parliamentary problems will be settled by the Elections Committee. Robert's Rules of Order, Newly Revised, shall govern conduct of elections in instances not covered by the Bylaws, rules and orders of the Assembly.

e. Only registered delegates may vote. Delegates must be present to vote.

f. Each candidate may have one (1) watcher who may be with
the Elections Committee at the time of the casting and the tabulation of the ballots. Said watchers may watch the casting and the tabulation but may not converse with the voters.

g. If the number of candidates nominated for an office (as defined in the Association Bylaws) equals the number of position(s) to be filled, the President shall declare such candidate(s) elected.

h. The candidate receiving a majority of the votes cast for that office shall be declared elected. If no candidate receives a majority, a run-off election will be conducted between the two (2) candidates receiving the highest number of votes. In elections where more than one seat is to be filled, and where a runoff is necessary, the number of candidates on the runoff ballot shall be one more than the number of seats to be filled. The candidate(s) receiving the largest number of votes in the run-off election will be declared the winner(s).

i. At the conclusion of the balloting, the Elections Committee shall tabulate the ballots for all statewide elections. Designated watchers shall remain with the ballots or electronic voting system during the tabulation process until the chairperson of the Elections Committee releases said watchers.

j. At the conclusion of the tabulation of ballots, the chairperson of the Elections Committee will

1) announce the elections results,
2) give the presiding officer a copy of the elections results,
3) file the tabulation with the chief registrar of the Assembly, and
4) release the watchers.

k. The election is final when the successful candidate accepts the office.

5. Ethnic Minority Elections

a. In the event it is necessary to elect ethnic minority at large board member(s) the Rules Governing Elections printed in Section III, above in "A., 1., 2., and 4." will apply.

b. The Elections Committee will supervise this election according to the provisions in Article II, Section 1, Paragraph 3 of the Bylaws.

6. Proportional Representation Elections
a. In the event it is necessary to elect proportional representation at-large board member(s) the Rules Governing Elections printed in Section III above in "A., 1., 2., and 4." will apply.

b. The Elections Committee will supervise this election according to the provisions in Article II, Section 1, Paragraph 4 of the Bylaws.

B. District Elections

1. All nominations for elected District officers shall be made by Delegates from the floor during the respective District meetings the day of the Assembly.

2. The time for the nominations process is limited to two (2) minutes per candidate. This time includes the nomination, second and response of the candidate or the candidate's representative.

3. During the District elections the chairperson of the District has the responsibility to declare the balloting to be open and to declare the balloting to be closed. No ballots shall be cast prior to the opening of the balloting or following the closing of the balloting. Only registered delegates present at the District meeting may vote. All elections for district officers shall take place at the district meetings. The time and location of each District meeting shall be printed in the Official Representative Assembly Handbook. The time and location of district meetings is set when the Agenda is adopted.

4. For each District office election, the candidate receiving the majority of the votes cast will be declared the winner. If the number of candidates for a District office equals the number of position(s) to be filled, the Chairperson shall declare such candidate(s) elected.

If no candidate receives a majority, a run-off election will be conducted between the two (2) candidates receiving the highest number of votes. The candidate receiving the largest number of votes in the run-off election will be declared the winner.

In case of a tie vote in a District election, a second election will be conducted, unless the candidates agree to a lottery.

5. In Districts having more than one (1) Board of Directors member, one (1) election shall be held. The candidates receiving the highest number of votes shall be elected. If the number of candidates is equal to the number of positions to be filled, the chairperson shall declare the candidates elected.

In case of a tie vote, a second election will be conducted unless the candidates agree to a lottery.
6. A nondelegate may be admitted to a District meeting as an observer provided the District does not pass a motion to exclude a nondelegate. The nondelegate must sit in a segregated place from the delegates and cannot vote. Nondelegate candidates for District offices may be present and may speak within the two (2) minute time limit.

7. In the event the presiding officer of a District meeting is absent, the president or a member of the Board of Directors appointed by the president shall call the meeting to order and preside until a president pro tempore is elected and takes charge of the meeting.

8. The presiding officer or president pro tempore, if applicable, shall file written copies of District election results with the Elections Committee chairperson and the chief registrar prior to 1:00 p.m. on the day of the Representative Assembly.

C. Challenge Procedures

A challenge to the election of an Association Officer (as defined in the Association Bylaws) or standing committee member shall be processed in accordance with the following procedure:

1. Elections Committee
   a. The Elections Committee shall rule on all challenges to elections under its jurisdiction. The challenger has the right to appeal the decision of the Elections Committee to the Association Executive Committee.
   b. All challenges must be in writing and must be sent to the Chairperson of the Elections Committee, in care of Indiana State Teachers Association, 150 West Market Street, Suite 900, Indianapolis, IN 46204-2875, and postmarked within ten (10) days after the election or within ten (10) days after the candidate knew or reasonably should have known of the alleged violation. A challenge made on the day of the Representative Assembly must be submitted in person to the Chairperson of the Elections Committee.
   c. The Elections Committee shall hold a hearing to resolve the challenge. All parties involved will be notified of the date, time and location of the hearing. All parties involved will have the right to present evidence. Such hearing shall be held within twenty (20) days of the receipt of the challenge. The decision of the Elections Committee shall be in writing and forwarded to all parties involved by certified mail, return receipt requested, within ten (10) days of the hearing. All hearings shall be taped, with such tapes being stored at the Association headquarters for
a period of one (1) year or until the challenge has been resolved.

2. Executive Committee
   a. All parties involved may appeal the decision of the Elections Committee to the Association Executive Committee in writing within ten (10) days after receipt of the decision of the Elections Committee.

   b. If all parties involved believe[s] that any member of the Executive Committee should not be involved in the processing of an appeal because of a conflict of interest, he/she may file a written request for disqualification with the Chairperson of the Executive Committee indicating the nature of the alleged conflict. The Executive Committee shall deal with the request for disqualification before dealing with the substance of the challenge.

   c. The Executive Committee shall hold a hearing to resolve the challenges. All parties involved will be notified of the date, time and location of the hearing. All parties involved will have the right to present evidence. The Executive Committee shall schedule a hearing within thirty (30) days of receipt of the appeal. The decision of the Executive Committee shall be in writing and forwarded to the challenger and the challenged party by certified mail, return receipt requested, within ten (10) days of the hearing. All hearings shall be taped, with such tapes being stored at the Association headquarters for a period of one (1) year or until the challenge has been resolved.

   d. The decision of the Executive Committee shall be final and binding except for the election of a NEA Board of Directors member. Such election is subject to the challenge procedures of the NEA Campaign and Election Requirements.

   e. If, after an appeal is filed, the challenger wins the election in dispute, the Association shall consider the issue moot.

Last amended by Representative Assembly on October 28, 2006.
ista position statements on teacher quality

fall representative assembly
october 28, 2006

preamble
the association is committed to every public school student including those in institutional settings having well qualified and appropriately licensed professional teachers. the association is committed to continuing a system of high quality teacher professional development. such a system would include professional standards for all teachers, high quality teacher preparation and professional development, improvements in teacher recruitment, meaningful rewards for the teacher’s training, knowledge of subject matter and skills, and support for quality schools.

the association is committed to establishing a system of training and licensure for those individuals who work with public school students in a professional capacity under the direction of a licensed teacher. such a system would include standards for preparation and licensure as well as meaningful rewards for continuous professional development.

context
teacher quality is integral to school quality.
ista has articulated a school quality vision with policies and programs based on the following elements:
academic standards & assessments: nationally/internationally competitive
school accountability: based on continuous improvements in student achievement
school improvement plan: building-based
professional development: central to the school improvement plan
opportunities for all children to learn: early childhood education, small class sizes, remediation, alternative education, english language learners assistance, etc.

teacher quality is affected by four teacher quality systems which should be interrelated with a school’s improvement plan.

• pre-service education and continuing education
• Professional licensure
• Evaluation and peer assistance
• Recruitment and retention

PROFESSIONAL GOVERNANCE

The Indiana Professional Standards Advisory Board is authorized to promulgate Rules regarding all aspects of teacher preparation, licensure, and certification. Although originally established with a teacher majority, the enabling law was changed in 1995 to reduce the teacher membership to 9 of 19. The Advisory Board is not autonomous.

• For matters regarding teacher preparation, licensing and certification, a teacher majority board should be reestablished as an autonomous Professional Standards Board.

In accordance with Indiana Statute, the Indiana Department of Education Division of Professional Standards Advisory Board recognizes school corporations, higher education institutions, the Department of Education and professional organizations, including school employee associations, as approved providers of professional development for Certification Renewal Units.

• The Indiana Professional Standards Advisory Board should maintain rigorous quality criteria for professional development providers.

TEACHER PREPARATION

National Council for the Accreditation for Teacher Education (NCATE) establishes high standards for schools of education. The Indiana Department of Education Division of Professional Standards Advisory Board uses NCATE standards and accreditation procedures to accredit Indiana’s schools of teacher education.

• Programs which fail to meet NCATE and/or DPSB standards may be approved on a conditional basis for a period not to exceed two years.
• NCATE Standards need to be continually evaluated and fully enforced.
• Indiana’s schools should hire only teachers trained in NCATE and/or DPSB accredited institutions.

LICENSURE

The Indiana Department of Education Division of Professional Standards Advisory Board oversees a licensure system consisting of three types of licenses: Initial Practitioner, Proficient Practitioner, and Accomplished Practitioner.

• Any revision of the current licensure system should not create a system which is overly burdensome to the applicant.
Any system of standards and assessment for qualification for a license and/or relicensure should provide for a fair appeal process.

Any system of licensure and/or relicensure must be equitable to all candidates.

The standards for licensure and/or relicensure should focus on professional growth defined as study and/or acquisition of knowledge and/or pedagogical skills pertinent to a curricular area.

Ownership of the Professional Growth Plan and any work product created under that plan will remain the property of the candidate.

Employment decisions and licensure decisions must be made independent of each other.

**INITIAL PRACTITIONER TESTING**

According to current laws and rules, a teacher receives an initial license after graduating from an approved higher education teacher preparation program and passing the applicable national teacher tests.

The Association supports the testing of candidates for initial licensure, but is adamantly opposed to the testing of licensed teachers.

**INTERNSHIP REQUIREMENTS**

An Initial Practitioner License holder must, in order to receive the Proficient or Accomplished Practitioner License, have completed a two-year internship program.

The Association supports a fully funded two-year internship program which meets the following requirements:

- Funding should not be provided to non-public school teachers.
- Mentor stipends should be at least $1500 per year per intern for public school teachers.
- Released time should be provided for the mentor and the intern.
- The intern should be assigned no more than two extraneous duties during the two-year internship program.
- Mentor qualifications should be delineated, and training must be provided.
- Guidelines for the selection of mentors must be established and enforced.
Minimum performance standards for mentors should be delineated and enforced.

Upon timely receipt of the successful completion of the internship program, the intern will have met requirements of the first Proficient Practitioner License.

The Current mentor/intern requirements are mandated by State Rule.

- All aspects of the internship program should be collectively bargained.

**PROFICIENT PRACTITIONER LICENSE**

The Proficient Practitioner License is granted upon the successful completion of a Professional Growth Plan unless grandfathered under previous requirements.

- In order to qualify for a Proficient Practitioner License, the candidate must develop and complete a Professional Growth Plan.
- The Professional Growth Plan should be based on state teacher and student standards.
- The Professional Growth Plan should not be used in the employment evaluation process without the permission of the practitioner.

**ACCOMPLISHED PRACTITIONER LICENSE**

A 10-year Accomplished Practitioner License is granted upon the successful completion of a Master’s Degree or National Board for Professional Teaching Standards Certification.

- The Association supports the completion of a Master’s Degree or National Board Certification as qualifications for the Accomplished Practitioner License.
- To retain the Accomplished Practitioner License for an additional five years a teacher must have completed a Professional Growth Plan, unless grandfathered by other regulations, which should include a reflective piece about practice.

**EMERGENCY PERMITS**

There is growing criticism and recognition that many teachers are employed to teach outside of their licensed areas. Such teachers are granted an Emergency Permit which is valid for one year and may be renewed twice upon completion of college credit which eventually would qualify the teacher for a license in that Emergency Permit area. Applicants must contact the teacher education licensing advisor prior to obtaining the first Emergency Permit. Emergency Permits are usually granted in areas of shortage, notably in the area of special education.
• School corporations should seek out and hire appropriately licensed teachers.

• School corporations should encourage individuals teaching out of their licensed areas to become appropriately licensed instead of employing different teachers under the rules for Emergency Permits.

• In addition to reporting the number, subject area and level of Emergency Permits issued, and the employing school corporations who employ teachers with Emergency Permits the (DPS) Division of Professional Standards should track employing school corporations over time and monitor the use of Emergency Permits.

• Meaningful penalties should be established and imposed for the misuse of Emergency Permits.

ALTERNATIVE TEACHER EDUCATION PROGRAMS
Traditionally, the Association has opposed alternative licensure; however, the Association has also historically supported alternative teacher education programs which meet the standards of the profession.

• The Association supports alternative teacher education programs which meet NCATE and (DPS) Division of Professional Standards standards.

• Several such programs exist in Indiana.

• If the General Assembly mandates alternative licensure, then the minimum requirement for an alternative provisional license should be a BA/BS degree in the subject area, the successful completion of one semester of field experience, and demonstration of the same competency of subject matter, dispositions and pedagogy as demonstrated by the traditional candidate.

• Teachers holding a license from an approved alternative teacher education program should serve the same rigorous internship as traditional candidates.

• During the induction period, these educators must:
  
  Receive enhanced and appropriately compensated mentoring and peer assistance.

  Engage in professional development activities which address identified deficiencies.

• A teacher holding a license from an approved alternative teacher education program shall have the same due process rights as other licensed teachers.

• Upon the completion of the alternative teacher education program the
teacher shall have met the requirement for a Proficient Practitioner License.

DISTANCE LEARNING FOR STUDENTS
With the increasing demand for certain subject area teachers, especially in small schools, the use of distance learning will become more prevalent.

- Distance learning should be permitted only when traditional delivery of credit course is not feasible.
- Classroom teachers should not be displaced due to the implementation of distance learning courses.

SUBSTITUTE TEACHERS
The Division of Professional Standards (DPS) allows school corporations to determine the standards and minimum requirements for substitute teachers. Upon school corporation recommendation a Substitute Permit will be issued by the DPS.

- Substitute teachers should be compensated at a level that attracts highly qualified individuals.
- Substitute teachers must receive training prior to and after earning a Substitute Permit.

PROFESSIONAL DEVELOPMENT
The implementation of School Improvement Plans requires professional development for teachers. Consistent with current law, each individual school must collectively determine the professional development activities which are part of a School Improvement Plan.

- The General Assembly should fully fund professional development that is defined in a school’s improvement plan.
- The professional development plans developed as part of the School Improvement Plan should include options for time and pay.
- The professional development that is part of the School Improvement Plan should occur in such a manner as to impact minimally the education of students.
- The professional development component of the School Improvement Plan must be reviewed and approved by signature of the local association president.

TEACHER DUE PROCESS
Some critics of the teaching profession have recommended replacing the current due process system of non-permanent, semi-permanent and permanent contracts with a renewable three year contract.
• The Association opposes any change in the current due process system.

EVALUATION

Indiana law requires each school corporation to develop and implement a teacher evaluation program and process. Teacher evaluation is a mandatory subject of discussion and a permissive subject of collective bargaining.

• The teacher evaluation program should focus on the implementation of best instructional and curriculum practices.

• Student test scores must not be used in teacher evaluation.

RETENTION/PEER REVIEW and PEER ASSISTANCE

Indiana law does not allow bargaining unit members to participate in decisions regarding the hiring, evaluation, discipline, or dismissal of other school employees.

• The Association opposes the use of peer review for employment and retention.

• The Association encourages the establishment of high quality peer assistance programs established through the local bargaining agreements.

• Peer assistance programs should be implemented as support for both continuous improvement and remediation.

RECRUITMENT, EMPLOYMENT AND RETENTION

There are many factors affecting the recruitment, employment and retention of teachers. Among these are support for those entering the profession, salary, teaching and working conditions, class size, resources, policy mandates and the public’s view of the profession.

• The Association supports the collection and analysis of data relating to teacher recruitment, employment and retention.

• The Association believes that competitive salaries and benefits commensurate with the professional stature and responsibilities are necessary to recruit and retain quality teachers.

• The Association believes that improving the stature and conditions of teaching are necessary to recruit and retain a quality teaching force.

• The Association believes that the support and encouragement of ongoing professional growth is necessary to recruit and retain a quality teaching force.

• The state should establish a program of forgiving post-secondary education loans for teacher education graduates who enter into the teaching profession for a period of five years in an Indiana public school corporation.
• Any comprehensive recruitment plan must address increasing the number of minorities entering into the teaching professions.

• Skill and knowledge based pay plans should be equally acceptable for compensation as graduate credits/degrees.

• The Association opposes all performance based compensation plans, except those based solely upon the acquisition of specific sets of knowledge and skills.

• Additional compensation for NBPTS certified teachers should be determined through collective bargaining.

• The General Assembly should provide for the cost of applying for NBPTS certification.

• Sufficient finding must be provided to compensate public education employees at a level comparable to other professions with similar educational and licensure requirements.

**Year Around Contracts**

Some observers of the profession have suggested that teachers be employed for additional instructional/professional development days.

• The Association supports the use of any alternative calendar providing that the decision to adjust the calendar is made with the consent of the staff and parents and that it does not result in a decrease in the staff’s daily rate of pay.

• The addition and use of any additional days must be locally determined through the bargaining process.

• The Association supports the right of a local affiliate to bargain a school calendar that best suits the needs of the students and school employees.

• If collective bargaining results in a school corporation calendar that exceeds 185 days, the daily rate of pay for employees should not be reduced.
ISTA Position Paper on Education Support Professional Quality

Preamble
Support professionals account for more than 40% of today’s public education employees. They provide the infrastructure in which teachers and administrators do their jobs. They bear a tremendous responsibility for the safety, well-being and education of our students. Our Association must demand more respect, better training and professional development, and more involvement by support professionals in organizing their workplaces for high performance.

The Association is committed to establishing a continuing system of high quality ESP professional development. Such a system would include professional standards, meaningful professional development, improvement in ESP recruitment, retention of quality professionals and involvement in school improvement plans, as well as appropriate rewards for continuous professional development.

Skills for all ESP
There are certain basic skills that should be gained by all ESP:

- Effective student discipline
- Interpersonal communication skills
- Team building
- Mentoring
- Diversity awareness
- Stress management
- Motivating at-risk students
- Working with special needs students
- Crisis intervention
- School safety
- Self defense
- Customer/community relations
- Confidentiality issues
- Health and safety issues
- Time management
- Computer and software skills
- Records management
- Dealing with difficult people
• Legal and ethical issues
• Leadership skills
• CPR/first responder courses with renewals and updates
• Reporting suspected child abuse
• Harassment awareness
• Mentoring programs that include training

Paraprofessionals

The role of the paraprofessional has increased over the past few years. Teacher shortages, increasing numbers of English language learners and the rising enrollments of students with special needs have increased the role of paraprofessionals in student achievement.

The Association is committed to statewide standards being established to obtain the highly qualified status.

Staff development for paraprofessionals is one of the keys to increasing the success of the students they work with. Here are some topics for paraprofessional staff development.

• Understanding the rights of children and parents
• Diversity and cultural heritage training
• Learning the history of special education laws and current federal and state mandates
• Understanding the roles of paraprofessionals
• Assisting children to cultivate self-esteem and interpersonal skills
• Communicating effectively with team members, students and parents
• Universal precautions training
• Attending training in instructional techniques with teachers
• Computer and software skills
• Records management

Clerical Services

In the past few decades, the workload for school secretaries and other clerical staff has increased dramatically. Some of the factors include an increase in student mobility, the growing documentation needed for special education students and the current nursing shortage.

Appropriate and meaningful professional development opportunities will enable clerical staff to meet challenges that arise in the 21st Century. These may include:

• Computer and software skills
• Language arts
• Records management
• Financial recordkeeping, spreadsheets and data bases
• Accounting
• Business law
• Federal, state and local laws
• Office administration and technology
• Business communications

**Food Services**

Food services ESP affect public school children in many ways. They not only provide the food and ensure proper nutrition, but they serve as role models for teaching kids how and what to eat at school. There is now an appreciation for the training needs of all those who work in the food service area. Some of the topics that should be addressed include:

• Safe food handling
• Customer service
• Awareness of hazardous bodily fluids
• Proper use of chemicals
• Being able to adapt recipes
• Safety and sanitation
• Health codes
• Kitchen math
• Preparation and merchandising
• Equipment
• Nutrition education
• Refrigeration, food storage, and handling

**Transportation Services**

Public school drivers and all employees have a challenging and comprehensive profession. These employees must keep up with new safety requirements, stay abreast with state and federal laws and regulations and pass comprehensive skills tests to hold a commercial driver’s license, Indiana state school bus committee standard certificate, complete yearly school bus driver safety course, and Indiana state physical requirements testing, and be subject to random drug and alcohol testing. They need up-to-date training in the following:

• School bus student management
• Written and verbal communication skills
• Mentoring skills between veteran bus drivers and new bus drivers
• First aid, CPR, and universal precautions training including updates and renewals
• Hazardous chemicals and equipment
• Intruder training
• ELL training
• Defensive driving training
• Computer and technology training
• Repetitive Motion Syndrome prevention
• Communicating effectively with team members, parents, students, and school employees

Health and Student Services

Today, school health officials face an array of responsibilities in addition to the traditional roles of providing first aid, monitoring immunizations, conducting health screenings, assisting sick and injured children and children with special health issues. They must interact with teachers, doctors, administrators, school counselors, parents, police and social workers. They see a need for training in the following:

• Background information on new medications and their effects on children
• Updates on use of new or improved medical equipment or technology
• Communication skills related specifically to communicating with parents and staff relating to a sick child
• Records management
• Workmen’s compensation

Skilled Trades

Adequate building maintenance is essential to quality education for students. Employees in both Skilled Trades and Crafts and Technical services need specialized training to do their jobs well. Because technology is ever-changing, employees in the Skilled Trades and Crafts and Technical services must participate in ongoing staff development to keep up with current trends and technology innovations in their respective fields.

Custodial and Maintenance Services

Custodians and maintenance workers are the guardians of the school environment for students, staff and the community. Their workloads continue to grow as new technology and equipment requires new skills, increased duties and responsibilities. Professional development for custodians and maintenance workers should include some of the following elements:

• Building security
• Asbestos training
• Blood borne pathogen training
• Hazardous equipment, including how to operate all machinery
• Hazardous chemicals
• Ergonomics
• Indoor air quality
• Safety and sanitation
The source of the information of this position paper was NEA’s The ESProfessionals—An Action Guide to Help You in Your Professional Development.
# ISTA Resolutions 2008-09

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PREAMBLE

The purposes of the Indiana State Teachers Association shall be to advance the interests of the profession of teaching and promote the cause of education in the State of Indiana. To achieve these purposes, the Association dedicates itself to the rights and responsibilities of the individual student and those of educational employees. The Association will work for equal educational opportunity through the system of public education provided by national, state, and local financial support, will endeavor to promote understanding and cooperation between the educational employee and the public; and will encourage all educational employees to participate in the Association.

The Association’s Resolutions are a formal expression of the Association’s opinions, intents and beliefs. Upon adoption by the Representative Assembly, a resolution provides the direction in which the Association should be moving.

A. LEGISLATIVE AND POLITICAL DECISIONS WHICH AFFECT EDUCATION

A-1 PUBLIC UNDERSTANDING

The Indiana State Teachers Association supports the concept that professional associations must promote public understanding of education and encourage wide public and parental participation in achieving and maintaining educational excellence and in solving education’s problems. It also recognizes the responsibility to publicize adverse educational conditions and to support associations in attempts to improve conditions in their districts. (07)

The Association also believes that there must be a representative nonpartisan board of education in each school district, which also has responsibility to promote public understanding of the schools.

A-2 UNITED STATES DEPARTMENT OF EDUCATION

The Indiana State Teachers Association believes the U.S. Department of Education must be a major force for the support and improvement of public education in the U.S. The Association further believes that teachers and other appropriate educational employees must be fully involved in establishing goals and planning programs for the Department. (90, 05)

A-3 ISTA/I-PACE/NEA FUND FOR CHILDREN AND PUBLIC EDUCATION

The Indiana State Teachers Association endorses the Indiana Political Action Committee for Education (I-PACE). Educators and friends of education are encouraged to support it through individual involvement and voluntary contributions.

The Association favors voluntary contributions to I-PACE which, for state and local political fundraising, may be deducted by reverse checkoff. The Association favors voluntary contributions to NEA Fund for Children and Public Education, which, for federal political fundraising, may be deducted by positive checkoff. (99)

A-4 ELECTION DAYS

The Indiana State Teachers Association favors the establishment of election days as legal holidays for which schools are dismissed.

A-5 RECALL
The Indiana State Teachers Association advises establishment of procedures for recall of elected and appointed public officials who are derelict in their duties.

A-6 RESTRUCTURING OF SCHOOLS

The Indiana State Teachers Association supports efforts to improve the schools in their central task of educating all students to the best of each student’s ability, so that every student can take his or her place as a productive, active citizen. Such initiatives and programs must recognize that public schools are the essential formative area of these efforts, and that the practicing professional teacher must have a central role in determining the most effective methods for these restructuring efforts. The Association supports positive steps to foster a community approach to the education of every child, but opposes efforts to lessen reliance on licensed professionals as the primary medium of instruction.

The Association believes that each local school board’s highest priority in resource allocation must be student classroom instruction. Administrative costs must be minimized to allow this allocation to occur. (05)

Conflicting directives obstruct reform programs. Specific reform programs should be coordinated with each other so that schools have a clear, consistent direction and resources can be used effectively. All decisions about the specific aspects of these programs should be developed in cooperation with the practicing professional and through the exclusive representative. State and federal mandates for schools should be planned so that school corporations will have the resources made available to accomplish the mandates without sending students to other corporations.

The Association opposes any restructuring proposal that adversely impacts upon the rights of teachers and other educational employees, including salaries, benefits, working conditions and/or job status. (94, 96)

A-7 STATE DEPARTMENT OF EDUCATION

The Indiana State Teachers Association believes the Indiana Department of Education must be a major force for improvement of public education in the State of Indiana. The Association further believes that teachers and other appropriate educational employees must be fully involved in establishing goals and planning programs for the Department.

The Association believes that the State Superintendent of Public Instruction must have experience as an educator in the public schools and that the people of Indiana should have the right to elect this officer. The term of this elected office should be a minimum of four years.

Legislation should protect the powers and duties of the office of the State Superintendent of Public Instruction. Legislation should also strengthen the administration, organization and financial support of the Department.

The professional staff qualifications should include valid certification in education and a minimum of three years teaching or administrative experience.

The Association believes that the State Department of Education’s professional staff employees should be included in the provisions of the State Personnel Act and in the public employee collective bargaining legislation. (90)

A-8 EDUCATIONAL FINANCE

The Indiana State Teachers Association believes that the state budget should meet the
needs of education by increasing state aid to schools while preserving local school corporation fiscal responsibility and authority. The Association believes that to achieve the Association’s commitment to education and to assure fair tax practices for all citizens, public education must be supported from public tax sources in accordance with the following principles:

a. The federal share of financing public education must be at least one-third the total cost.

b. The state and local share of finance must be derived from a tax system, which is balanced and complementary in nature, includes all broad-based taxes, reduces excessive reliance on property taxes, and protects subsistence income.

c. Restrictive limits must not be imposed on school budgets and long-term borrowing.

d. The amount of federal and state support must be generally predictable for long-range planning and be specifically predictable for year-to-year planning.

e. Support programs must make adequate provision for research and development, and for promoting improvements in educational practices.

f. Local governing boards must be fiscally independent.

g. The process of tax administration must be subject to continuing review.

The Association believes that the distribution formula must guarantee equal educational opportunities and provide incentives for local school corporations to develop sound educational programs. Teacher education and experience must be reflected in an improved teacher training and experience index. The distribution formula should apply to the cost of kindergarten. Any new special program or extension of the school year mandated by the state should be fully and continuously funded by the state. Funding for such programs must not be taken from existing sources of educational funding.

Any money distributed for the construction of buildings should be by formula.

The state should assume a reasonable share of the cost for any busing to and from school. To determine the children who are to be bussed, the following factors shall be considered: safety, age of student, distance traveled and amount of time spent, desegregation of schools, and appropriate educational programs.

A-9 SECTARIAN PRACTICES IN THE PUBLIC SCHOOLS

The Indiana State Teachers Association believes that matters, which are essentially religious in nature, and may impinge on the freedoms guaranteed by the First Amendment to the Constitution, should not be mandated by any governmental body as a part of the school program.

A-10 PRIVATIZATION OF PUBLIC SCHOOLS

The Indiana State Teachers Association believes that the privatization of public schools is detrimental to the public interest. Private sector marketing techniques applied to schools as commercial ventures can lead to racial, economic and social isolation of children and can undermine commitment to public school systems. (92)

A-11 TUITION TAX CREDITS AND VOUCHER PLANS
The Indiana State Teachers Association strongly opposes voucher plans and tuition tax credits as detrimental to public education.

A-12 STATE AND FEDERAL MANDATED PARENTAL CHOICE PLANS (03)

The Indiana State Teachers Association believes that state or federal mandated parental option or choice plans compromise the Association’s commitment to free, equitable, universal, and quality public education for every student. Therefore, the Association opposes such federal or state mandated choice or parental option plans.

The Association believes that local districts, in partnership with state and federal governments, must provide a quality education for every student by securing sufficient funding to maintain and to enhance excellence in each local public school district.

The Association continues to support alternative programs in public schools for specific purposes. (89)

A-13 CHARTER AND NON-TRADITIONAL PUBLIC SCHOOL OPTIONS

The Indiana State Teachers Association supports innovation in public education. The Association believes that when concepts such as charter schools and other nontraditional public school options are proposed, all school employees must be directly involved in the design, implementation, and governance of these programs.

Charter schools and other nontraditional schools must meet the same accountability requirements as traditional public schools. (04)

The Association further believes that plans should not negatively impact the regular school program and must include adequate safeguards covering contract and employment provisions for all employees, voluntary participation, health and safety standards for all students and employees, non-discrimination and equal educational opportunity, staffing by licensed professional staff, and financial responsibility. Programs must be adequately funded, must include start-up monies, and must not divert current funds from the regular programs. (93)

A-14 NONPUBLIC SCHOOLS

The Indiana State Teachers Association opposes legislation, which directly or indirectly provides for the use of public funds for the support of nonpublic schools.

Nonpublic schools should meet the same requirements for state accreditation as public schools. (95)

A-15 HOME SCHOOLING

The Indiana State Teachers Association believes all children have a right to develop their full potential for becoming productive and contributing citizens. Further, the Association believes that a child’s educational and social development is best taught in a public school setting, although it recognizes the fact that in some cases children are being taught at home. To assure that these children have an equitable and quality education, guidelines for home education programs must be established. We urge the adoption of the following standards:

a. Teachers of home school programs shall meet the state requirements for teacher licensing.

b. Authorized state or local permission should be required annually for home study where the decision is based on an individual education program or on recommen-
dation of professional personnel, where standards for student achievement are accepted, and where there is compliance with curriculum and health requirements.

c. Home study should be monitored by local school administrative personnel knowledgeable about excellence in the teaching-learning environment.

d. Students shall receive regular and thorough instruction in a program of study at least comparable to that taught to students of the same age in a public school.

e. Home study programs should comply with compulsory attendance laws on length of school day and school year, and age requirements.

f. Students shall participate in state or locally mandated testing/assessment programs in suitable settings and their scores:

(1) shall be disaggregated;

(2) shall be published in the aggregate as “home school scores” in the same manner as scores are required to be published by public schools; and

(3) shall not be used to determine school or school corporation category placement under the state’s standards and accountability laws.

A-16 EDUCATION IN STATE INSTITUTION SCHOOLS

The Indiana State Teachers Association supports those teaching in state institution schools and will assist in improving the standards of instruction and professional status in these institutions. The Association believes that these institutions must adhere to the state standards for accreditation.

Further, that if the largest school corporation in the county in which the state institutional school is located is closed due to hazardous weather conditions, the state institutional school shall be closed. Institutional teachers affected by such closing shall not be required to be in attendance and shall receive full pay for such days.

Inmates enrolled in educational programs in state correctional institutions should be compensated for their participation at the same rate, which other inmates receive for noneducational activities.

A-17 SUPPORT OF HIGHER EDUCATION

The Indiana State Teachers Association favors the extension of public support of education through the maintenance of a state system of comprehensive higher education that offers complete curricula for teacher education including the master’s degree. Institutions offering a comprehensive Master’s Degree program should be located within easy commuting distance of all teachers.

Regional campuses should comply with the intent of the 1969 Act which states that no
state supported universities having regional campuses shall require credit in residence on the home campus in order to obtain a degree.

Two-year vocational-technical schools and four-year institutions of higher education should provide administrative channels, which permit students to begin studies at a two-year school and then transfer to a four-year school to complete a degree with a minimum loss of credit hours.

Financial support of public institutions of higher education should include funds to improve the economic status of instructional staff, locate institutions in appropriate geographical areas, strengthen research, and help reduce the cost of tuition. Funds should also be provided to improve the state scholarship program taking factors in addition to scholastic achievement into consideration.

A-18 ENERGY PROGRAM
The Indiana State Teachers Association believes that a national energy policy must be established that would reflect the efficient use of energy from all sources, urge research to develop new sources of energy, stress rapid development of renewable energy sources, and promote conservation. The Association supports establishment of community education programs to increase public understanding of alternative fuels, and encourages school corporations to study the comparative costs of gasoline, natural gas, liquid petroleum and alternative fuels for the operation of their school buses. (05)

The Association also supports legislation that would ensure the operation of the public schools during the school year and encourages the exploration of alternative energy sources for use in future school construction or remodeling. The Association supports programs that would educate the public to the benefits and dangers of nuclear power. (07)

A-19 THE METRIC SYSTEM
The Indiana State Teachers Association supports the effort to convert to the International System of Units (SI metric systems) at all educational levels. (05)

A-20 STATE AND NATIONAL PARKS
The Indiana State Teachers Association supports the use of state and national parks as valuable educational resources. The Association further encourages development of additional park facilities and upgrading existing ones.

The Association supports the establishment of state and national wilderness areas in Indiana and their use for educational purposes.

A-21 COLLECTIVE BARGAINING
The Indiana State Teachers Association favors legislation to mandate collective bargaining on all terms and conditions of employment for all educational employees. The law should mandate bargaining rights to provide open scope, fair share fees, due process, and an impartial binding impasse procedure and/or the right to strike beyond mediation.

The Association favors the amending of Public Law 217 of 1973 to mandate collective bargaining for educational support professionals. (90, 91, 01)
A-22 FINANCIAL REPORT
The Indiana State Teachers Association believes that individual salaries of educational employees should not be published in the news media.

A-23 TAX REVISION
The Indiana State Teachers Association encourages tax revision that supports uniform and equitable tax treatment for professional expenditures, which provides adequate and equitable tax exemptions for retirement payments and income, and that brings about more equitable tax treatment of all citizens.

A-24 DISTRIBUTION OF COUNTY TAXES
The Indiana State Teachers Association believes that county treasurers must collect and distribute taxes on or before June 30 and on or before December 31 of the year in which the taxes are due. (06)

A-25 RETIREMENT
The Indiana State Teachers Association believes that a properly planned and soundly financed retirement system is essential. This system must be fully funded by the state and local school corporations and must be used solely for teacher retirement. The Association supports allowing the Board of Trustees of the Indiana State Teachers Retirement Fund the option of purchasing corporate stock, equities and other prudent investments with a portion of the funds. This option should also be available to the Public Employees Retirement Fund. The Fund must be a separate state agency and must not be required to pay service charges to the state government. The assets and the administration of the Fund must be independent of other state retirement funds and agencies. (05, 06)

The Association believes the ISTRF program should include, but not be limited to:

a. An annual cost-of-living adjustment.
b. A group medical program administered by the Fund.
c. Full vesting after five (5) years of service or upon the death or disability of the Fund member.
d. Full retirement without penalty after 30 years of teaching experience or at age 55.
e. A minimum of no less than 50 percent of the average of three (3) years of the highest salary guaranteed after 20 years of experience.
f. An allowance of up to one year’s salary as severance pay be applicable toward retirement average salary.
g. Retired teachers’ benefits factored on the basis of the average life expectancy of all Indiana teachers.
h. Credit for up to six (6) years should be granted for military service, peace corps service or for family home child care.
i. Retirement benefits for the mobile teacher, which are substantially the same after a career in one state.
j. A continuing program of pre-retirement counseling and planning for current educators.
k. Full Social Security benefits to the participant or spouse.
l. Contributions to the Fund on a tax-deferred basis.
m. A variety of payment options.

The Board of Trustees and the executive secretary of the ISTRF must have sufficient autonomy in employment of staff and development of operational procedures to administer the Fund with the highest possible efficiency. The Board of Trustees shall be elected by participants in the Fund. Fund participants shall comprise a majority of the members of the Board.

A-26 UNIVERSAL HEALTH CARE

The Indiana State Teachers Association believes in universal health care for all. The Association supports a comprehensive medical plan (including preventive and wellness programs) as the basis for acceptable medical insurance coverage in Indiana. Further, the Association supports a plan, which covers retirees prior to eligibility for Medicare and those who experience gaps in Medicare coverage. (93, 05)

B. ECONOMIC STATUS AND WORKING CONDITIONS

B-1 DISCIPLINE, ORDER, AND SAFETY REQUIRED FOR LEARNING

The Indiana State Teachers Association believes that discipline, order, and safety are essential for an environment conducive to learning. All students and education employees must be allowed to learn and work in an environment free from guns and other deadly weapons. Education employees must be prepared to meet the needs of students when acts of violence occur. To achieve these goals, the Association believes the following guidelines need to be followed in the schools:

a. Students must be taught a system of rules that will develop their mental, moral, and physical capabilities to the utmost, and instill in them a clear distinction between their own rights and responsibilities and the rights and responsibilities of others. The school environment must be free from all forms of bullying. (04)

b. An orderly environment, including infrastructure, for students and education employees must be established on the basis of rational methods and procedures to promote school and behaviors that enhance teaching and learning.

c. Every classroom/instructional area shall have a telephone and a call button connected to the central office.

d. A truly safe school setting must extend beyond freedom from danger to freedom from fear of danger, which inhibits both teaching and learning as well as participation in school and community activities. The Association supports measures, which might include use of individuals from public safety agencies, metal detectors and other means to keep the school safe.

The Association believes that local affiliates should negotiate a procedure that is supportive of the classroom teacher for handling discipline problems.

The Association believes that local affiliates should consider the development of public alternative schools or programs different from the traditional pattern.

The Association further believes that all present and future education employees should be given formal, extensive, and ongoing training in discipline, order, and safety in both school and school-related activities. This training should include un-
derstanding the relationship between school employees and public safety personnel who are employed in the school environment. (94, 95, 96, 98)

B-2 SUBSTITUTE TEACHERS

The Indiana State Teachers Association recognizes the important role of the substitute teacher. The Association encourages both the education community and the public to recognize the singular and specific function that substitute teachers perform in the maintenance and continuity of daily education. The local school corporation shall sponsor pre-service and in-service education for substitute teachers. (06)

The Association believes that substitute teachers should be provided for all absent teachers and must meet the same standards as any other classroom teacher within the state. Substitute teachers should be compensated at a level that attracts qualified individuals. The Association further recognizes that substitute teachers who hold valid teaching licenses are professional educators and urges state and local affiliates to promote collective bargaining rights and responsibilities for substitute teachers. (06)

The Association condemns the practice of assigning substitute teachers to regular teaching positions. Such positions should be filled by available licensed teachers who are eligible to be placed on contractual status by the school district. The Association condemns the practice of utilizing licensed teachers to substitute for personnel on extended leave, without providing full pay plus basic and fringe benefits for the substitute. Further, the Association condemns the practice of hiring substitutes for the purpose of staffing educational employee positions during a job action. (96, 01, 06)

B-3 STUDENT MEDICATION

The Indiana State Teachers Association believes that a nurse or an appropriate licensed and certified professional should be responsible for administering medicine or performing medical procedures.

The Association believes its affiliates should negotiate procedures for students who require medication or medical procedures during the school day. Procedures should include a physician’s written verification of a student’s needs for medication or medical procedures, written permission of the parent or guardian, and proper storage of the medication.

The Association further believes that education employees who are not licensed medical personnel should be protected from all liability if they, in good faith, administer medication or perform medical services. (05)

In addition, school personnel should have the right to refuse to administer medication and/or medical procedures without fear of disciplinary repercussions. (93)

B-4 PHYSICAL ENVIRONMENT FOR LEARNING

The Indiana State Teachers Association believes that the physical environment for learning must keep pace with the growth in the number of students and the changes in methods of teaching and of presenting instructional materials. Instructional materials and equipment should be provided in sufficient variety to serve all students.

Teachers and other appropriate education employees should be actively involved in the planning of the educational specifications for new buildings and renovations. Schools should be safe, healthful, and attractive. Instructional space should be flexible. Whenever possible renovations should be completed outside the school year in
order to preserve the learning environment and to protect students and staff from hazardous materials or conditions inherent in the construction process (89, 92, 97)

B-5 HEALTHY AND SAFE SCHOOL ENVIRONMENTS

The Indiana State Teachers Association believes that all educational facilities must be smoke-free and safe from environmental and chemical hazards. School districts should conduct periodic testing for any and all potential dangers that are detrimental to the health, safety and welfare of students and education employees. Any deficiencies must be immediately corrected. Students and their guardians, school employees, and the public should be notified of actual and potential hazards.

The Association also believes in the establishment and enforcement of Occupational Safety and Health Administration (OSHA) standards to ensure health and safety. Additional health and safety hazards should not be created when facilities are altered or repaired. (98)

B-6 TRANSPORTING STUDENTS

The Indiana State Teachers Association recommends that no educational employee be required to transport students in a private vehicle. However, any time an educator transports or arranges transportation for a student or students in a school related activity, the school corporation must provide adequate protection. (92)

B-7 THE BEGINNING TEACHER AND THE NEW TEACHER

The Indiana State Teachers Association believes that local school corporations should recognize the unique needs of new or beginning teachers, by assigning them in the area of their greatest competence, so that they can succeed. School corporations should also provide the beginning teacher, or teacher new to the system, an assignment that allows time to teach and limits extraneous duties.

The new or beginning teacher should be oriented to all duties, responsibilities, and obligations as a teacher in the system. Every effort should be made to provide beginning teachers and teachers new to the system with effective supervision and administration, appropriate facilities, adequate materials and equipment, auxiliary staff, and in-service education experiences based upon each individual’s needs.

It is the local association’s responsibility to provide new and beginning teachers with needed supportive experiences not provided by the local school corporation. The local association should work with superintendents to insure that new staff members are assigned in their areas of proper certification with limited extraneous duties.

It is the local association’s responsibility to welcome new and beginning teachers to the community with compiled information concerning housing, worship, school facilities, community services, and the Association. (01)

B-8 MENTOR PROGRAMS

The Indiana State Teachers Association believes that professional peer support systems such as mentor programs should be utilized solely for the development of professional expertise. The Association believes that the planning, implementation, and evaluation of such program must be cooperatively developed and negotiated through the local collective bargaining process.

Qualifications for the mentor teachers and the duties and responsibilities of all parties must be clearly defined and uniformly administered. Criteria for implementation
must be left to the discretion of the planners of each program and participation must be voluntary. The state or local authority has the obligation to provide hold-harmless protection.

The Association also believes that mentor teachers must be compensated for all additional responsibilities and that the program must be fully funded either by the state or local authority.

The Association further believes that formative assistance from such programs must be independent of any summative evaluation and resulting documentation must not be included in the participant’s personnel files. The relationship of the mentor and the intern must be confidential.

B-9 PROFESSIONAL PRACTICES

The Indiana State Teachers Association encourages all members of the profession to exercise personal integrity in the administration and use of preparation time, sick leave, personal leave, and other such benefits that have been promoted by the profession to improve professional service welfare. The Association encourages all teachers to exercise personal and professional integrity with regard to the services of educational support professionals. (03)

Increased emphasis should be placed on the mutual responsibility of the school corporation and the individual educational employee to adhere to ethical employment practices and to strengthen and safeguard the sanctity of contract. Termination of contract should be done in such a manner as to protect the effectiveness of the educational employee within the school situation for the remainder of the school year.

The Association condemns demotion, dismissal, or other forms of reprisal to education employees due to activities in professional organizations as unethical, illegal, or a violation of civil rights, and believes that such actions should be the subject of professional censure and vigorous court action under the Organizational Activities Protection Act of 1965.

All educational employees must refrain from accepting positions made vacant by unfair dismissal practices. (92)

B-10 APPROPRIATE ASSIGNMENT

The Indiana State Teachers Association believes that teachers should accept only teaching assignments compatible with their certification. Employing officials and administrators should be charged with the responsibility of assigning teachers in their certified areas of preparation. Prior to acceptance, substitutes need to be made aware of the nature of the assignment.

The Association condemns the practice by Local Boards of Education of changing the requirements for a position once the position has been established and filled. This includes condemnation of the practice of corporations or cooperatives requiring a teacher to acquire a license in an additional area. (04)

B-11 SUB-CONTRACTING/CONTRACTING OUT

The Indiana State Teachers Association recognizes that all education employees share the same community of interest. The Association also believes that greater emphasis must be placed upon securing and retaining the most qualified employees with proper licenses for positions requiring licensure. The Association believes that
employees should not be displaced by private service providers or by temporary or part-time workers.

The Association further believes that school districts should not enter into subcontracting agreements that transfer education employees or that abrogate previously contracted benefits, reduce compensation, deny fringe benefits, and/or reduce or eliminate accumulated retirement experience and benefits. (92)

**B-12 SCHOOL YEAR**

The Indiana State Teachers Association believes that local affiliates must participate fully in the design, authorization, implementation, and evaluation of the school year. The definition of the school year shall reflect a requirement for 900 hours of elementary instruction, and 1080 hours of secondary instruction. The exact calendar configuration, including year-round school, should be locally bargained and take into consideration the impact on the community.

The Indiana State Department of Education rules should recognize the right of local school corporations to bank instructional time above the requirements. The banked time may be used for any bargained purpose including, but not limited to, class records, grading, make-up of school emergency closings, staff development, and parent-teacher conferences.

The Association believes that any lengthening of the school year beyond the current 180 days is appropriate only when locally bargained. In these cases the state must provide full funding for such extensions. (95)

**B-13 ORGANIZATION OF THE SCHOOL DAY**

The Indiana State Teachers Association believes that “school day” refers not only to those hours during which an educator is actually teaching but also applies to those conditions that contribute to the student-teacher relationship. These include a reasonable, clearly-defined workload that includes time for planning and elimination of noninstructional tasks required of a teacher. (05)

The Association further believes that teacher activities such as professional development, orientation day, parent-teacher conferences, and grading and recording days should be preserved and compensated. They are a viable and necessary ingredient in the enhancement of instruction. Further, any increase in the school year for students should not be accomplished by reducing the time now allotted for these programs.

**B-14 INSTRUCTIONAL ASSISTANTS, PARA-PROFESSIONAL AND OTHER EDUCATIONAL SUPPORT PROFESSIONALS**

The Indiana State Teachers Association believes that local school systems should provide classroom teachers with a supportive staff who will free the teachers from certain non-teaching and routine duties so that they can perform more successfully the primary task of instructing each student.

Such supportive staff can include instructional assistants and para-professionals who are employed by a school corporation and work directly with a licensed classroom teacher, and other educational support professionals who are employed by a school corporation but do not work directly with a licensed classroom teacher.

Pre-service and in-service training and evaluation should be conducted to provide for
a constant dialogue between and among instructional assistants, para-professionals
other educational support professionals and the professional teachers.

The criteria for recruiting, selecting, employing, training, and supervising instruc-
tional assistants, para-professionals and other educational support professionals shall
be mutually determined by the exclusive representative and the school corporations.
The procedure for implementing such criteria shall be determined through the collective bargaining process.

Instructional assistants, para-professionals and other educational support profession-
als should supplement and improve the educational program and should neither serve
as substitute teachers nor as an excuse to increase class size. (94, 01)

B-15 EVALUATION AND SUBJECTIVE RATINGS

The Indiana State Teachers Association believes that it is a major responsibility of educational employees to participate in the evaluation of the quality of their services.
To enable educational employees to meet this responsibility more effectively, the Association supports continued research and experimentation by all educational employees, including identification of:

a. factors that determine professional competence;
b. factors that determine the effectiveness of competent professionals;
c. methods to evaluate effective professional service;
d. methods to recognize effective professional service.

Evaluations should be conducted for the purpose of improvement of performance and quality of instruction offered to pupils, based upon written criteria following procedures mutually developed by and acceptable to the local association, the administration, and the governing board.

The school employees’ evaluation instruments must be redefined as necessary to reflect job descriptions as they change due to restructuring.

The Association believes that formative growth is separate from summative evaluation and that data generated in formative growth is privileged and sheltered from summative review.

Student test scores/assessments must not be used as a basis for teacher evaluation. Merit rating, subjective judgments, and examinations such as the National Teacher Examination must not be used as a condition of employment or a method for evaluating educators in service for purposes such as salary, semi-permanent or permanent status, retention, or promotion.

The evaluation program must recognize the rights of the educational employee who is evaluated. These include the right to:

a. Information concerning the evaluation procedure of the school district or institu-
tion.
b. Open evaluation without subterfuge and with advance notice of evaluation visits and discussion of the educational employee’s goals and methods.
c. Prompt consultation after a formal evaluation visit and receipt of and opportunity to acknowledge in writing any formal evaluation report prior to placement in a personnel file.

D-17
d. Evaluation reports which assess strengths, note progress, indicate remaining deficiencies and suggest specific measures the educational employee can take to overcome indicated deficiencies.

e. Participation in a professional development program including such activities as appropriate counseling and supportive services, released time for in-service work, and opportunity to observe, seek, and/or give assistance to other teachers in classroom settings other than one’s own.

f. Review the contents of the educational employee’s own personnel file maintained by the school system, including communications relating to recommendations and validated complaints directed toward the educational employee. Procedures should be developed to keep the file current and valid.

g. Review any material considered derogatory prior to placement in the individual’s personnel file and submission of a written answer attached to the item in the file.

h. Supervision which is constructive, providing an opportunity to correct deficiencies taking into account a variety of factors which impact performance, and emphasizing career development.

i. Be free of any requirement to adapt to an evaluation system based on any single model of performance. (96, 01, 02)

B-16 TERMS AND CONDITIONS OF EMPLOYMENT

The Indiana State Teachers Association encourages, through the collective bargaining process, improvement of terms and conditions of professional employment in the schools with reference to: (05)

a. Employment, assignment, transfer and dismissal practices in harmony with ethical, judicial and professional principles.

b. Appraisal if the educational employee’s conduct has been determined to be deficient with an opportunity to correct any such deficiency before the charges are made.

c. Demotion, suspension, dismissal or nonrenewal of contracts for good and just cause. If such action is initiated, the educational employee shall have recourse to fair and equitable procedures to seek redress for adverse treatment including the right to the following elements of due process:

   (1) Timely and adequate notice of hearing, including a statement of charges.

   (2) A fair hearing with opportunity to confront and cross-examine witnesses and to present argument and evidence in defense.

   (3) Representation by legal counsel.

   (4) A decision based upon the evidence presented at the hearing, with a statement of the reasons for the decision and evidence relied upon by an impartial decision-maker.

d. Professional and economic status of educators irrespective of grade or subject taught, residence, marital status, number of dependents, national origin, political affiliation, sex, race, or creed. (05)
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e. Establishment and the utilization of an impartial state officer or board to hear and rule on cases of dismissal of educational employees. The rulings must be binding.  
(05)

B-17 REDUCTION OF WORK FORCE—TEACHERS

The Indiana State Teachers Association opposes reduction of work force resulting in increased class load, but in the event a reduction is necessitated by shifts in school population and/or curriculum needs, seniority of equally certified individuals within the corporation shall be the prime factor used in determining those teachers to be retained. Any affected teacher shall have first choice in assuming any other available position for which he/she is certified.

Should a reduction in force be imposed by any school corporation without the teachers having direct input in the procedures through negotiated RIF procedure and/or prior discussion with the bargaining agent, the Association believes that the educational environment would not be suitable for the professional development of potential teachers. Therefore schools of education should not place students into this environment. (94)

B-18 REDUCTION IN WORK FORCE—EDUCATIONAL SUPPORT PROFESSIONALS

The Indiana State Teacher Association opposes reduction of work force resulting in increased work load, but in the event a reduction is necessitated by shifts in school population and/or curriculum needs, seniority of equally qualified individuals within the corporation shall be the prime factor used in determining those employees to be retained. Any affected employee shall have first choice in assuming any other available position for which he/she is qualified.

Should a reduction in force be imposed by any school corporation, the appropriate educational employees should have direct input in the procedures. (94, 01)

B-19 COLLECTIVE BARGAINING

The Indiana State Teachers Association believes that local associations and school boards should bargain written master contracts. Such contracts should result from good faith negotiations between associations and school boards, through representatives of their choosing, to establish, maintain, protect and improve terms and conditions for professional service.

Such contracts should include all matters of mutual concern, such as procedures for the resolution of impasse. Local associations should also be granted authority in such contracts to guarantee teachers a realistic opportunity for decisive participation in the establishment of instructional policies. Master contracts should also guarantee opportunity for all educational employees to be involved in the development of procedures for recruitment, appointment, orientation, professional development, evaluation, transfer, promotion and dismissal for educational personnel within their respective bargaining units.

The Association believes that local associations planning to participate in school sitebased programs should bargain contractual/formal agreements that govern the sitebased plan. The Association has the added responsibility to support school employees in their new leadership roles and to orient school employees to the agreement’s provisions and its opportunities.
Since every educational employee is an important part of the collective bargaining process, the Association insists that every educational employee must have the free exercise of his/her individual and collective rights without fear of intimidation. Further, those representing local associations in the bargaining process should be granted released time to bargain without loss of pay, and should not be subject to reprisals during or after their service to the Association. (95, 96)

B-20 GRIEVANCE PROCEDURES

The Indiana State Teachers Association believes that grievance procedures should be provided in the master contract with definite steps to appeal the application or interpretation of school employer policies and agreements and practices. Binding arbitration should be the final step of the grievance procedures.

B-21 WITHDRAWAL OF SERVICES

The Indiana State Teachers Association realizes that educational employees may have no choice but to resort to a withdrawal of services in order to correct conditions in situations:

a. where conditions make it impossible for educational employees to provide quality education;

b. where solutions have been proposed but have not been conscientiously explored, and

c. where solutions have been proposed but not initiated and accomplished in a timely manner. (04)

The Association denounces the staffing of schools with untrained, unqualified, or noncertificated persons at any time and encourages school boards officially to close schools when work stoppage is declared by the recognized professional organization. Neither should certified personnel be used to keep schools open during the period of withdrawal of services. The Association condemns the use of the ex parte injunction, the jailing of educational employees, fines and excessive bail, in work stoppages.

B-22 PROFESSIONAL SALARIES

The Indiana State Teachers Association believes that salaries of any school system should be based on clearly defined factors which are applicable to salaries for all professional services including summer school, after school activities, federally supported programs, and research and writing assignments. All salary related items should be a result of the negotiations process.

The Association believes that a professional salary schedule for teachers should:

a. Be based upon academic training and teaching experience.

b. Provide scheduled minimum salaries, which are competitive with beginning salaries paid to college graduates entering business and industry.

c. Have structural continuity through the use of an index or percentage guide.

d. Be revised by methods that prevent deterioration in the ratios of maximum salaries, experience increments, and preparational differentials.

e. Provide a differential of 15 percent or more between the scheduled minimum salaries for the bachelor’s degree and the master’s degree scales.
f. Have automatic annual increments for experience, which are in no case less than seven percent of the bachelor’s degree minimum.

g. Reflect an increase at least equal to the annual change of the Cost of Living Index, as published by the Department of Labor.

h. Provide for doubling the Bachelor’s degree minimum in the Master’s degree or equivalent class within ten (10) years and for advancing at least to a ratio of 2.5 times for Bachelor’s degree minimum with advanced preparation beyond the Master’s degree or equivalent class. Master’s degree equivalent class should be mutually agreed upon by exclusive bargaining agencies.

i. Provide for scheduled orderly compensation for teachers who pursue continuing education either for enhancement or licensure.

j. Permit no discrimination as to grade or subject taught, residence, creed, race, sex, marital status, or number of dependents.

k. Place newly appointed teachers on step according to their teaching experience, allowing full credit for all previous service outside the district.

l. Include teaching experience credit of one year for any 120 days of experience within one school year.

m. Contain teaching experience credit for one-half year (60 days but less than 120 days) experience. A combination of any two half-years of experience will be credited as one year of credit.

n. Be applied in actual practice in an equitable manner so that teachers are not penalized in changing assignments.

o. Provide that teachers be paid for that period of time that schools are closed through no fault of the teachers and that no teacher shall lose sick leave or personal leave during such closings.

p. Reflect additional and proportional compensation for extension of the school day or year. Salary scales for the management unit should be related to the salary schedule for teachers by ratios, which reflect differences in assigned responsibilities and length of contract year. Said ratio should be developed and applied in such manner as to grant equal salary differentials for equal amounts of advanced preparation.

B-23 BASIC BENEFITS

The Indiana State Teachers Association believes that adequate provisions for basic benefits at both the state and local levels should include at least the following:

a. An adequate retirement fund including provision for early retirement.

b. The right to rescind a letter of retirement.

c. A jointly selected and employer-financed program providing health, life, vision, dental, and income protection insurance for employees, their dependents, and their surviving spouse.

This program should include funding for and access to insurance for all retirees and their dependents until eligibility for Medicare. To avoid unfunded liabilities, funding should be through an Internal Revenue Code (IRC) Section 501 (c)(9)
VEBA plan and should occur throughout the career of the employee through ongoing employer contributions based upon a percent of salary. (05)
d. Jointly selected voluntary tax-deferred annuities, including access to variable annuity plan(s). (05)
e. A defined contribution and/or employer-match retirement plan to serve as a supplement to Indiana State Teachers Retirement Fund or Public Employee Retirement Fund retirement benefits.
   Such a plan, through IRC Section 401(a) or 403(b), should provide continuing contributions until retirement and as a fixed percent of salary. (05)
f. Financial remuneration for accumulated unused sick leave days and unused personal leave days at the time of retirement or at the time of death as a survivor’s benefit.
g. Compensation for professional development activities.
h. Sabbatical leave for the improvement of professional skills through advanced study, work experience, or approved educational travel with full or partial compensation during such time.
   Such leave shall require a contractual relationship and constitute credit toward tenure. Said teacher shall return to the school system for a reasonable length of service.
i. Unpaid leaves of absence for maternity, paternity and adoption.
j. Development of a sick leave bank against which educational employees with insufficient sick leave days may draw for bonafide illness.
k. No loss of salary or accumulated sick leave for absences caused by an injury arising out of or in the course of, employment.
l. No loss of salary or accumulated sick leave for absences due to childhood communicable diseases.
m. No loss of salary resulting from required appearance of a nonparty pursuant to a subpoena at a court or administrative agency hearing.
n. Provision for adequate protection of educational employees and pre-service teachers against liability in damage suits arising from professional service. (05)
o. Paid bereavement leave of at least five school days.
p. Paid sick leave with no limitations on the total number of sick leave days that may be accumulated.
q. Provides for immediate transfer of all accumulated sick leave days when an educational employee enters a new corporation.
r. Provision for the accumulation of personal leave.
s. Paid personal and family illness leave and paid professional leave with reimbursement of expenses. (05)
t. Provision for replacement of personal property loss due to damage, theft, or other acts while an educational employee is engaged in the educational process or engaged in activities in support of official school functions.
u. Provision for school based, school funded child day-care centers for the children of all educational employees and these programs shall be staffed by appropriate certified professional educators.

v. Provision for worker’s compensation should include adequacy of benefits and upon appeal the right to select one’s own physician. Payment for one’s own physician shall be paid by the employer or the Worker’s Compensation Board. (92, 94, 05)

B-24 EFFECTIVE SCHOOL MANAGEMENT
The Indiana State Teachers Association believes that competent school management is essential to effective schools. Effective management exhibits advocacy leadership for public education, promotes and personally pursues instructional improvement, demonstrates fair treatment of personnel, provides opportunity for growth, and encourages collegial interactions by and among faculty members.

B-25 SITE-BASED DECISION MAKING
The Indiana State Teachers Association supports site-based decision making processes that are based on contractual/formal agreements between districts and local associations.

The Association believes that the scope of local site-based decision making should be limited only by the contractual/formal agreement. The Association further believes that such agreements must include the following elements:

a. voluntary participation by local sites and individuals
b. a district-association structure for processing conflict resolution
c. an agreement on the scope of decision making authority available to sites
d. constituent representation appropriate to the site and selected by each constituency
e. compensated planning and training time for staff and governing bodies as well as additional resources necessary for successful implementation
f. compensation and/or released time for participating staff members. (90)

B-26 INSTRUCTIONAL IMPROVEMENT
The Indiana State Teachers Association believes that all decisions made in local instructional programs to improve the success of the educational process should be bargained.

The Association further believes that teachers must be involved in all decision-making which affects them and their profession.

C. PROFESSIONAL, CIVIL AND HUMAN RIGHTS

C-1 EDUCATIONAL OPPORTUNITY FOR ALL
The Indiana State Teachers Association believes that public education is the cornerstone of a strong democratic society; therefore, all students have the fundamental right to the best public education possible. All students should be held to high expectations and individual performance standards.

The Association further believes that education should be provided from early child-
hood through adulthood, be suited to the needs of the individual, be integrated, be
offered beyond the traditional school day and school year, and be offered at public
expense through the secondary school. The individual also must be free to choose, to
supplement, or to substitute education in state accredited privately supported nonpub-
lic schools. (96, 97)

C-2 THE EDUCATIONAL EMPLOYEE AS A CITIZEN

The Indiana State Teachers Association believes that every educational employee has
the right and obligation to be an informed and politically active citizen. All educa-
tional employees should be guaranteed their political rights including registering and
voting, participating in party organizations, performing jury duty, discussing political
issues publicly, campaigning and contributing to campaigns of candidates, lobbying,
organizing political action groups, and running for and serving in public office. Pro-
visions should be made to enable educational employees to serve in public office
without personal loss and without curtailment of annual increments, permanent
status, retirement, or seniority rights. This should include teachers in State Institu-
tional Schools now prohibited from participating in politics by the Indiana State Per-
sonnel Act and its compilation of its rules and regulations. (05)

It is the duty and responsibility of educational employees to involve themselves in the
selection, election, and reelection of qualified, committed candidates who support the
established goals that will provide quality education. (92)

C-3 INTEGRATING COMMUNITY SERVICES

The Indiana State Teachers Association encourages public education’s and social
service agencies’ collaboration dedicated to keeping students healthy, safe and ready
to learn by providing appropriate and effective services to children and their families,
and to strengthening support for children and their families in public schools. Such a
system of services should be:

a. school-linked, providing services and programs for children and their families
from a school or group of schools. The school staff should be involved in plan-
ning and coordinating such programs. (07)

b. rooted in the community, having the involvement of those who use the services,
those who provide them and those who help pay for them and recognizing that
local communities are most qualified to determine what is needed for their own
citizens.

c. family-focused with extensive family involvement and access to services, recog-
nizing that parents have the primary responsibility for and influence on their chil-
dren’s development and learning, and that services that improve the lives of par-
ents and their parenting skills, improve the lives of children.

d. comprehensive, giving attention to needed health and social services, in addition
to education.

e. high quality, using appropriate staff (properly trained and licensed) along with
staff-child ratios and group sizes conducive to success. (94)

C-4 INTEGRATION IN THE PUBLIC SCHOOLS

The Indiana State Teachers Association believes that it is imperative that full integra-
tion of the nation’s schools be effected. The Association believes also that education
employees, parents and students should be involved in the development of plans designed to achieve integration with the participation of citizen advisory committees.

While supporting the concept of neighborhood schools which provide quality education in a nondiscriminatory manner, the Association recognizes that acceptable integration plans will include affirmative action programs and a variety of devices such as geographic realignment, pairing of schools, grade pairing, satellite and magnet schools. Some arrangements may require the busing of students in order to implement integration plans, which comply with established guidelines adhering to the letter and spirit of the law. Such busing should be accomplished among races and groups of students. The Association expects that all state and federal laws will apply equally to all persons without regard to race or geographic location. The Association believes that educators must have a voice in the decision-making process that involves transfer of educators to achieve racial balance, and the Association will, upon request, assist its local affiliates to develop and negotiate programs for the integration of school staffs.

State and federal agencies should provide the funds, including funds for student transportation, necessary to implement programs designed or ordered to achieve racial balance in the schools. The Association believes that integrated schools must provide students with equal access to all curricular and extra-curricular programs and to technological equipment and knowledge. The Association opposes actions by local school boards of education to reduce school staffs in order to finance or make adjustments for integration plans. (95, 96)

C-5 FAIR HOUSING
The Indiana State Teachers Association believes that universally applied fair housing practices aid in bringing about a truly universal public education.

The Association believes its affiliates, in cooperation with community agencies, should develop practicable programs to implement fair housing practices in every community. The Association supports passage of legislation that will ensure to all persons the opportunity to reside in the neighborhood of their choice.

C-6 EQUAL RIGHTS AMENDMENT
The Indiana State Teachers Association supports an equal rights amendment to the United States Constitution that guarantees that equality of rights under the law shall not be denied or abridged on account of sex. The Association urges members to support ratification of such an amendment.

C-7 ACCOUNTABILITY
The Indiana State Teachers Association believes that educational employees can be accountable only to the degree that other parties, such as school boards, legislators, other government officials, parents, students, and taxpayers who share responsibility for public education, are accountable. (92)

C-8 PROFESSIONAL AND ACADEMIC FREEDOM
The Indiana State Teachers Association believes that professional and academic freedom is essential to the teaching profession. Controversial issues should be a part of instructional programs when judgment of the professional staff deems the issues appropriate to the curriculum and to the maturity level of the student.
Professional freedom includes the teacher’s right to evaluate, to criticize, and to advocate her/his personal point of view concerning the policies and programs of the schools. The teacher also has the right to assist colleagues when professional or academic freedoms are violated.

Academic freedom is the right of learners and their teachers to explore, present, and discuss divergent points of view in the quest for knowledge and truth. Communications between teachers and students must be legally privileged.

All school systems should formulate and adopt policies which set forth the procedure for handling objections to the use of controversial learning materials and for protecting teachers whose academic freedom may be questioned or violated. The profession must strongly resist efforts by groups or individuals to label and remove instructional materials from the schools without the full participation and agreement of classroom teachers and practicing librarians and media specialists. The Association also believes that when publishers abridge or edit literary materials that these changes should be indicated. (95, 05)

C-9 EXTREMIST GROUPS

The Indiana State Teachers Association is concerned about the emergence and resurgence of extremist groups that strive to restrict the civil and human rights of any person. (05)

The Association strongly believes that our nation’s children must be educated to understand and respect cultural, ethnic, religious and other individual differences, the rights of others, and the importance of these to a healthy pluralistic democracy.

The Association condemns the philosophy and practices of extremist groups and their efforts to recruit young people in our schools, and it urges all its affiliates and members to oppose actively all such movements whose objectives are inimical to the ideals of our democratic republic.

C-10 STUDENT RIGHTS AND RESPONSIBILITIES

The Indiana State Teachers Association believes that genuine student involvement requires responsible student action which is possible if students are guaranteed certain basic rights, among which are the right to free inquiry and expression, the right to due process, the right to freedom of association, the right to freedom of peaceful assembly and petition, the right to participate in the governance of the school, college and university, the right to freedom from discrimination and the right to equal educational opportunity. Each of these rights carries with it a comparable responsibility. Student responsibilities include regular school attendance in compliance with locally adopted attendance policies, conscientious effort in classroom work, and conformance to school rules and regulations. Students share with all educational employees a responsibility to develop a climate within the school that is conducive to wholesome learning and living. No student has the right to interfere with the education of other students. It is the responsibility of each student to respect the rights of all educational employees and other students who are involved in the educational process. (89, 92)

C-11 TIME TO LEARN

The Indiana State Teachers Association believes that time to learn is essential in promoting optimum achievement in the school. A student’s time in the classroom should
be free from interruptions and should be centered on educational activities.

The Association believes that parents, students, teachers, and employers should be made aware of the adverse effects of excessive working hours upon students’ attention span and academic achievement. (95)

C-12 STUDENT TESTING/ASSESSMENTS

The Indiana State Teachers Association recognizes that testing/assessing of students may be appropriate for such purposes as:

a. Diagnosing learning needs.
b. Prescribing instructional activities.
c. Measuring student progress in the curriculum content utilizing tests/assessments prepared or selected by the classroom teacher. (03)

The Association opposes the use of tests/assessments that deny students full access to equal educational opportunities.

The Association opposes the use and will continue to seek the elimination of national or state standardized tests, which are: (04)

a. Damaging to a student’s self-concept.
b. Biased against those who are economically disadvantaged or who are culturally and linguistically different.
c. Used for tracking students.
d. Used for purposes of promotion or retention and as graduation requirements.
e. Invalid, unreliable, out-of-date, and restricted to the measurement of cognitive skills.
f. Used as a basis for the allocation of local, state, or federal funds.
g. Used by book publishers and testing companies to promote their financial interests rather than to improve measurement and instruction.
h. Used by the media as a basis for invidious public comparisons of student achievement test scores.
i. Used to evaluate teachers. (02)
j. Administered without modifications and/or accommodations to students with special needs or limited English proficiency. (04)

C-13 EDUCATION OF MIGRANT, REFUGEE, AND UNDOCUMENTED CHILDREN (04)

The Indiana State Teachers Association supports and encourages programs in local school corporations that provide effective educational opportunities for children of migrant workers, refugees and undocumented immigrants. (04)

C-14 COLOR-BLINDNESS

The Association believes that the needs of employees and students with color-blindness must be met. All educational materials that use color coding for referencing information should be accompanied by an alternate method of identifying these items
of information such as numbering or labeling the names of each color.

The Association encourages pre-service preparation and staff development for education employees that present strategies for working with those with color-blindness. Such training should also address sensitizing educational employees to the needs of those with color-blindness. (04)

C-15 EDUCATION FOR CHILDREN WITH DISABILITIES (04)

The Indiana State Teachers Association supports a free appropriate public education for all students with disabilities. However, the Association recognizes that to implement IDEA and Article 7 effectively:

a. A favorable learning experience must be created for all children.

b. General and special education teachers, administrators, and parents must participate in planning and implementation of programs for children with disabilities.

c. All educators, including substitutes, must be properly licensed and adequately prepared for their roles, including addressing the identified needs of students, through appropriate and ongoing professional development. (07)

d. Modifications must be made in class size/case load, scheduling, instructional materials, equipment, and curriculum design to accommodate the demands of the program in general education and special education.

e. Released time must be made available for staff to assure planning, documentation, and implementation of Individual Education Plans (I.E.P.) and programs.

f. Staff reduction will not result from implementation of the special education program.

g. Appropriate provisions and protections for all staff providing services to children with disabilities must be negotiated through the local collective bargaining agreement.

h. All teachers must be made aware of their right to submit a written opinion of the I.E.P. for a student.

i. Fully funded programs must be provided for all students with disabilities from preschool through transitional adult programming and those funds used exclusively for these programs.

j. Providers of all special education programming, including related services, must be members of a local bargaining unit. (92, 01, 02)

k. Students are better served if the person working with them is prepared to deal with their needs. Substitute employees should be made aware that the assignment offered is a special needs program. (07)

C-16 EDUCATION FOR HOMELESS CHILDREN (04)

The Indiana State Teachers Association believes that education must be provided for all children, including those without a permanent legal address. The Association believes that to support their education, students need adequate housing, and health care. The Association also recognizes the need for cooperation between school and community groups in meeting the needs of homeless children. The Association further believes legislation should be enacted to ensure equal educational opportunities for all children. (05)
C-17 PRE-NATAL CARE (04)
The Indiana State Teachers Association believes that social, environmental, and health hazards can compromise the ability of children to learn, and that pre-natal care should be available without pre-conditions to all women. (91)

C-18 STUDENT AND SCHOOL PERSONNEL WITH ACQUIRED IMMUNE DEFICIENCY SYNDROME (04)
The Indiana State Teachers Association believes that every educational institution should establish guidelines for dealing with the problems presented by students and school employees who have A.I.D.S. or who have tested positive for the HIV virus. These guidelines shall not violate individual, professional, and constitutional rights. The recognized bargaining agent shall be involved in the development of the guidelines. Guidelines shall allow for a free public education in a least restrictive environment. School personnel will maintain the right to obtain and continue employment in the educational environment.

C-19 HUMAN RELATIONS (04)
The Indiana State Teachers Association believes that our diverse society enriches all individuals. Similarities and differences among people form the fabric of our society. The Association recognizes that educational employees must be knowledgeable of and sensitive to human relations in education. It encourages all educational employees to become familiar with issues in human relations and skilled in techniques to improve human relations in the school.

The Association also believes that education should increase tolerance and foster an appreciation of the various qualities that pertain to people as individuals or members of a group.

The Association further believes in the importance of accurate portrayal and recognition of the roles, contributions, cultures and history of these diverse groups and individuals. (92, 96)

C-20 EQUAL OPPORTUNITIES IN EXTRACURRICULAR ACTIVITIES (04)
The Indiana State Teachers Association believes that male and female students should have equal opportunity to participate in extracurricular activities.

Funds for extracurricular activities, including funds allocated for facilities, equipment, and remuneration of staff, should be equitably allocated between athletic and non-athletic extracurricular programs and equally between male and female programs. (92, 05)

C-21 NONDISCRIMINATORY PERSONNEL POLICIES (04)
The Indiana State Teachers Association believes that personnel policies and practices must guarantee that no person be employed, retained, dismissed, promoted, transferred, suspended or compensated because of gender, race, color, national origin, religious beliefs, residence, physical disability, political activities, professional association activity, age, marital status, family relationship, sexual orientation, or gender identity. (03)

Affirmative action plans should be established and implemented to guarantee equal opportunity for all persons in employment and personnel policies and practices and to
encourage active recruitment and employment of women, minorities and men in underrepresented education categories. (95)

C-22 ACCESSIBILITY FOR PERSONS WITH DISABILITIES (04)

The Indiana State Teachers Association believes that school corporations and Association affiliates should make their respective buildings accessible to and adapted for persons with disabilities. The Association further believes that all public buildings should be accessible to and adapted for persons with disabilities.

C-23 EMERGENCY PLANS (04)

The Indiana State Teachers Association believes that emergency plans for school buildings must be current and based on changing safety needs and regulations. All appropriate educational employees must be involved in the development and revision of emergency plans. All educational employees must receive copies of the completed plans as they pertain to their schools. (05, 06)

Emergency plans must include, but not be limited to, comprehensive alerting and communications systems, predetermined escape routes and alternatives, training for all involved school personnel, and regularly scheduled practice drills. (89, 92, 98)

C-24 SEXUAL HARASSMENT (04)

The Indiana State Teachers Association recognizes that sexual harassment is a form of sex discrimination or abuse.

The Association believes that students and educational employees should be protected from sexual harassment. The Association encourages its local affiliates to work with local school districts and institutions of higher education to:

a. Establish strong policies defining and prohibiting sexual harassment.

b. Implement educational programs designed to help people recognize, understand, prevent, combat, and eliminate sexual harassment.

c. Develop and publicize a grievance procedure that encourages the reporting of incidents of sexual harassment, resolves complaints promptly, and protects the rights of all parties.

d. Form and train support groups to assist in the counseling of targets of alleged sexual harassment. (99)

C-25 TELEPHONE AND THE INTERNET (06)

The Indiana State Teachers Association believes that children should be protected from exploitation via telephone and the Internet. (06)

D. THE SCHOOL PROGRAM

D-1 THE SCHOOL PROGRAM

The Indiana State Teachers Association supports a relevant school program which includes curricula to develop to the maximum each individual’s intellectual ability, artistic and aesthetic values, human understanding, ethical judgment, self-discipline, vocational skills, mental and physical health, and social maturity. To provide the highest quality of education to all students, teachers must be the primary voice in the planning, development, implementation, monitoring, and refinement of curricula. State curricular requirements should be kept broad and minimal, maintaining local
control over specific course offerings. Television programs, which carry commercial messages, should not be mandated as a part of the school day. All school districts should provide for continuous evaluation and exploration of curricula and methods by educators, administrative staffs, students, and patrons. (03)

Educators must have an active role in the establishment of procedures for the planning, development, implementation, monitoring, and refinement of curriculum. To that end, professional time and training must be provided. The Association encourages and endorses curriculum and professional development activities by local associations to assist teachers in improving instruction. (03, 04)

The curricula should include an emphasis on reading skills as fundamental to all other academic instruction. The elementary and secondary school curricula should include a balanced, comprehensive, and sequential program of fine arts instruction taught by educators licensed in those fields and in a facility (or room) designed for that purpose. Attention should be given to human growth and development, family life instruction, consumer education, environmental education, energy education, impact of nuclear arms, cultural diversity and the contributions of women and minority groups, and understanding of uses and abuse of drugs, alcohol, tobacco and other substances. (03)

The Association believes that sex-role stereotyping should be eliminated from the curriculum and urges educators to use instructional materials that portray various careers and personal roles as acceptable and attainable for all individuals. (05)

The school program should provide pupil personnel services, which include academic and occupational guidance and health services, and parental education programs for strengthening and improving the home atmosphere of children and training of children and youth. Educators should seek development of criteria for supervised utilization of all school plants and facilities as centers of community activities and programs, and thereby provide opportunity for community education. (95)

D-2 STUDENT ACHIEVEMENT (05)

The Indiana State Teachers Association encourages its members to uphold and maintain high standards of student achievement within the parameters of individual student ability and to insist that each student be given the opportunity to reach his/her academic potential. The Association supports the recognition of academic excellence on the high school diploma.

The Association urges all educators, parents, and school board members to seek an end to the practice of social promotion of students or grade-level advancement based primarily on age. The Association believes that alternative programs should be provided for those students who are not eligible for promotion based solely on academic attainment. (91, 95)

D-3 IMPACT OF STATE LEGISLATIVE MANDATES (05)

The Indiana State Teachers Association believes that state mandates regarding school programs should be broad, general guidelines only. Mandated programs should be fully funded, including staff time and material resources needed to implement them. Implementation should be established in conjunction with the local association. These mandates should be assessed by local affiliates and stakeholders with particular attention to their impact upon students, education employees, school programs, and finances. (97)
D- 4 BUSINESS/EDUCATION PARTNERSHIPS (05)

The Indiana State Teachers Association believes that the education and business communities should develop strong coalitions with the cooperative goals of being aware of each other’s needs, rights and perspectives as they relate to providing quality education opportunities and employment for Indiana students.

The Association also believes schools should exercise diligence in ensuring that the integrity of the educational program is maintained and the exploitation of students is prevented. (91, 92)

D-5 VOCATIONAL AND CAREER EDUCATION (05)

The Indiana State Teachers Association believes that preparation of students for careers, vocations, and productive jobs should be a basic goal of education. Educational programs, which will assure equal opportunity for career and occupational development, should be developed for all students.

Comprehensive vocational and career education programs should be established in each school to prepare students for the job market. Educators should support and help strengthen present programs to meet the needs of every student.

Programs designed for training and retraining out-of-school youth and adults should be established on a continuing basis.

All educators in vocational education must be properly certified.

D-6 ADULT EDUCATION (05)

The Indiana State Teachers Association supports programs designed to help adults improve their basic educational and living skills, including parenting skills. The programs should be primarily supported with state and federal funds administered by local school corporations, and should be easily accessible to the adults in all communities.

All teachers employed in adult education programs should be certified/licensed by the state and provided benefits under the master contract covering certificated employees in the local school corporation.

Industry and community agencies should provide funding for specific projects within the adult education program and should work through the local school corporations to meet these needs. (89)

D-7 EDUCATION FOR STUDENTS WHO ARE ENGLISH LANGUAGE LEARNERS (05)

The Indiana State Teachers Association supports English Language Learners programs that emphasize English proficiency as a primary goal and enable students to function in a total English program. (02, 05)

D-8 ACADEMIC ACHIEVEMENT GAPS (05)

The Indiana State Teachers Association believes that parents, educators, and community members must collaborate to identify and implement effective environmental and educational practices and programs that enable all students to achieve Indiana’s academic standards.
The Association further believes that practices and programs designed to bridge Indiana’s academic achievement gaps must be research-based and updated regularly.

Effective practices and programs should:

a. address early childhood development and the learning environment of the home and school;

b. include, but not be limited to, consideration of socio-economic status, learning styles and language barriers; and

c. include fully-funded opportunities for educators to participate in meaningful professional development that offers concrete strategies for working with students to ensure that each and every child will be able to reach his/her full potential.

D-9 STUDENTS IN ALTERNATIVE EDUCATION SETTINGS (05)

The Indiana State Teachers Association believes that students, who are attending school in an alternative setting, including alternative classrooms in a school building or school corporation and custodial settings are entitled to an education provided by licensed education personnel. (05)

The Association urges local affiliates to negotiate the general education teacher’s role in providing the educational program for these students. (93)

D-10 JUVENILE OFFENDERS (05)

The Indiana State Teachers Association believes that juvenile offenders in detention centers, regardless of gender, should be provided a healthy environment conducive to positive social change. The Association also believes that these juveniles should be provided with education programs that will enable them to become contributing members of society. Teachers of these youths should be licensed education professionals. Juvenile offenders who pose a threat to the health and safety of others and who are not placed in these centers should be provided education services in an alternative setting rather than the regular school setting.

The Association further believes that all education employees working with a student having a record of violent behavior or severe behavioral problems should be immediately informed of the nature, extent, and duration of the student’s violent acts/disruptive behaviors. These education employees should also be provided with background information, including teaching strategies that may address the student’s learning style. (93, 94, 95)

D-11 GIFTED, TALENTED, AND CREATIVE STUDENTS (05)

The Indiana State Teachers Association believes that there must be increased development of fully funded educational programs for gifted, talented, and creative students.

The Association recognizes its responsibility to indicate to educators reliable methods of identifying and teaching these children.

The Association urges local and state affiliates to encourage such programs and methods to ensure that these special needs areas are met.

D-12 SCHOOL LIBRARY MEDIA CENTERS (05)

The Indiana State Teachers Association believes that a comprehensive, fully-funded school library media program, including printed and nonprinted resource materials,
information technology, and a minimum of one (1) full-time teacher licensed as a library media specialist should be provided for each elementary, junior high/middle and secondary school. (04)

The Association believes that the successful implementation of technology as an instructional resource is dependent upon adequate staffing to support the program. Therefore, each school should have equal access to appropriate technological support. (95, 99)

D-13 FAMILY LIFE EDUCATION (05)

The Indiana State Teachers Association recognizes that sensitive sex education should promote physical, mental, and social health and that the public school must assume an increasingly important role in providing such instruction. Teachers must be qualified to teach in this area and must be legally protected from censorship and lawsuits. (91)

D-14 INTERNATIONAL PROGRAMS FOR STUDENTS AND TEACHERS (05)

The Indiana State Teachers Association encourages all educators to support and help strengthen programs and curricula that will further international understanding and prepare students for their role as world citizens. Every school corporation should participate in an organized foreign student exchange program.

The Association will continue to support the efforts of Education International and cooperate with professional educational organizations of other nations.

Interested teachers should be granted leaves of absence to participate in foreign service or international programs to further international brotherhood without loss of status, salary, retirement and insurance benefits. (93, 05)

D-15 PUPIL HEALTH AND WELFARE (05)

The Indiana State Teachers Association believes that the total environment, including home, school, and community, affects the mental, emotional, and physical health of children. A wholesome environment is essential for the proper education and growth of children.

The Association supports programs which:

a. Promote parental education to improve home atmosphere.

b. Provide special preventive services in the schools to detect impending difficulties.

c. Improve educational employees’ understanding of child growth and development to ensure the provision of a climate in the school conducive to good health.

d. Strengthen and improve the enforcement of child abuse laws to provide immunity from legal action for educational employees reporting suspected child abuse.

e. Provide increased utilization of educational employees and students in team efforts to resolve the causes of mental, emotional, and physical problems of children.

f. Provide comprehensive school and community health facilities and federal health plans to meet the needs of children.

g. Provide comprehensive child health check-ups to identify and treat drug addiction
and diseases, which are sexually transmitted, communicable and/or genetic in nature.

h. Promote sound nutrition and healthy eating habits within schools. (05)

D-16 PUPIL PERSONNEL SERVICES (05)
The Indiana State Teachers Association believes that pupil personnel services, (school counseling, school social work, school psychology) should be increased or established where they do not now exist to address the full spectrum of student needs. The Association also urges that pupil personnel services be stressed at the elementary level since behavioral and attitudinal patterns are established at an early age. (05, 06)

The Association believes the school counselor at all levels—pre-K through 12—provides service to students by helping to eliminate obstacles that impede a student’s educational progress. All school counselors should be able to function within a guidance-oriented environment which does not allow a role conflict. School counselors should devote at least eighty percent (80%) of their time providing guidance and counseling services to students. The school counselor should be able to focus on the prevention and correction of problems in their early stages, helping to keep these problems from becoming chronic. The school counselor is able to identify learning, behavioral, emotional and other problems at an early stage in the student's school career expediting treatment and an enjoyable, rewarding educational experience. Therefore, the Association supports the creation of school counseling positions according to the following ratio: (04)

**Enrollment**

<table>
<thead>
<tr>
<th>Enrollment</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary/middle school</td>
<td></td>
</tr>
<tr>
<td>0-250 students</td>
<td>1 or more school counselor</td>
</tr>
<tr>
<td>251-499 students</td>
<td>1 1/2 time school counselor or more</td>
</tr>
<tr>
<td>500 or more</td>
<td>2 full time school counselors or more</td>
</tr>
<tr>
<td>High School</td>
<td></td>
</tr>
<tr>
<td>0-250 students</td>
<td>1 or more school counselor</td>
</tr>
<tr>
<td>251 or more</td>
<td>1 male and 1 female counselor or more</td>
</tr>
</tbody>
</table>

For each major fraction of 500 the Association supports the addition of an additional elementary/middle/high school counselor. When a school has a significant minority population, efforts should be made to employ at least one counselor from a minority. (92, 97)

D-17 MULTICULTURAL/GLOBAL EDUCATION (05)
The Indiana State Teachers Association believes that multicultural/global education is a way to help students develop an awareness and an appreciation of the cultural diversity, which exists in the world.

The Association believes that foreign language instruction is an important part of the total education process and a component of multicultural/global studies. The Association supports the maintenance of current programs and encourages the expansion of foreign language instruction and multicultural education at all levels.

D-18 EXTENDED SCHOOL YEAR (05)
The Indiana State Teachers Association recommends all school corporations explore
the feasibility of an extended school year for enrichment and remediation. All studies and program implementations should be the result of cooperative efforts of teachers, administrators and community patrons.

D-19 CLASS SIZE—PRIMETIME (05)

The Indiana State Teachers Association believes that small class size in all instructional areas in grades pre-K-12 allows for the optimum development of a student’s potential.

The Association supports an optimum class size of fifteen (15) or fewer students in regular programs and a proportionately lower number in programs for students with exceptional needs. The Association further believes that class size maximums should be established, with Association involvement, based on the type of students, including a weighted class size formula to reflect the inclusion of exceptional children, subject area content, physical facilities, and other criteria.

The Association rejects the use of teacher aides as a viable alternative to small class size, including such use of teacher aides in the PRIMETIME program.

The Association advocates state funding sufficient to encourage local school corporations to implement programs with small class size. (95)

D-20 EARLY CHILDHOOD EDUCATION (05)

The Indiana State Teachers Association supports early childhood education programs in the public schools for children from birth through age eight. The Association believes that such programs should be held in facilities that are appropriate to the developmental needs of these children. The Association further believes that early childhood education programs should include a full continuum of services for parents and children, including child care, child development, developmentally appropriate and diversity-based curricula, special education, and appropriate bias-free screening devices. Early childhood education programs also must be sensitive to and meet the health and nutritional needs of children.

The Association believes that early childhood education programs should maintain small group size with appropriate staff/child ratios for each age. These programs must be staffed by teachers, administrators, and support staff who are prepared in early childhood education and child development. Males should be encouraged to enter and be actively involved in early childhood education. Preparation programs leading to credentials for staff should be consistent with the educational standards of the Indiana Professional Standards Board.

The Association recognizes the importance of parental involvement in a child’s development. It further supports the providing of training programs that prepare parents to take an active role in the child’s education.

The Association believes that state and federal legislation should be enacted to assist in the organization and the implementation of fully funded early childhood education programs offered through the public schools. These programs should be developmentally appropriate and available to all children on an equal basis and should include mandatory full-day kindergarten with compulsory attendance.

The Association supports regulations requiring children starting kindergarten to have reached the age of five (5) at the beginning of the kindergarten program.
The Association advocates the establishment of fully funded early childhood special education programs. These programs and necessary services should be readily accessible for children with disabilities and staffed by appropriately certified/licensed teachers, qualified support staff, and therapists. (93, 95, 97, 99, 02)

D-21 PROGRAMS BEFORE AND AFTER SCHOOL (05)
The Indiana State Teachers Association believes that all children need adequate adult supervision and guidance before and after school hours.

The Association recognizes that some children have limited or no adult supervision before and after school and urges that local, state and/or national programs, provided by qualified and trained personnel, be developed to assist these children.

The Association believes that such programs should include opportunities to participate in study-skill sessions, counseling and guidance in addition to recreational activities. (90)

D-22 COMPUTER/ELECTRONIC-BASED TECHNOLOGY (05)
The Indiana State Teachers Association recognizes the expansion of electronic-based technology in our society. The Association believes that all students and staff should be provided instruction in the utilization of computer/electronic-based technology and should have equal access to computers and appropriate software.

The Association also believes that all decisions regarding computer/electronic-based technology shall be made in consultation with the exclusive representative. Contract language should be negotiated that adopts a local usage policy to be signed by the corporation, the education employee, student, and parent/guardian. Such language must clearly address liability, holding education employees harmless. (98)

D-23 DISTANCE LEARNING (EDUCATION) (05)
The Indiana State Teachers Association believes that quality distance education can create or extend learning opportunities not otherwise available to all students if the distance education has the following characteristics:

a. Is as rigorous as similar courses taught through more traditional means.

b. Meets or exceeds state standards.

c. Meets the objectives and requirements in an official course description.

d. Has a student/faculty ratio that ensures active student involvement and high academic achievement.

e. Has appropriate procedures in place for evaluation and verification of students’ work.

f. Has instructors whose qualifications are the same as those of instructors teaching in traditional classes. (00)

D-24 ACADEMIC COMPETITION (05)
The Indiana State Teachers Association recognizes that academic competition is a means of providing educational experiences and believes such programs must not interfere with regular classroom instruction. They may be fostered wherever possible through extracurricular programs. (00)
D-25 CABLE TELEVISION (05)

The Indiana State Teachers Association believes that cable television franchise holders should provide as full an array of services to the school as possible, and not limit themselves to the minimum required by law. The Association believes that at least ten (10) percent of the channel capacity of CATV systems in each community should be for educational purposes. CATV systems should recognize the need not only to provide schools with services, but also with means for schools to provide programming for the system. (95, 96, 97, 00)

D-26 MEDIA (05)

The Indiana State Teachers Association recognizes the fact that the media have an effect on the education of the public. Therefore, the Association believes that the media have an obligation to provide a means by which all persons can receive an accurate presentation. (95, 96, 00)

D-27 MEDIA AND CHILDREN (05)

The Indiana State Teachers Association encourages advertisers and media professionals to use materials of the highest caliber. Radio and television programmers should make these materials available to children with consideration given to the child’s age, the time of day, and the subject matter. The Association encourages advertisers and media professionals to use standard grammar, correct spelling, and to refrain from the use of sexist and racist terminology, profanity, and/or gender bias. (06)

The Association recognizes that children are an especially vulnerable audience who must be protected from violence, prejudice, sexual content, stereotyping and exploitation by advertisers and media professionals. Because of this, television programs, which carry commercial messages, should not be mandated as a part of the school day. (07)

The Association further recommends that educators, in cooperation with parents and others concerned, seek to influence the policies followed by the mass media and, at the same time, help children to become intelligently critical viewers, listeners, readers, and consumers. (93, 96, 00)

D-28 SCHOOL TRANSPORTATION (05)

The Indiana State Teachers Association believes that free transportation should be provided for all public school students residing beyond a reasonable and safe walking distance from their assigned schools. The Association believes that all aspects of transporting students, including unloading pupils on high-speed highways and transporting pupils when highway conditions are hazardous, require close scrutiny. The Association also believes that overcrowding of buses must be prohibited and that safety requirements for buses and other designated school vehicles must be stringently enforced. Yearly bus evacuation drills for all student passengers should be mandated. Appropriate health and safety training, including issues of student management, discipline, and violence, must be provided for all school bus personnel.

School bus personnel should be utilized to transport students at all times. No other school employees should be required to transport students as a condition of employment.

The Association further believes that local school corporations should provide students with transportation for all school-related activities. (95, 96, 00)

D-38
E. AGENCIES AND PROGRAMS, WHICH IMPACT ON TEACHER PREPARATION, LICENSURE, AND THE PROFESSIONAL PRACTICE OF TEACHING

E-1 STATE BOARD OF EDUCATION

The Indiana State Teachers Association believes that the State Board of Education should provide leadership, vision, and advocacy for the children of Indiana through working for improvements in Indiana’s system of public education. A majority of the members of the State Board of Education should be educators.

The Association also believes that the legislature should protect the powers, duties, and financial support of the State Board. A strong system of checks and balances should be maintained between the State Board of Education and the State Department of Education. Further, the Association believes that the State Board of Education should be allowed to elect its own chair from among its members. (95)

E-2 THE STATE ADVISORY COMMITTEE ON BOOK ADOPTION

The Indiana State Teachers Association believes that the Advisory Committee on Textbook Adoption of the State Board of Education should be comprised of a majority of practicing classroom teachers. The Advisory Committee on Textbook Adoption should meet regularly with the State Board.

The Association supports a state textbook adoption process, which protects both price and availability of textbooks for all schools and students in the state.

Materials adopted should provide for learning flexibility to meet the needs of all students. The Association supports a return to a five-year adoption cycle. (95)

E-3 LOCAL TEXTBOOK ADOPTION AND AVAILABILITY

The Indiana State Teachers Association, recognizing teachers’ knowledge of the needs of their students, believes local boards of education should give teachers the major voice in the selection and adoption of materials for use in their classrooms.

The Association supports the inclusion of parents on textbook adoption committees. The members of respective committees functioning at grade levels should discuss ideas concerning materials to be adopted prior to making any recommendations.

The recommendations of textbook adoption committees should be accepted by the local school board as those, which will provide the best learning experience for each child. Adoption of a textbook not on the state approved list must follow review and approval by the local committee and the state body.

The Association believes that a textbook is an essential element in the student’s educational progress. Therefore the Association supports state-funded textbooks for every student for study and preparation in and out of school. (97)

E-4 INDIANA PROFESSIONAL STANDARDS BOARD

The Indiana State Teachers Association believes a Professional Standards Board should be an independent agency, should establish the mission, vision, and philosophy, and should regulate preparation standards, licensure, rules and structure, induction year, and continuing education for those in the profession of teaching. The board should review and update programs under its direction to provide the highest quality professionals for the public schools of Indiana. Revision of teacher licensing should not be a subject of legislation. (05)
The board should be comprised of a majority of classroom teachers. Educators serving on the Board should by law be given paid leave from their professional assignments to fulfill their responsibilities on the Board. (05)

The Association believes in rigorous state standards for entrance into the education profession. Persons seeking licensure in Indiana should, through an NCATE accredited teacher education institution, meet the following criteria:

a. Bachelor’s Degree with above average grades.

b. Assessment based on performance-based standards.

c. Early and continuous field experience which includes student teaching.

d. The demonstration of knowledge, disposition and performance needed to teach successfully.

The Association believes that license renewal should be contingent upon a plan of continued education which may be accomplished as follows: 1) a Master’s Degree plus professional development; 2) National Board Certification; or 3) professional development. The Association believes that professional development may include, but not be limited to, formalized class work.

The Association further believes that the granting of a life license is no longer a viable educational practice. However, the Association opposes any effort to revoke current licenses because of a change in continuing education requirements.

Teachers should be properly licensed in the subject area(s) and level(s) in which they are currently teaching.

The direction, control, and staffing of state efforts in professional development properly reside with the Indiana Professional Standards Board. (89, 92, 95, 96, 00)

E-5 TEACHING AS A PROFESSION

The Indiana State Teachers Association believes that teaching is a profession, a career to be sought by those who are dedicated, educated, certified, licensed, and committed to teach. A teaching career should include opportunities for professional growth and development.

The Association further believes that the education profession must govern itself by setting and enforcing standards of practice, ethics, and competence. Teachers and administrators should work cooperatively in formulating and achieving the adoption of written procedures for the solution of problems and conflicts in the areas of ethical practice.

Each educator must give vigorous support to professional association decisions where the welfare of children or fellow educators is involved. (96)

E-6 THE NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS

The Indiana State Teachers Association supports the goals and ideals of the National Board for Professional Teaching Standards (NBPTS). The Association believes that certification should be a voluntary step of professional development and should not be used as a requirement of state licensure. (96)

E-7 TEACHER SHORTAGES

The Indiana State Teachers Association recognizes that teacher shortages can occur
in some professional areas. The Association strongly believes that during a shortage of teachers there should be no relaxation of high standards for those entering the profession. (95)

E-8 PROFESSIONAL DEVELOPMENT

The Indiana State Teachers Association believes that all certified and non-certified school personnel—school board members, faculty members of teacher education institutions, and employees of the State Department of Education—need to grow professionally by utilizing the findings of research, especially in finding new ways of working with students who have special needs and talents; cooperating in designing and conducting programs of research to improve education for all learners; and evaluating innovative experiences in education and disseminating information concerning them.

The Association believes that all educators should demonstrate their professional growth by keeping abreast of continuing developments in professional skills; availing themselves of the many opportunities to participate in workshops, seminars, conferences, and programs designed by colleges, universities, and professional organizations; and increasing their effectiveness in using the new instructional materials and programs in their area of subject concentration by acquiring specialized training in their use. The Association believes that the state must provide funding for professional development opportunities at the local school corporation level. The Association believes that local school districts have a responsibility to fund professional development programs and in-service conference expenses for all staff and to support education employees in their choices for professional development experiences.

The Association believes the local association should assume leadership in initiating programs designed to upgrade the teacher learning process within the local school corporation. Such programs should provide in-service education experiences for all teachers based on local needs. In addition, such programs should provide orientation, pre-service and in-service experiences for all professionals and educational support professionals new to the school corporation. When appropriate, such programs may be developed in cooperation with local administrative staff and institutions of higher learning. Each member should take full advantage of the opportunities for professional growth by planning, attending, and participating in professional development opportunities sponsored or provided by the Association. (03)

Educators are encouraged to join and participate in specialized professional organizations related to their field of work. These organizations should be urged to cooperate in developing a unified professional and educational program. (95, 96, 97)

E-9 SCHOOL NURSES (05)

The Indiana State Teachers Association believes that all public schools have the responsibility to provide appropriate health services for students and staff. Every school building should be staffed with at least one (1) full-time public school nurse. In buildings where enrollment exceeds one thousand (1,000), additional nurses should be employed.

All public school nurses must hold a license in registered nursing from the State of Indiana Health Professions Bureau. Each year public school nurses must earn continuing education credits that are applicable to this field.
The Association further believes its affiliates should enroll school nurses in active membership. (97)

E-10 TECHNOLOGY IN THE EDUCATIONAL PROCESS (05)

The Indiana State Teachers Association recognizes the advancement and application of instructional technology and high-technology devices and materials that provide new opportunities for developing skills, furthering research, and expanding knowledge in our society. Technology increases the opportunity to reduce educational inequities within and among schools and school districts. Instructional technology should be available to all schools. The Association believes that local associations should support efforts to use technology to improve the quality of instruction in local schools, to enhance the working conditions of their members, and to protect members’ rights. The Association further believes that technology should be used to enhance the roles and instructional opportunities of education employees.

The Association encourages federal funding of school technology programs, with increased funding from state and local government sources and public/private partnership funding, to stimulate and support the proper use of emerging technologies. Maintenance, technical support, training, evaluation, and staffing, as well as equipment purchases, must also be fully funded.

The Association believes that:

a. Education employees should have access to necessary technology for managing and advancing instruction. Further, they should be provided encouragement, time, and resources to experiment with and to research applications of technology in order to integrate technology into the curriculum.

b. Education employees, including representatives of the local association, must be involved in all aspects of technology utilization, including planning, materials selection, implementation, and evaluation. Individuals who teach classes over interactive telecommunication networks should be given sufficient time to prepare for their classes. Additional preparation time should be granted to teachers using technology to enrich their regular programs. Further, classroom teachers and library/media specialists must have collaborative planning time to develop programs.

c. Training should be provided for education employees in the use of technologies and applications, the development of effective materials, and appropriate instructional strategies.

d. Teacher preparation in instructional technology must begin in college and university programs and extend through continuing opportunities for professional development.

e. Students must become aware of the social and economic impact of technology and must be provided with access to and instruction in the use of such technology. Further, technological education programs must provide equity in training, funding, and participation for all students.

f. All students and education employees should have an understanding of copyright law and the responsible use of technological materials.

g. Effective use of instructional technology requires a licensed teacher in every classroom. In addition, every school must have a teacher with a license in com-
puter education. Instructional technology should be used to support instruction, but no reduction of positions, hours, or compensation should occur as a direct or indirect result of any technological programs. (04)
h. The evaluation of education employees in any technological program should be conducted openly and meet the requirements of the local collective bargaining agreement or evaluation policy. (95, 96, 99)

E-11 TELECOMMUNICATIONS TECHNOLOGY (05)
The Indiana State Teachers Association believes that every classroom and school library/media center should have equal access to the resources necessary to make full use of telecommunications, including the use of the World Wide Web (internet). Students, education employees, and schools should be provided a toll-free seamless connection to all telecommunications networks with access to the education community and the information resources that lie outside the broader community. Access to broadband networks capable of carrying video, audio, and data is needed to permit groups of students, educators, and other individuals to collaborate on joint projects in any medium they choose. (05)
The Association supports the development of a user-friendly infrastructure, which can accommodate a decentralized approach to program and product development so that the interaction among educators, students, researchers, and those outside the education community can occur. The infrastructure should be operated under voluntary standards that promote interoperability and that support user collaboration. Adequate measures to protect the security of resources on the network should be put in place. Further, comprehensive directories of information resources and navigation systems for locating these resources should be developed and maintained.
The Association believes that education employees are essential to the success of telecommunications projects and their perspective, insights, support, and commitment are vital for successful implementation. The impact of telecommunications on education employees should be subject to local collective bargaining agreements. The Association believes telecommunications can enhance learning opportunities for students, reduce educational inequities within and among schools, and serve as an effective tool for staff development. Telecommunications should be used to support the development of critical thinking and collaboration skills. (95, 96)

E-12 FUTURE EDUCATORS (05)
The Indiana State Teachers Association believes educators, the faculties of teacher education institutions, and professional associations should participate in selective recruiting of future educators to ensure only candidates of highest quality enter the profession by:
a. Encouraging and cooperating with efforts to make and improve opportunities for exploratory and student teaching.
b. Informing prospective teachers of areas of shortage and surplus.
c. Sponsoring NEA Student Program chapters in institutions of higher learning and cooperating with the Association in making the transfer to active and participating membership in the Association and other professional organizations.
d. Establishing scholarships and loans for teacher preparation students who need financial assistance.

e. Encouraging persons who reflect the diversity of our society to enter the profession.(93, 94, 96, 97)

E-13 MULTICULTURAL STAFF (05)

The Indiana State Teachers Association believes that multicultural staffs are essential to the mission and operation of public schools. The Association deplores the current trend of diminishing numbers of minority educators. The Association encourages colleges and universities to actively recruit minority students for the purpose of increasing the number of minority graduates in teacher education.

The Association urges local affiliates to strive to increase the number of minority teachers and administrators to a percentage at least equal to but not limited to the percentage of the minority population of the state.

The Association urges local school corporations to take positive steps to recruit minority teachers and administrators effectively. (93, 94, 96, 97)

E-14 TEACHER EDUCATION INSTITUTIONS (05)

The Indiana State Teachers Association considers it vital that teacher education institutions continually upgrade their programs, establish structures which provide avenues of constant dialogue between faculty member and individuals teaching in the public schools, be accredited by National Council for the Accreditation of Teacher Education (NCATE), and develop programs which train certified teachers to make effective use of auxiliary personnel.

The Association feels that teacher education institutions should recommend only highly-qualified candidates for certification. Teacher education institutions should structure teacher education programs in such a manner as to provide early, extensive, and direct contact with youth, and to involve students in a wide variety of direct education experiences. The Association believes that Professional Development schools represent an excellent approach to these goals and encourages all teacher education institutions to consider implementing Professional Development schools, and public schools to consider joining such a program. Local associations should be involved in developing the guidelines establishing the numbers, assignments, and responsibilities of students enrolled in teacher education programs while they are assigned to the local school. Teachers should be encouraged to accept only student teachers from NCATE accredited institutions.

Student teaching experiences should be administered in such a manner that student teachers are placed only with experienced, highly successful, willing, and fully certified individuals. Both pre- and in-service leadership experience for supervising teachers should be provided by the teacher education institutions on regional levels. The Association believes that a uniform student teaching agreement should be mutually developed defining the rights and responsibilities of the student teacher, supervising teacher, school corporation, and teacher education institutions. The compensation of the supervising teacher should also be mutually established. The supervising teacher should carry the prime responsibility for evaluation of the student teacher’s performance.

The Association believes teacher education institution faculty members should work
closely with professional associations in their areas of interest and be active members of the Association; include professional course instruction about the Code of Ethics of the Education Profession and the importance of its observance, emphasizing both the professional responsibilities and the contractual obligations of a teacher to fellow teachers, pupils, parents, and the community in which he or she teaches; and create an awareness in all students of the creative role played by public education in our American culture and of the citizenship responsibility of the teacher in our society.

Practicing classroom teachers should be included on state accreditation teams and/or committees. The Association encourages accredited teacher training institutions to establish curriculum advisory committees, which include a majority of practicing classroom teachers. (93, 95, 97)

E-15 STRESS ON EDUCATIONAL EMPLOYEES (05)

The Indiana State Teachers Association believes that the dynamics of our society and increased public demands on education have the potential to produce adverse and stressful teaching and learning conditions. The Association urges its local affiliates, in cooperation with local school authorities, to develop stress management programs that will facilitate the recognition, prevention, and treatment of stress-related problems.

The Association further urges that the harmful effects of stress on all educational employees be recognized, and it demands procedures that will ensure confidentiality and treatment without personal jeopardy. (94, 96)

E-16 ACCESSIBILITY AND COMPOSITION OF SCHOOL BOARDS (05)

The Indiana State Teachers Association urges school boards to hold their meetings at times and places that allow for optimum involvement by education employees and the community. While the Association believes educators must ultimately be responsible for educational decision-making within a school system, the Association recognizes the need for full community participation in school board meetings.

The Association also believes that school boards should be representative of the population within the school district. Parents of students who may be attending school out of their residential district because of court-ordered cross-district busing should be allowed voting and representation rights for school board elections in the school district that these students attend. (94)
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BOARD POLICIES

Introduction

The following body of material constitutes the official policy of the ISTA Board of Directors. The Executive Committee shall annually, in consultation with the President, recommend potential revisions to the Board of Directors.

Corporate Policies

Accident Policy While On Association Business

The Association shall reimburse any member involved in an accident up to a maximum of $5,000 per incident while the member is traveling in order to conduct ISTA business. Further, the Association maximum per year outlay of money under this policy shall not exceed $20,000 per year. All valid claims presented exceeding $20,000 shall be denied for that budget year and held for reconsideration in future budget years. The ISTA, however, makes no guarantee with regard to funding of its policy in future years or, if funded, the level of such funding.

Under this policy a valid claim is defined as:

1. A claim resulting from an accident while in the act of traveling in order to conduct ISTA business only. This policy shall expressly not apply to the business of ISTA affiliates.

2. The maximum amount that can be collected under a claim will be the lesser of $5,000 or the actual loss incurred by the individual who is an ISTA member in good standing at the time of the accident.

3. Claims may only be filed on losses that are not reimbursable through any other source and only after all other remedies have been sought and determined. Reimbursement shall be for out-of-pocket expenses, and shall not include such items, for example, as any type of leave for which pay is available. Moreover, this ISTA policy should not be considered as providing life insurance.

4. The administration of the payment of claims shall be delegated by the ISTA to the I.S.T.A. Financial Services Corporation.

5. Claims will be handled on a first come, first serve basis.

6. The decision of the ISTA to pay a claim or to not pay a claim under this policy is final and binding on all parties.

Affirmative Action Plan

Each Board member shall be provided a copy of the Affirmative Action Plan. Upon request, copies of the Plan will be made available to members.
Agreement Between the ISTA Board of Directors
and the Indiana Associate Staff Organization

Each Board member shall be provided a copy of the Indiana Associate Staff Organization Contract. Upon request, Board members shall make the contract available to members.

Agreement Between the ISTA Board of Directors
and the ISTA Professional Staff Organization

Each Board member shall be provided a copy of the ISTA Professional Staff Organization Contract. Upon request, Board members shall make the contract available to members.

Audit Committee

The Committee must be independent of management, informed and trained to understand basic finances, the role of an auditor and their role to report and advise. The Audit Committee shall be composed of five (5) members of the Board of Directors who are appointed by the President. The Treasurer shall be an ex officio member and shall serve as chairperson. The Executive Director shall attend all meetings and will serve as consultant to the Committee. The Committee will be provided a printed agenda in advance of their meetings and minutes will be kept of all Committee meetings. The role of the Committee is to:

1. Review the monthly financial statements.
2. Review the annual audit and make a recommendation to the Fall RA.
3. Review the auditor’s management letter.
4. Review related reports or opinions of management.
5. Meet with the auditor annually.
6. Review management’s response to the management letter.
7. Review any audit problems or difficulties, and recommend to the appropriate body resolution of disagreements between the independent auditor and management.
8. Prepare a summary of the auditor’s report to be published in The ISTA Advocate.
9. Review and ensure adherence to the Board adopted Financial & Operational Standards including the recommendation to hire a public accounting firm to perform annual audit services.
10. Review and ensure adherence to the Board adopted External Independence Policy.
11. Monitor internal accounting controls, and establish procedures for the
receipt, retention and treatment of complaints received regarding internal controls and auditing.

12. Request authorization from the Board to engage independent counsel, independent financial experts or other advisors necessary to carry out its duties.

13. Administer Board Policy Regarding Conflicts of Interest issues. Make a report to the Fall Representative Assembly.

14. Provide quarterly reports to the Board of Directors. The quarterly reports may include action recommendations.

15. Participate in training necessary to fulfill these duties.

Financial & Operational Standards
Of the
Indiana State Teachers Association

The following principles will guide us. The control activities we will use will protect the resources entrusted to us, and will be the process used to monitor those controls.

I. Code of Ethical Conduct

In fulfillment of our obligation we commit to:

1. Exercise appropriate fiduciary responsibilities over Association resources;
2. Fully and fairly disclose and act appropriately in avoiding actual or apparent conflicts of interest;
3. Comply with applicable rules and regulations of the Association and government agencies;
4. Respect confidentiality of information acquired in the course of our work;
5. Provide Association constituents with information that is complete, accurate and appropriate;
6. Carry out activities professionally, with honesty and integrity;
7. Not knowingly be a party of any illegal activity or breach of fiduciary responsibility;
8. Report violations of this Code in accordance with all applicable rules of procedure;
9. Institute due process policies for violations of this Code of Ethics;
10. Be accountable for adhering to this Code.

II. Integrity of Internal Controls

In fulfillment of our obligation to maintain the highest standards of quality in
financial reporting through business ethics and effective internal controls, we support:

1. A control environment founded on ethical values and technical competence;
2. The identification and analysis of relevant internal and external risks that can hinder the achievement of business and Association objectives;
3. The implementation of control activities that mitigate each identified risk, with the appropriate focus on prevention, detection and correction;
4. The institution of fluid information pathways among management, employees and governance that capture, process and communicate relevant internal and external information in a timely manner;
5. Systems of evaluation and assessment to monitor whether Internal Controls are adequate, effective and adaptive;
6. Adoption of formal internal control policies and procedures;
7. Documentation of systems of internal control procedures in a comprehensive manner as well as roles and responsibilities of governance and employees;
8. Appropriately communicating with and educating governance and employees on their roles and responsibilities.

External Audit Independence Policy
Of the Indiana State Teachers Association Audit Committee

1. Objective
The objective of this policy is to ensure that audit independence is maintained, both in fact and appearance, such that the Indiana State Teacher Association’s (hereinafter referred to as ISTA) external financial reporting is viewed as being highly reliable and credible.

2. Background
Oversight of ISTA’s external audit arrangements is the responsibility of ISTA’s Audit Committee. Ensuring that external audit independence is maintained is one of the key aspects in discharging this responsibility. This formal policy on audit independence has been adopted by the Committee to meet this requirement.

This policy covers the following areas:
- provision of related assurance services by ISTA’s external auditors;
- auditor rotation;
- the hiring of staff from the audit firm; and
- relationships between the auditor and ISTA.
3. Approval of Auditor

The Audit Committee shall only approve a firm to be auditor if that firm:

- is a member in good standing of the American Institute of Certified Public Accountants;

- would be regarded by a reasonable person with full knowledge of all relevant facts and circumstances as capable of exercising objective and impartial judgment on all issues encompassed within the auditor’s engagement;

- has not, within two years prior to the commencement of the audit, had as a member of its audit engagement team any member of ISTA’s management who act in a financial oversight role;

- does not allow the direct compensation of its audit partners for selling non-audit services to ISTA;

- abides by the practices and policies as outlined by the U.S. Equal Employment Opportunity Commission;

- provides full disclosure of any pending action or occurrence within the past five years of malfeasance or adverse judgment by a court of law or regulatory agency against the firm or its personnel.

4. Provision of Non-Audit Services by ISTA’s External Auditors

The guidelines that follow are designed to ensure that related assurance services provided by ISTA’s auditors are not perceived as conflicting with the independent role of the auditor.

The general principles to be applied in assessing related assurance services are as follows:

- the external auditor should not have any involvement in the production of financial information or preparation of financial statements such that they might be perceived as auditing their own work. This includes the provision of valuation services where such valuation forms are input into audited financial information;

- the external auditor should not perform any function of management, or be responsible for making management decisions;

- the external auditor should not be responsible for the design or implementation of financial information systems.

4.1 Services permitted to be performed

The Audit Committee must pre-approve all audit and related assurance services provided by the auditor.
Aside from core audit services, it is appropriate for ISTA’s auditors to provide the following services, with prior approval from the Audit Committee:

- other assurance services as defined from time to time;
- accounting policy advice (including opinions on compliance with national and state Generally Accepted Accounting Practice);
- tax return preparation;
- accounting/technical training.

### 4.2 Services not permitted

It is not considered appropriate for ISTA’s auditors to provide:

- book keeping/other services related to accounting records or financial statements;
- the design of financial information systems;
- appraisal / valuation services / opinions as to fairness;
- internal audit services;
- structured finance advice;
- due diligence services;
- legal services (these are services that could only be provided by a person who is qualified in law);
- management functions;
- broker/dealer/investment adviser/investment banking services;
- services of an expert as an advocate;
- actuarial services;
- provisions of temporary staff for appropriate assignments; and
- assistance in the recruitment of senior management.

These prohibitions apply to all offices of the firm of ISTA’s auditors, including branch offices and affiliates.

### 4.3 Billing arrangements

The billing arrangements for services provided by ISTA’s external auditors should not include any contingent fees (e.g., where a success fee is paid depending upon whether a transaction proceeds or not).

### 4.4 Other procedural requirements

Regardless of ISTA’s policies, it is expected that ISTA’s auditors will rigorously
comply with their own internal policies on independence and all relevant professional guidance.

While this policy does not prescribe any particular ratio of “other” service fees to audit fees, this ratio should be monitored by the Audit Committee. Accordingly, the nature of services provided by ISTA’s auditors and the level of fees incurred should be reported to the Audit Committee in detail on an annual basis to enable the Committee to perform its oversight role.

5. Auditor Rotation
The continued appointment of ISTA’s external auditors is to be confirmed annually by the Audit Committee. A policy of regular rotation of audit firm is not mandated.

Rotation of ISTA’s lead audit partner of ISTA and its subsidiaries will be required every five years. Those partners will be subject to a five year cooling-off period following rotation.

Conflict of Interest Policy

Board Policy Regarding Conflicts of Interest
(As administered by the ISTA Audit Committee)

This Conflict of Interest Policy is written in accordance with the adopted Financial & Operational Standards.

1. Each person who is a Board Member, Officer or Management Employee of the Indiana State Teachers Association (the “Association”) and all subsidiaries and entities affiliated with the Association shall adhere to a strict rule of honest and fair dealing and shall not use his or her position in a manner as to create a conflict, or the appearance of a conflict, between the interest of the Association and the interest of such person.

2. A person who is a Board Member, Officer or Management Employee of the Association shall not make purchasing decisions, enter into contractual agreements or accept any compensation, gift, or other favor which could influence or appear to influence such person’s actions affecting the Association except with the approval of the Association’s Audit Committee after full disclosure of all relevant facts. Nothing in this Policy is intended to conflict with collective bargaining agreements, individual employment contracts or federal and state laws and regulations. Association employees are also obliged to abide by this policy. Staff may not use, or give the appearance of using, their position or information they have about the Association to benefit themselves or others to the Association’s detriment. If a potential conflict of interest arises, the employee is obligated to report it to the Association’s Executive Director or use the Board adopted Whistleblower Policy and procedures.

3. Each Board Member, Officer and Management Employee of the Associa-
tion shall immediately disclose to the Audit Committee any employment, activity, investment, or other interest which might appear to compete or conflict with the interests of the Association.

4. If any Board Member, Officer or Management Employee is involved in or aware of any transaction or situation which results or could result in a conflict, or an appearance of conflict between the interest of the Association and the interest of such person (or entity with which such person is connected or related), then such person shall promptly submit to the Audit Committee a complete written description of such transaction or situation. In the case of any transaction or situation, this written description shall be submitted as soon as possible before the date on which the transaction or situation is proposed to be completed. Such person shall refrain from acting on behalf of the Association, whether at the Board level or otherwise, unless and until the Audit Committee determines that the transaction or situation does not involve an actual conflict of interest or appearance of such a conflict or otherwise approves the transaction or situation.

5. On an annual basis, the Association shall send to each person who is a Board Member or Officer, and to those Employees of the Association as the Audit Committee may determine, a copy of this Policy Regarding Conflicts of Interest, together with a questionnaire inquiring as to conflicts, to be completed and returned to the Association Treasurer by September 30 following the end of each fiscal year. It shall be each Board Member’s, Officer’s and Employee’s duty, as the case may be, to inform the Association of any and all changes in the information provided in the questionnaire in a timely fashion. The Association Treasurer shall prepare and submit to the Audit Committee a confidential report concerning any interest of Board Members, Officers and Employees.

6. Any person who is or becomes a Board Member, Officer or Management Employee of the Association on the date the Association adopts this Policy Regarding Conflicts of Interest (the “Date of Adoption”) shall become subject hereto as of the Date of Adoption, or, if later, upon becoming a Board Member, Officer or Management Employee of the Association.

Indiana State Teachers Association
Report on Conflict(s) of Interest

Name: _____________________________________________

Position with the Association: ______________________________

Form to be returned annually to Association Treasurer by September 30

I have reviewed the policy of the Indiana State Teachers Association concerning conflict, or the appearance of conflict, between the interest(s) of the Association and the interest(s) of a Board Member, Officer, or Management Employee. I report that:
______ During the past fiscal year I, or to the best of my knowledge any member of my family, had no employment, activity, investment, or other interest which competed or conflicted, or appeared to compete or conflict, with the interests of the Association.

OR

______ During the past fiscal year I, or to the best of my knowledge any member of my family, have not had an interest or taken any action which would contravene the policy of the Association, except such interest or action fully disclosed below:

AREAS IN WHICH CONFLICT OF INTEREST MAY ARISE

Conflicts of interest may arise in the relations of directors, officers and management employees with any of the following third parties:

• Persons and firms supplying goods and services to the Association.
• Persons and firms from or to whom the Association leases property or equipment.
• Persons and firms with whom the Association is dealing or planning to deal in connection with the purchase or sale of real estate, securities or other property.
• Competing or other affiliated organizations.
• Members and others supporting the Association.
• Family members, friends and employees.

Conflict may also arise in the use and/or distribution by board members, directors or staff of materials, plans, ideas and information of the Association. All materials, plans, ideas and information developed by the Association are the property of the Association and should never be given to an outside organization or individual except through normal channels and with appropriate authorization.

INTERPRETATION OF THIS POLICY

The areas of conflicting interest, and the relations in those areas which may give rise to conflict, are problematic. Conceivably, conflicts might arise in other areas or through other relations. It is assumed that the board members, officers and management employees will recognize such areas and relation by analogy.

The fact that “interest” described or contemplated by this policy exists does not mean necessarily that a conflict exists, or that the conflict, if it exists, is material enough to be of practical importance, or if material that upon full disclosure of all relevant facts and circumstances that it is necessarily adverse to the interest of the Association. However, it is the policy of the Association that the
existence of any of the interests contemplated shall be disclosed before any transaction is consummated. It shall be the continuing responsibility of the Audit Committee and the Board of Directors to scrutinize their transactions and outside business interests and relationships for potential conflicts and to immediately make such disclosures.

**Whistle Blower Policy**

ISTA employees and ISTA officials are obligated to comply with all relevant legal and policy requirements in carrying out their ISTA responsibilities. A failure to meet this obligation - whether intentional or inadvertent - can have adverse consequences for the reputation and operation of ISTA. The purpose of this Whistleblower Policy ("WB Policy") is to establish a procedure by means of which any such failures can be brought to the attention of ISTA, so that appropriate corrective action can be taken.

I. DEFINITIONS

As used in the WB Policy, the following terms have the meanings indicated:

A. The term "misconduct" means an action taken by an ISTA employee or ISTA official in carrying out his or her ISTA responsibilities that is in violation of a legal requirement or the written policies of the Association.

B. The term "ISTA employee" means a regular, probationary, part-time, or temporary employee of the ISTA or an ISTA affiliate, and/or a consultant or vendor that does or seeks to do business with ISTA or an ISTA affiliate.

C. The term “ISTA official” means an ISTA Executive Officer, a member of the ISTA Executive Committee, a member of the ISTA Board of Directors, a member of an ISTA Committee, and any other person designated by ISTA governance to represent ISTA. The term does not mean an employee of, or a consultant retained by, ISTA.

D. The term "person" means a member of ISTA, an employee of ISTA or an ISTA affiliate, a consultant or vendor who does or seeks to do business with ISTA or an ISTA affiliate, and any other representative of ISTA or an ISTA affiliate.

E. The term "WB Officer" means the persons who are responsible for the implementation of the WB Policy.

F. The term "whistleblower" means a person who notifies a WB Officer of an action that he or she has reasonable cause to believe constitutes misconduct.

II. WB OFFICER

The ISTA Deputy Executive Director for Legal Advocacy and the ISTA Treasur-
urer shall serve as the WB Officers, and shall in that capacity be responsible for the implementation of the WB Policy. The WB Officers shall monitor the implementation of the WB Policy, and recommend to the ISTA Executive Director and ISTA President such modifications in the Policy as they may from time to time deem appropriate.

III. NOTIFYING ISTA OF ALLEGED MISCONDUCT

A. Any person who has reasonable cause to believe that an ISTA employee or ISTA official has engaged or is about to engage in misconduct, should notify a WB Officer in writing. That person (the whistleblower) shall identify himself or herself in the notice to the WB Officer, but the WB Officer shall, if requested to do so by the whistleblower, treat the notice as anonymous and shall not, except in response to a legal mandate, reveal the whistleblower's name. If a WB Officer is unavailable, and the whistleblower believes that a delay in providing notification can have adverse consequences for ISTA, he or she may notify the ISTA Deputy Executive Director for Business Administration, who shall as soon as possible thereafter turn the matter over to a WB Officer.

B. If, based upon the information provided by the whistleblower and other relevant information, the WB Officer has reasonable cause to believe that an ISTA employee or ISTA official has engaged or is about to engage in misconduct, the WB Officer shall turn the matter over to the ISTA Labor Relations Legal Counsel.

C. Counsel shall conduct an expeditious investigation of the alleged misconduct, and shall submit to the WB Officer, ISTA Executive Director, and ISTA President a written opinion setting forth its conclusions as to whether the ISTA employee or ISTA official has engaged or is about to engage in misconduct, and, if so, what should be done to correct the situation.

D. After consulting with the ISTA Executive Director and ISTA President, the WB Officer shall arrange for such action to be taken as he or she deems appropriate to correct the situation.

E. If the WB Officer concludes that any person has made an allegation of misconduct, or has participated in an investigation of alleged misconduct, in bad faith or without reasonable cause, the WB Officer, after consulting with the ISTA Executive Director and ISTA President, shall arrange for appropriate disciplinary action to be taken against that person.

IV. PROTECTION OF PERSONS WHO PROVIDE EVIDENCE OF ALLEGED MISCONDUCT

A. Except as otherwise provided in Section III(E) above, no person shall be subject to any form of direct or indirect retaliation by an ISTA official,
an ISTA employee, or other ISTA representative because he or she (1) is a whistleblower, (2) has participated in an investigation of alleged misconduct, or (3) has in good faith in any other way been involved in the implementation of the WB Policy.

B. If any person believes that he or she has been subject to retaliation in violation of Section A above, that person shall report such retaliation to the WB Officer. The WB Officer shall investigate the matter, and if the WB Officer concludes that an ISTA official, ISTA employee, or other ISTA representative has engaged in retaliation, the WB Officer, after consulting with the ISTA Executive Director and ISTA President, shall arrange for appropriate disciplinary action to be taken against said ISTA official, ISTA employee, or representative of ISTA.

V. MISCELLANEOUS

A. Nothing in the WB Policy shall be interpreted or applied to deprive any person of any right that he or she may have under the ISTA governing documents, a collective bargaining agreement or other contract with ISTA, or a statute, including any right that an ISTA employee may have to challenge any disciplinary action that may be taken against him or her pursuant to Sections III(E) or IV(A) of the WB Policy through the grievance procedure in a collective bargaining agreement with ISTA. To the extent that the WB Policy is inconsistent with any such right, the right in the ISTA governing document, collective bargaining agreement or other contract with ISTA, or statute shall take precedence.

B. Any person who believes that an ISTA employee or ISTA official has engaged or is about to engage in misconduct is encouraged to exhaust the WB Policy before attempting to deal with the matter in any other forum.

C. All information and documents involved in the implementation of the WB Policy shall be treated as confidential, and the WB Officer shall make such information and documents available to others only on an "as needed" basis. To the extent relevant, all privileges, including the attorney/client and attorney work product privileges, shall apply to information and documents involved in the implementation of the WB Policy.

VI. EFFECTIVE DATE AND AMENDMENT DISTRIBUTION

A. The ISTA Board of Directors may amend the WB Policy from time to time as it deems appropriate, provided that written notice of any proposed amendment shall be given to the presidents of the unions and other organizations that represent ISTA employees at least thirty (30) calendar days before the amendment is acted on by the ISTA Board of Directors.
B. The WB Policy shall be posted and a copy of the Policy shall be distributed to all ISTA employees and ISTA officials.

Caucuses

Any member of the Association may initiate the formation of a caucus and invite support of other members. ISTA governing bodies and ISTA management and administration staff are not to be involved in the organization and/or operation of a caucus.

1. Staff Liaison

Upon request, the Executive Director may appoint a staff member as a liaison to a caucus for the following purposes:
   A. To provide information about rules and procedures;
   B. To provide information about ISTA programs and services.

Caucus programs which are provided staff support shall be based on the program needs of the Association and shall benefit the Association as a whole.

2. Logistical Assistance

Upon request, the Executive Director shall arrange meeting space, as available in the ISTA Center or at other Association meeting sites. Such meeting space will be available only if the Association incurs no additional cost.

3. Copying

Upon request, copying, not to exceed 25 copies, shall be available for minutes or other records of caucus actions.

4. Announcements

Upon request, announcements of caucus meetings may be posted by caucus members and notification may be made in the Assembly Reports book and The ISTA Advocate.

5. Public Statements

Caucus groups shall consult with the Executive Director and President or their designee prior to issuing statements to the general public or to groups external to the Association.

Smoking Policy

Smoking is not permitted during ISTA meetings or in any room designated as a meeting room.

Government Appointments
Any formal written recommendations to governmental appointed positions shall be submitted by the office of the President after consultation with the Executive Director and the appropriate management staff. The management staff shall consult with the President on any informal recommendations that might be made. The final decision rests with the President of the Association.

**Contingency Account**

A budgeted Contingency Account is required by the Bylaws. Expenditures not specified in the budget may be paid for through the funds in this account.

1. **Role of the Board of Directors**
   
   A. The Board of Directors controls the budget between meetings of the Representative Assembly and has the authority to reallocate any estimated funds in the budget so long as the reallocation is not inconsistent with the actions of the Representative Assembly.

   The Board of Directors may, by majority vote, expend funds from this account for program needs not anticipated at the time the budget was adopted.

2. **Role of the Executive Director**

   A. The Executive Director is authorized to expend funds from the Contingency Account for expenses that were not specified in the budget so long as the expenditure is not inconsistent with the actions of the Representative Assembly or the policies of the Board of Directors. The Executive Director’s authorization is limited to expenditures of five thousand dollars ($5,000) or less per instance.

   B. Whenever possible, the Executive Director is to provide the Board of Directors with a written explanation of the expenditure prior to authorizing the expenditure. If prior notice is not possible, members of the Board of Directors are to be notified in writing immediately and the reasons for the expenditures shall be included on the agenda of the meeting of the Board of Directors, at which time a report of the expenditures shall be made by the Executive Director.

3. **The following guidelines apply to individuals or groups applying for funds from the Contingency Account.**

   A. A request from a local association or a district council must be submitted in writing to the Executive Director or appropriate designee. Requests from state committees, task forces or other groups must be submitted in writing directly to the Executive Director.

   B. The request is to include a description of the project including the names of the implementor(s) or facilitator(s).

   C. The request must indicate which goal(s), objective(s) or subobjec-
tive(s) statement will be met through the described project.

D. The request must indicate the amount of money desired and itemize the specific expenses of the project as well as indicate the contribution being made by the requesting individual or group.

E. The request is to include a timeline for implementation.

ISTA-Retired Life Membership Dues Reserve Fund

Guidelines

1. ISTA-Retired Life Membership Dues will be placed in a reserve account within the ISTA and allowed to accumulate until the total reserve is at least $50,000.

2. After the reserve account reaches $50,000, in any given fiscal year, up to twenty percent (20%) of the fund may be used to offset ISTA-Retired programs and services.

3. At any given time, at least $50,000 must remain in the reserve account.

4. Reserve account funds may be invested within the Association and in any other appropriate outside investment program. No internal investment shall be allowed which would reduce the fund to less than $50,000.

Dues Collection

Locals who are not in compliance with Article XII, Section 1, paragraph 2 of the Bylaws shall be required to enter into a formal dues payment schedule with ISTA.

District Mailings

All district mailings, except UniServ District newsletters, shall be the responsibility of the district council.

Executive Director Job Description

The Executive Director has the overall responsibility for the management, supervision, and coordination of the administrative, financial, and programmatic activities of the Association.

1. Serve as the general manager of all employed staff in accordance with the policies, procedures, and contracts authorized by the Board of Directors and Representative Assembly.

2. Evaluate financial needs, make recommendations for adequate financing, prepare proposed budget, provide accurate accounting and related recordkeeping and maintain budget controls.

3. Supervise the development and implementation of the Association’s programs, and maintain a system of program evaluation based upon
adopted Association goals and objectives.

4. Prepare reports and make recommendations needed to keep the Representative Assembly, the President, and the Board of Directors informed on issues, needs and operation of the Association.

5. Fulfill the responsibilities as required in the Bylaws and Standing Rules and Policies which include but are not limited to the following:
   A. Make all official media releases of the Association in conjunction with the President.
   B. Ensure that the media productions and the publications of the Association are advancing the policies adopted by the Board of Directors.
   C. Serve as resident agent of the corporation.
   D. Serve as a nonvoting ex officio member of all committees of the Association, except the Board of Directors.
   E. Serve as a member of the Boards of Trustees of all retirement plans sponsored by the Association.
   F. Serve as a member of I-PACE.
   G. Serve as the Executive Director of the I.S.T.A. Center, Inc.
   I. Serve on the Board of the Indiana Foundation for the Improvement of Education (IFIE).

Management Personnel Policy

Introduction

The Association Board of Directors employs an Executive Director to be the chief administrator of the Association. The Executive Director is responsible for the selection, direction, evaluation and dismissal of the employees who hold management staff positions. He/she sets the terms and conditions of employment for management staff and informs the Board Management Personnel Committee and ISTA President. Following employment, the staff members are accountable to work at the direction of the Executive Director.

The Board has the dual responsibility of (1) holding the Executive Director accountable for staff performance, and (2) providing the Executive Director with the authority, resources and support necessary to supervise and direct employees.

The Executive Director delegates authority and responsibility to a management
staff to achieve the goals and objectives of the Association.

The management staff is held responsible for the day-to-day implementation of the Association’s programs.

1. Making budget recommendations to the Executive Director for their areas of supervision.
2. Administering the budget within their area of supervision.
3. Supervising and evaluating personnel.
4. Developing and implementing program objectives.
5. Providing liaisons with related organizations and agencies.
6. Carrying out other duties as assigned by the Executive Director.

Part One: Role of the Executive Director

1. Conduct an annual formal written evaluation of management staff utilizing a document mutually devised with the management staff and provide the report to Board Management Personnel Committee and ISTA President.
2. Monitor relationships between and among the management staff.
3. Schedule individual conferences with the management staff to review evaluation.
4. Provide the Board Management Personnel Committee, ISTA President and ISTA Treasurer with the salaries and terms and conditions of employment of the management staff.

Part Two: Role of the Board Management Personnel Committee

1. The Board Management Personnel Committee, hereafter referred to as the Board Committee, shall be composed of seven (7) members of the Board of Directors who shall be elected for two (2) year terms. Four (4) members shall be elected in the even numbered years and three (3) members shall be elected in the odd numbered years. No member of the Executive Committee may serve on this committee. Unexpired terms shall be filled through a special Board election. The President shall appoint the Chairperson from the committee.
2. The Board Committee shall be responsible for preparing the evaluation of the Executive Director. The Board Committee shall develop evaluation documents after consultation with the Executive Director and ISTA President.
3. The Board Committee shall prepare contract, salary and compensation recommendations for the Executive Director and present them for action to the ISTA Board of Directors.
4. The Board Management Personnel Committee should meet at least quarterly with the Executive Director to discuss issues of mutual concern.

5. The Board Management Personnel Committee should meet at least quarterly with the ISTA President to discuss issues of mutual concern and may meet with other officers and staff as deemed necessary.

6. The Board Committee shall report to the Board of Directors on the salaries and terms and conditions of employment of the management staff.

7. The Board Management Personnel Committee shall make at least two (2) written reports of the evaluation of the Executive Director semi-annually to the ISTA Board of Directors.

Part Three: Role of the Board of Directors

1. Elect Board Committee annually, in accordance with Part Two above.

2. The Board of Directors shall have the responsibility to act upon the Board Committee’s recommendation concerning salary and compensation adjustments for the Executive Director.

3. The Board of Directors shall have the function and responsibility to approve this policy document and any modifications made to it in the future. Such approval will include the delegation of authority and responsibility inherent herein.

Procedure for Presenting a Formal Charge Against the Executive Director of ISTA

Step 1—Initiation of Proceedings

Any active ISTA member may file a formal charge with the Association President. The formal charge must be filed within six months of the occurrence or within three months of knowledge of the occurrence, whichever is later. The charge shall be submitted in writing on the appropriate form and signed. The form shall be available from the President’s office. The president will inform the executive director of the charge in writing within three working days.

Step 2—The President

The President will review the charge and shall submit it to the Board Management Personnel Committee with or without recommendation for further investigation. The president will notify and provide written rationale to the author of the charge if the process is terminated at any step.

Step 3—The Board Management Personnel Committee

The Board Management Personnel Committee will review the charge at its next scheduled meeting or at a special meeting of the committee called by the ISTA president. The BMPC will notify the executive director in writing of the charge within ten days of reviewing the charge. The BMPC will meet with the
The BMPC may exercise one or more of the following: submit the charge to the Executive Committee and request that the Executive Committee provide directions to the Board Management Personnel Committee before proceeding with a formal investigation; terminate the investigation. If the Board Management Personnel Committee terminated the investigation, the committee will notify the ISTA President and provide rationale for its action. Report any action or conclusions to the Executive Committee; present recommendations to the Board of Directors for action at its next scheduled meeting or at a special meeting called by the ISTA President.

**Step 4—The Executive Committee**

The Executive Committee may, upon the request of the Board Management Personnel Committee, review the charge at its next scheduled meeting or at a special meeting called by the ISTA President in order to provide direction to the Board Management Personnel Committee. The EC will review the BMPC’s recommendations at its next scheduled meeting or at a special meeting called by the ISTA President. The EC may terminate the investigation prior to the BMPC presenting recommendations to the Board of Directors.

**Step 5—The Board of Directors**

The Board shall act upon the recommendations made by the Board Management Personnel Committee. The Board may accept or reject the recommendations in whole or in part.

**Merger**

The ISTA Board of Directors is on record as being opposed to the merger of NEA and AFT which requires affiliation with AFL-CIO.

**National Council of State Education Associations**

The ISTA shall be a member of the National Council of State Education Associations (NCSEA).

**Personnel Report**

The Executive Director shall provide an annual written report to the Association Board of Directors on the salaries and benefits of Association employees by the following categories: Associate Staff, Management Staff, Managerial Support Staff, and Professional Staff. The report shall cover the previous five (5) years, the current year, and any subsequent year for which contracts are in effect. The report should include national rankings where available. The report shall detail the fringe benefits and cost to the Association and the employee. (For the purpose of this report use of an Association provided automobile shall be considered as a benefit.) The report shall provide the average salary of each group of employees and the average teacher salary in Indiana for each year. For the purpose of accurate comparison the report shall provide the average daily rate of pay for each employee group and the average teacher.
Both the Association employees and Association members have rights concerning the salaries and benefits which the employees receive. The employees have a right to confidentiality, and the Association members have a right to know how their dues monies are being spent. Therefore Board of Directors members may make this report available to any Association member who requests information about Association staff salaries. The contracts with the Management Staff, Management Support Staff, and the Executive Director will be kept confidential by the Board of Directors.

**Standing Committee Policy**

1. The chairperson or subcommittee chairperson shall prepare a written agenda prior to each of their respective meetings. A copy of the tentative agenda shall be sent out to committee members prior to the meeting.

2. The Committee shall develop and submit to the Board of Directors for approval the committee’s operating policies.

3. The committee shall elect a Vice-Chairperson and a Recording Secretary each year. The election for the position shall take place at the first official committee meeting each fall. The Recording Secretary shall be responsible for providing minutes of all full committee meetings to the Committee chairperson. These minutes shall be approved by the full committee at the next meeting and shall be distributed to each committee member, District Council chairperson, the Board of Directors, the President and the Executive Director.

4. Attendance shall be taken at every meeting and included in the minutes of the meeting. Each meeting’s minutes shall include an accumulative attendance record of the full Committee. The chairperson shall report to the District Council when its committee member has missed two (2) consecutive full committee meetings.

5. The committee shall permit a District Council member elected from his/her District Council to serve as a substitute at committee and subcommittee meetings when the elected member cannot attend. A letter of credentials shall be forwarded to the committee chairperson prior to the committee convening. If a substitute committee member attends, his/her expenses will be paid according to the reimbursement policy as approved by the Board of Directors. The substitute will replace the committee member for a specific meeting and have the power to vote, make motions, and fully participate at the meeting.

6. All expenses must be properly vouchered, according to the reimbursement policy as approved by the Board of Directors. Appropriate receipts must accompany the voucher. Expenses for telephone and postage will be approved by the committee chairpersons if such expenses are incurred for committee business.
7. The Committee Chairperson shall monitor the committee’s expenses on at least a quarterly basis.

8. If the Association has made a reservation for a member’s attendance at a committee or subcommittee meeting and the member does not call to cancel, the charge for that room shall be the responsibility of the committee member.

9. Roberts Rules of Order, Newly Revised shall apply during all committee meetings.

10. A quorum shall consist of at least one-third (1/3) of the committee members.

11. Meetings of subcommittees, task forces and/or work groups shall be approved by the chairperson of the committee.

12. It shall be the responsibility of each subcommittee, task force and/or work group chairperson to provide minutes to the committee chairperson as soon as possible after the meeting. These minutes must be approved by the subcommittee, task force and/or work group at the next meeting. These minutes shall be distributed to each committee member, the Board Liaison, the President and the Executive Director.

13. The committee-of-the-whole must approve recommendations of all subcommittees, task forces and/or work groups.

14. All committee members are expected to attend and report at their District Council meetings. If there is no committee meeting on which to report, the committee member should make an effort to educate the District Council members on the appropriate governance document for which the committee is responsible.

15. All committee members are expected to attend their District’s Pre-RA meetings when it is necessary to report on committee action.

16. Each committee shall prepare a semiannual written report for the President and Executive Director.

**UniServ Guidelines**

Each Board member shall be provided a copy of the UniServ Guidelines governing UniServ staff and office operations. Upon request, Board members shall make the guidelines available to members.

**Part-Time Staff**

The Executive Director may employ part-time staff to supplement the delivery and organizing efforts of the professional staff. In addition to the requirements set forth in the UniServ program to qualify for funding the following criteria
must be met:

1. Part-time staff may be employed solely in a supplementary capacity to carry out specified local, state and national program priorities.

2. No person holding a governance position at the national level, except that of delegate to the NEA Representative Assembly, shall be employed by the state or its local affiliates.

3. No part-time staff person shall hold any Association governance position.

4. Part-time staff shall not be used to eliminate current full-time staff positions.

5. Part-time staff may be assigned full UniServ service responsibilities only after the locals involved have been consulted and a majority concur.

6. No part-time UniServ employee shall be assigned to service his or her own local.

7. The hiring entity shall have a written agreement with all part-time staff establishing the terms and conditions of the staff person’s employment.

**Governance Policies**

**Affiliate Criteria**

The ISTA Board of Directors believes that the following are the legitimate expectations of local affiliates of NEA/ISTA and, therefore, recommends them as criteria for local associations to use in self-assessment:

1. The local affiliate should assume the responsibility to represent its members as the exclusive bargaining representative so as to improve the conditions of employment of educational employees.

2. The local affiliate should, preferably through a negotiated due process procedure ending with binding arbitration, guarantee protection to its members from charges arising out of the performance of their jobs. The affiliate (in cooperation with ISTA and NEA) should also provide confidential advice and counsel to its members when necessary.

3. The local affiliate should actively participate in legislative programs at all appropriate levels: local, state, and national.

4. The local affiliate should participate in the activity of a district political action committee.

5. The local affiliate should provide an efficient communications system to its members and the public so as to be recognized as the voice of the
teaching profession in that community.

6. The local affiliate should develop a local program of action designed to identify and meet the needs of its members.

7. The local affiliate should be responsible for the maintenance of professional standards, inservice and innovative practices.

8. The local affiliate should maintain a level of dues which allows for the operation of a full program of services and protection to the membership and is able to support an organizational structure that is independent of personal financial sacrifice by one leader or a small group of leaders.

9. The local affiliate should seek the cooperation of other local organizations interested in advancing the cause of education.

10. The local affiliate should establish joint administrator employee committees as deemed necessary and advisable.

11. The local affiliate should maintain adequate permanent files in a reasonably accessible location.

12. The local affiliate should operate under written constitution and bylaws which are consistent with the Bylaws/Constitution of the ISTA and NEA.

13. The local affiliate should establish an effective committee structure which includes a specific responsibility with proper funding.

14. The local affiliate should provide for periodic review of the local constitution.

15. The local affiliate should provide for periodic evaluation of the local association’s effectiveness.

16. The local affiliate should relay concerns for policy development to ISTA and NEA leaders.

**Affiliation Subcommittee**

The Affiliations Subcommittee of the Board of Directors shall review local affiliate constitutions on a five year cycle to determine compliance with NEA and ISTA affiliation standards. The Subcommittee shall recommend to the Board regarding local affiliation. The Subcommittee shall also recommend to the Representative Assembly regarding statewide organization affiliation.

**Procedures:** A local association affiliates with the National Education Association and the Indiana State Teachers Association in order to increase its effectiveness and improve the quantity and quality of services provided to members. Services from the NEA and ISTA are provided to local affiliates through the collaborative efforts of elected leaders and employed staff. These supportive efforts assist the local affiliates in meeting the direct needs of the mem-

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1. In order for a local association to become affiliated with NEA/ISTA, the following must take place:

   A. The president of a local shall request NEA/ISTA affiliation forms from the Executive Director.

   B. The affiliation request forms shall be submitted to the Board of Directors accompanied by:

      (1) A resolution passed by the local association which requests affiliation and attests that the local’s goals and objectives are in common with NEA/ISTA’s.

      (2) A copy of the local constitution which meets the requirements of the NEA Standards for Local Affiliates.

2. The following dissolution statement or a similar statement shall be included in the constitution or Bylaws of any local association seeking affiliation with the ISTA:

   “In the event of dissolution of the association, any assets remaining after payment of all debts of the association shall be transferred by the association to either another association approved by the Internal Revenue Service as a not-for-profit association, or a school, association, or corporation that is a not-for-profit organization under Internal Revenue Code Section 501(c)3, 501(c)5, or 501(c)6.”

3. At the time of affiliation by the Board, each affiliate shall be assigned as follows for governance and service purposes:

   Affiliates which are composed primarily of elementary and secondary public school teachers or educational support personnel shall be assigned to the appropriate district for governance participation, shall receive proper representation on said District Council with full voting and participation rights, and shall receive direct staff services from the appropriate UniServ Director.

4. An affiliated local association with no members as of June 1 of any membership year, and which is not otherwise disaffiliated by the Board of Directors, shall be recommended by the Executive Director to be classified by the Board as an inactive affiliated local association, effective the next September 1. For a period of up to two years in said classification, the Executive Director shall develop and implement appropriate plans designed to restore the inactive affiliate’s membership and status, thereby permitting the Board the option to restore said affiliate to active status. Should an inactive affiliate fail to enroll any member for two successive years, the Board may take action regarding disaffiliation.
Standards for Local Affiliates

The Association shall not affiliate a local association, including a dual-national local affiliate, unless it meets the following minimum standards:

1. Each affiliate shall apply the one-person-one-vote principle for representation on its governing bodies except that (1) the affiliate shall take such steps as are legally permissible to achieve ethnic-minority representation at least proportionate to its ethnic-minority membership and (2) the affiliate may adopt a provision in its governing documents that would permit that local to allocate a minimum of one (1) representative or delegate to members at each work site of a school district or higher education institution within the jurisdiction of the affiliate.

2. The affiliate shall conduct all elections with open nominations and a secret ballot.

3. The affiliate shall require membership in the Association and in its state affiliate where eligible.

   If an affiliate enrolls educational support professionals in any membership category and as a matter of policy seeks to recruit and represent such members, the affiliate (1) shall grant them full rights of participation and (2) shall require them to be members of the Association and its state affiliate where eligible.

4. The affiliate is comprised predominantly of persons who are eligible for active membership (or the equivalently designated membership category) in the state affiliate, unless the state affiliate by action of its board of directors (or equivalent governing body) approves such affiliation. This requirement shall not apply to any local association that was an affiliate of the Association as of the effective date of this amendment.

5. The affiliate shall be reviewed by the Association to determine compliance with minimum standards for affiliation at least once every five (5) years.

6. The affiliate shall have the same membership years as that of the Association.

7. The affiliate 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.

8. The affiliate shall deny membership to an individual while said individual is denied membership in the Association pursuant to Bylaw 2-3.d.

Association Meetings

The Association shall not hold any meeting on the Saturday prior to a primary
or a general election.

**Local Affiliation by State**

A local association meeting the requirements for affiliation stipulated in the governing documents of the Association and of the state affiliate shall be granted affiliate status by the appropriate state affiliate.

**Board of Directors’ Crisis Notification**

In the event of a known crisis in the life of anyone in Association leadership, with appropriate authorization, Board members will be notified by phone, E-mail or voice mail at the earliest possible time.

**Board of Directors’ Executive Committee**

Responsibilities of the committee shall be:

1. Assist the Executive Director in the preparation and formulation of a proposed budget.
2. Solicit member input into the preparation of the budget through district and Board hearings.
3. Review budget during year.
4. Recommend to the Board long-range plans which will include, but not necessarily be limited to, structure of ISTA governance, development of staffing patterns, investigation of potential and present programs, and investigation of needs of individual classes or groups of members.
5. Review and recommend program objectives to the Board.
6. Review Standing Committee and Board subcommittee activities.
7. Assume leadership and responsibility for special projects promoted by NEA and ISTA.

Non-members of the Executive Committee can attend Executive Committee meetings and may participate in the discussion if recognized by the chair or the committee.

**Board of Directors’ Meetings**

ISTA will establish housing for the Board of Directors with the expense of that housing being paid for by the Association. No formal ISTA Board of Directors meetings will be held out of the state of Indiana.

**Board of Directors’ Minutes**

A summary of the minutes of regular Board of Directors meetings shall be sent to Board of Directors, District Council Chairpersons, local affiliated Association presidents, presidents of all ISTA state affiliated organizations, and chairpersons of ISTA committees. The summary shall be prepared by the President.
and Executive Director and entitled “Summary of Action not yet Approved” and will show both positive and negative action on motions. Such summaries of minutes shall be provided to the Board within 10 calendar days after the meeting.

The full minutes of all regular Board of Directors meetings shall be sent to all Board members, ISTA District Council Chairpersons, ISTA Standing Committee Chairpersons, ISTA Past Presidents upon request, as long as membership is maintained in ISTA and ISTA professional staff organization within 20 business days.

Minutes of Executive Committee meetings will be sent to all Board members within 10 business days of the meeting.

**Board Member Responsibilities**
Each Board member has a responsibility to promote Association-sponsored professional development activities at the state level and in his/her district. Board members should strive to attend as many of these activities as possible.

**Guidelines of Responsibilities for Board of Directors’ Members**

**Spokesperson:**
1. Assume speaking engagements at the request of the District Council to promote the District and ISTA.
2. Attend Executive Committee and regular meetings of the District Council.
3. Attend Board of Directors meetings as a representative of the District Council.
5. Attend as many activities of the state Association as possible.

**Liaison:**
1. Read all ISTA written communications including financial statements and report the relevant content of same to District Council in a timely fashion.
2. Provide written and oral reports at the District Council meeting following each Board of Directors meeting, including district dues transmittals and information and rationale for all votes taken by the Board member.
3. Gather all voice mail messages on a regular basis and report in writing the relevant content of same to District Council in a timely fashion.
4. Read all E-mail messages, if available, and report relevant content of
same to the District Council in a timely fashion.

5. Return all responses of the District Council to surveys, questionnaires, and inquiries requested by the ISTA.

6. Communicate on behalf of the District Council any inquiries originating in that body to appropriate state governance committees or individuals and report responses to District Council in writing in a timely fashion.

7. Provide input to state officers regarding recommendations for committee and task force assignments of members from the Board member’s district.

8. Provide input to state officers and Board of Directors regarding district experiences and perceptions of all pertinent issues.

9. Encourage involvement of district members in ISTA programs and activities.

10. Promote cooperation among governance and staff at the district and state levels.

11. Board of Directors members representing the ISTA districts shall be responsible for the distribution of materials at their district’s Pre-Representative Assembly meeting.

Leadership:

1. Initiate and encourage ongoing evaluation and improvement of all procedures and programs of the district and ISTA.

2. Serve on district and ISTA committees, task forces, etc., as possible.

3. Be a role model for other Association members.

Board of Directors’ Rules for Operation

1. Robert’s Rules of Order, Newly Revised, shall be the parliamentary guide for Board meetings except as otherwise provided.

2. Executive sessions shall be planned for the first and/or second session of a Board meeting unless a change in agenda is voted by the Board.

3. Executive sessions of the Board shall not be taped.

4. All reports will be written insofar as feasible. The Board will take action on reports with action recommendations immediately following the report.

5. All agenda items on which action is anticipated shall include a clearly identified written recommendation for action.

6. When an action item necessitates financing not provided in the adopted budget, information and pertinent alternatives shall be provided.

7. Proposed agenda items should be received in the Executive Office by the
Monday of the week of the agenda mailing. Additional items may be introduced at the time of adoption of the agenda. Once the agenda is adopted, items may be placed on the agenda by a two-thirds (2/3) vote.

8. The proposed agenda and information shall be mailed to Board members no later than the Thursday of the week preceding a Board meeting.

9. Following the presentation and debate by the maker of a motion, the Chairperson will solicit questions on the motion. Following the question period, debate will proceed.

10. Speakers shall be limited to four (4) minutes in debate.

11. The Chairperson shall honor a request from a Board member for a non-Board Association member to speak to an issue with the Board’s permission. The statement shall be limited to four (4) minutes. The time, however, will not include any questions from the Board.

12. A staff member wishing to speak to an issue before the Board is to make a request to do so through the Executive Director. The Executive Director shall consult with the staff member to determine the purpose for the request to speak. The statement shall be limited to four (4) minutes. The time, however, will not include any questions from the Board members to the presenter. Subject to the request of the Executive Director, the Chairperson may recognize the staff member.

13. A roll call vote shall be taken on any issue before the Board of Directors if such a vote is requested by one-third (1/3) of Board members present. All members of the Board who are present, except the Chairperson, shall have the privilege of voting on a roll call vote. The Chairperson shall vote only when his or her vote will affect the result.

14. The roll call shall be called by the secretary in alphabetical order. For each succeeding roll call vote, the roll call shall begin with the person who was called second on the previous roll call. The roll call will be published in The ISTA Advocate if one-third (1/3) of the members so vote.

**Substitute Board Member**

A District Council may elect a district member to be a Substitute Board member. The substitute will replace the Board member for a specific meeting and have the power to vote, make motions, and fully participate at that meeting.

The District Council will submit a letter to the Executive Office indicating the identity of the substitute and the meeting or meetings that the substitute will attend in the event of the elected Board member’s absence.

In the event of a Substitute Board member, no duplicate expense will be approved.

1. It is the responsibility of the elected Board member to apprise the substi-
tute Board member of Board business and prepare him/her for the meeting the substitute attends.

2. It is the responsibility of the elected Board member to forward all materials needed for the Board meeting to the substitute Board member.

3. It is the substitute’s responsibility to report the Board meeting actions and business transacted to the Board member including materials distributed at the meeting.

Committees

The Executive Director shall assign a staff consultant for each association committee. The consultant shall be responsible for securing appropriate resources for the committee, advising the committee on pertinent Association policies and practices, and maintaining the committee file. This consultant shall assist the Committee Chairperson in monitoring the committee expenses.

Expense Reimbursement

No person shall be reimbursed for more than one meeting for the same day. Reimbursements will be made after an approved voucher is submitted. All requests for reimbursements of individual expense items of $50.00 or more shall be accompanied by a receipt. To be reimbursed, a voucher must be submitted within 60 days of incurred expense. Exceptions to this may only be made upon approval of an appeal to the Executive Committee.

Board of Directors

1. Travel: Mileage, if cost is incurred, at the IRS rate per mile or minimum allowance of $5.00 or coach rate airfare if travel is in excess of 100 miles one way. Only one (1) individual per vehicle, per trip may claim a mileage reimbursement. If airfare is reimbursed, other incidental travel expenses are eligible for reimbursement. Travel reimbursement for in-state meetings shall not exceed $400.

2. Lodging: For one-day meeting, actual cost up to $100.00 for night before or night of a meeting if travel is in excess of 100 miles one way. For two-day meeting, actual cost up to $100.00. Second or third night lodging is eligible for reimbursement of actual cost up to $100.00. Actual cost will be reimbursed if the rooms are booked, reserved or arranged for by ISTA on a group basis for an Association meeting or event. All requests for hotel reimbursement shall be accompanied by a receipt.


4. Postage: For conducting business necessary to the role of Board member.

5. Telephone: Long distance and/or internet access charges while conduct-
ing business necessary to the role of a Board member.

6. Meal Allowance: ISTA will make a daily reimbursement for Board and Board subcommittee meetings for actual expense up to but not exceeding $55.00 per day including tax and tip. Request for $50.00 or more for any meal must be accompanied by a receipt.

In the event a meal is provided by the Association, the following amounts will be deducted from the above stated $55.00:

- $10.00 Breakfast
- $15.00 Lunch
- $30.00 Dinner

7. Board members-elect shall be reimbursed for attendance at Board meetings between time of election and assuming office.

8. Members of the Board shall be able to have room charges for Board and associated meetings master billed to the Association at hotels selected by the ISTA President.

The above reimbursement shall apply as follows:

1. For attendance at Board of Directors meetings, meetings of Board subcommittees, ad hoc committees or task forces, district meetings, ISTA and in-district sponsored conferences, or special assignments which relate to the actual work of the Board member.

2. For attendance at Board of Directors meetings at the Summer Leadership Conference allowance shall be for actual expenses limited to single rate occupancy, plus reimbursement for travel.

3. For attendance at legislative visitation and legislative briefings, meal allowance as defined above, plus reimbursement for travel.

4. Persons holding the office of NEA Board of Directors member from Indiana shall be eligible for reimbursement according to the Indiana Board of Directors Reimbursement Guidelines as listed above when the specified expense items are not reimbursed by the National Education Association.

Committee Expense Reimbursement

1. Travel: Mileage, if cost is incurred, at the IRS rate per mile or minimum allowance of $5.00 or coach rate airfare if travel is in excess of 100 miles one way. Only one (1) individual per vehicle, per trip may claim a mileage reimbursement. If airfare is reimbursed, other incidental travel expenses are eligible for reimbursement. Travel reimbursement for in-state meetings shall not exceed $400.

2. Lodging: For one-day meeting, actual cost up to $100.00 for the night
before or night of a meeting if travel is in excess of 100 miles one way. For two-day meeting, actual cost up to $100.00. Second or third night lodging is eligible for reimbursement of actual cost up to $100.00. Actual cost will be reimbursed if the rooms are booked, reserved or arranged for by ISTA on a group basis for an Association meeting or event. All requests for hotel reimbursement shall be accompanied by a receipt.

4. Postage: As approved by committee procedures.
5. Telephone/Internet Access Charges: As approved by committee procedures.
6. Meals: ISTA will make a daily reimbursement for Committee and Committee Sub-committee meetings for actual expense up to but not exceeding $55.00 per day including tax and tip. Request for $50.00 or more for any meal must be accompanied by a receipt. In the event a meal is provided by the Association, the following amounts will be deducted from the above stated $55.00:
   $10.00  Breakfast
   $15.00  Lunch
   $30.00  Dinner
7. Members of the committees shall be able to have room charges for committee and Association meetings master billed to the Association at hotels selected by the ISTA President.

The above reimbursement, in conjunction with standing committee policies, shall apply as follows:

For attendance at committee meetings, meetings of subcommittees, ad hoc committees, or task forces, in respective districts and for those Pre-RA meetings preceding an RA at which the committee is required by the Bylaws to report to the RA, or special assignments which relate to the actual work of the committee.

NOTE: TO BE REIMBURSED, VOUCHER MUST BE SUBMITTED WITHIN 60 DAYS OF INCURRED EXPENSES.

Annual Leadership Conference

Necessary expenses shall be paid for Board members, Board members-elect and for leaders who present workshop sessions at Summer Leadership Conferences.

Executive Director and Officers

All expense vouchers for the Executive Director shall be approved by the
President and Treasurer, vouchers for the President and Vice-President shall be approved by the Executive Director and Treasurer and vouchers for the Treasurer shall be approved by the Executive Director and President.

Hotel Room Cancellation Policy

If a member of a committee is unable to attend a meeting and a room has been reserved in his/her name at a hotel, the committee member shall, if possible, contact ISTA to cancel that reservation. If that is not possible, the committee member will contact the hotel and obtain a cancellation number which will be reported to ISTA on the next business day. When the Association gets the master bill from the hotel, room expense(s) for committee members who do not attend the meeting and did not cancel the reservation shall be forwarded to that member for payment. If this billing is in error, the member should share his/her cancellation number with the appropriate staff consultant. Until payment is received, the committee member shall not be eligible for any master billing privileges.

I-PACE Reimbursement Policy

I-PACE members who perform I-PACE responsibilities at local affiliate, district council meetings or other events which have been given prior approval by the Executive Director and/or the President shall be reimbursed for travel expenses according to the ISTA expense reimbursement policy for Committee Reimbursement Expenses.

NEA Project Money

The NEA Directors shall have input into applications for NEA project money for Indiana and shall be provided periodic updates on the expenditure of NEA funds received and the utilization of NEA staff in Indiana. The NEA Directors shall report this information to the ISTA Board of Directors.

NEA Representative Assembly Delegates

State Funded Delegates

State-elected, small local and clustered delegates receiving state funding to the NEA Representative Assembly will self-declare daily attendance at Indiana Caucus and NEA Representative Assembly business meetings. A report of that attendance and voucher verification shall be entered into the minutes of the September ISTA Board of Directors’ meeting. A final attendance and voucher report will be entered into the minutes prior to the end of the calendar year.

If an Association member has evidence that a state, small local or cluster elected delegate to the NEA Representative Assembly has given information on his/her self declaration attendance form that is not in keeping with the Association program, or the intent of funding for such delegate, that person may, within thirty (30) days following the Board meeting at which such report is entered into the minutes, challenge the report. Such challenge shall be pre-
sent in writing to the Chairperson of the ISTA Executive Committee and shall include factual information upon which the challenge is based.

The Chairperson of the ISTA Executive Committee shall, within five (5) days of receipt of challenge, notify in writing the accused delegate, citing charge(s). Said Chairperson shall on the same date send copy of written challenge and copy of letter of notification to accused delegate to all members of the Executive Committee. The challenging party shall receive a copy of the letter of notification to the accused delegate.

A hearing date shall be established within thirty (30) days following written notification to the Executive Committee, accused delegate and challenger.

At the hearing, Executive Committee members shall receive testimony and/or written supportive material from the challenger and accused delegate.

Within thirty (30) days following the hearing, the Executive Committee shall file a written decision with the challenger and accused delegate

1. Upholding the challenge only.
2. Upholding the challenge and requesting partial refund of state funding.
3. Denying the challenge.

In case of finding 2), Executive Committee shall initiate a penalty system beginning with letter requesting a refund of specified portion of state funding within thirty (30) days. If such refund is not voluntarily tendered within such thirty (30) day period, it shall become an Association accounts receivable. If such account is not satisfied within a period of one hundred and eighty (180) days, the Association may file claim with the proper legal authority for collection.

Nothing contained in the foregoing shall be construed to prevent the Executive Committee from attempting to dispose informally with the consent of the charging party and the accused delegate of any charge filed.

Delegate Orientation Meeting

An NEA delegate orientation meeting shall be held prior to the NEA Representative Assembly to inform Indiana delegates of the business to come before the NEA Representative Assembly.

Organizational Integrity: Executive Committee
Rules of Procedure Regarding Local Affiliates

Each Board member shall be provided a copy of the Organizational Integrity: Executive Committee Rules of Procedure Regarding Local Affiliates. Upon request copies of the plan will be made available to members.

Organizational Integrity: Judicial Review Board
Rules of Procedure Regarding Members
Each Board member shall be provided a copy of the Organizational Integrity: Judicial Review Board Rules of Procedure Regarding Members. Upon request copies of the plan will be made available to members.

President’s Compensation

The ISTA President’s salary shall be 4.28 times the Average Beginning Teacher’s Salary used to determine the dues for that year.

In addition, the following benefits shall be provided while serving as President:

1. Life, Paid-up life, AD&D, medical, dental, vision, long-term disability, liability, and long-term care insurance as provided Executive Director.
2. ISTA shall contribute the same percentage of salary as the Executive Director to the Indiana State Teachers Association Retirement Plan and to a Deferred Compensation Plan.
3. Automobile and related expenses as provided Executive Director.
5. Twenty-five (25) vacation days per year. Unused vacation days may accumulate to a maximum of sixty (60) days. Upon leaving the position of president for any reason, the President shall be entitled to payment for all accumulated vacation days.
6. Moving expenses to and from home site if he/she relocates to Marion or adjacent counties.
7. A yearly housing allowance of seventeen percent (17%) of salary if relocated to Marion or adjacent counties.

President’s Duties

Spokesperson

1. Assume speaking engagements.
2. Work with the Executive Director to keep the Officers, Executive Committee and Board members fully informed on the conditions and operations of the Association.
3. Serve as spokesperson of Association in conjunction with Executive Director.
4. Attend regional, national and international meetings.

Coordination

1. Work with staff through Executive Director to implement policy.
2. Work with Executive Director to see that Board of Directors, Executive
Committee and Officers are kept fully informed on the conditions and operations of the Association.

3. Work with Executive Director in seeing that basic policies and programs that will further the goals and objectives of the Association are planned, formulated and presented to the Board of Directors and Representative Assembly.

4. Coordinate Association representation at state, regional and national conferences.

5. Promote cooperative activities with subject matter groups.

6. In cooperation with those with financial responsibilities, help develop, recommend and, upon approval, see that the Association operates within an annual budget.

7. Recommend items for governance sections of the budget.

8. Review periodically with the Executive Director the organizational structure and policies of the Association.

9. Serve as President and Chairperson of the Board of Directors of the I.S.T.A. Center, Inc.


11. Serve on the Board of the ISTA Foundation for the Improvement of Education.

Representative Assembly

1. Preside at meetings of the Assembly.

2. Convene Special Meetings of the Assembly as directed by Board or 150 delegates.

3. Prepare agenda with input from Board.

4. Serve as ex officio delegate to Representative Assembly meetings.

5. Establish dates and time of Pre-Representative Assembly meetings after consultation with District Council Chairpersons.

6. Supervise planning and coordinate activities for meetings of the Representative Assembly.

7. Prepare and present to the Representative Assembly, reports of the Board of Directors and the President.

8. The President shall report to the Representative Assembly when the Association has entered into a coalition with other organizations to promote Association’s goals.

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**Board of Directors**

1. Preside at the Board of Directors meetings.
2. Prepare agenda with input from Board.
3. Call special meetings of the Board of Directors.
4. Supervise planning and coordinate activities for meetings of the Board of Directors.
5. Supervise planning and coordinate activities for orientation and education of the Board of Directors.
6. Recommend, with Executive Director, dues credits for affiliates.
7. Serve as member of Retirement Plan Administrative Committee.
8. Serve as member of the Board of Trustees of the Indiana State Teachers Association Professional Staff Organization Retirement Plan.

**Executive Committee**

1. Serve as member of Executive Committee.
2. Preside at Executive Committee meetings.
3. Supervise planning and coordinate activities for meetings of the Executive Committee.

**Officers**

1. Fill vacancy of ISTA Vice-President with approval of Board.
2. Fill vacancy of ISTA Treasurer with approval of Board.

**Committees**

1. Make necessary committee appointments.
2. Appoint chairpersons of Standing Committees.
3. Appoint members to ensure ethnic minority representation.
4. Appoint student Standing Committee members from recommendations of ISEA President.
5. Supervise planning and coordinate activities for annual meeting of all committee chairpersons.
6. Appoint Representative Assembly Committees after July 15.
7. Serve as ex officio member of all committees.
8. Coordinate the work of Association committees and task forces.

A. Standing Committees
Governance
Professional Practices and Standards
Issues and Concerns

B. Special Standing Committee

Minority Affairs

C. Representative Assembly Committees

Audit
Credentials
Elections
Rules

D. Other Committees and Task Forces established by the Association.

9. Recommend objectives and criteria to the Board Management Personnel Committee for the evaluation of the Executive Director.

President’s Responsibilities

The President has five broad areas of responsibility. These include serving as the Chief Executive Officer of the Association, serving as spokesperson, managing member involvement (or governance) within the Association, Managing policy development, and serving as the presiding officer of the Representative Assembly, Board of Directors and Executive Committee. Additionally, there are numerous more specific responsibilities of the President. Some of these are listed in the by-laws, other of these additional responsibilities are listed below, categorized by the broader functions.

Serve as the Chief Executive Officer of the Association

* Define the vision for the forward movement of the Association.
* Provide supervision of the executive director
* Working with the executive director, develop objectives and criteria for the evaluation of the executive director
* Chair the Indiana delegation to the NEA R.A.
* Serve as president and board chair of the I.S.T.A. Center, Inc.
* Serve as a member of the boards of trustees of all Association staff retirement plans
* Serve as a member of I-PACE
* Serve on the Insurance Trust/Financial Services Boards of Trustees/Directors
* Serve on the ISTA Foundation for the Improvement of Education Board of Directors
* Work with staff through the executive director in implementing policy
* Coordinate the leadership team
* Supervise, direct, and evaluate the support staff assigned to the President’s office
* Represent the Association at regional, national, and international meetings
* Serve as Indiana’s representative on the NEA-PAC Council
* Promote cooperation with subject matter groups

**Serve as spokesperson of the Association**
* Assume speaking engagements
* Promote interest and participation in the Association
* Represent the association on outside boards and committees

**Manage member involvement (governance) of the Association**
* Coordinate the work of all committees
* Make committee appointments
* Serve as a member of all committees except the elections committee
* Supervise planning and activities for meetings of the Representative Assembly
* Establish schedule of Pre-R.A. meetings
* Prepare the R.A. agenda with input from the Board
* Supervise training of local leaders and district council chairs
* Supervise planning and coordinate activities of the Summer Leadership Conference
* Coordinate Association representation at state, national, and regional conferences.
* Supervise planning for Board and Executive Committee meetings
* Prepare Board agendas and call special meetings
* Working with the Executive Director, keep the board, executive committee, and officers fully informed on conditions and operations of the Association.
* Supervise planning and coordinate activities of the Indiana delegation to the NEA R.A.
* Receive and file district policies and minutes
* Supervise planning and coordinate the development of the ISTA handbook
* Working with the executive director, periodically review organizational structure and policies

**Manage policy development for the Association**
* Working with the executive director, see that basic policies and programs are planned
* Help develop, recommend, and monitor the annual budget.

**Presidential Task Forces**
The ISTA President, with concurrence by the Board of Directors, shall be authorized to appoint task forces to deal with Association and educational issues.

**Presidents’ Communications**
Communicate regularly with local affiliate presidents.

**Districts**
1. Receive and file District Council policies and copies of minutes of all district and district council meetings.
2. Work with District Council chairpersons to encourage an advocacy role, adherence to governance documents and support of goals and objectives.
3. Supervise planning and coordinate activities for district leadership.

**Affiliates**
1. Work with local presidents to encourage an advocacy role, adherence to governance documents and support of goals and objectives.
2. Communicate with local presidents on Association activities and aims.
3. Communicate with Association Representatives on Association activities and aims.
4. Supervise planning and coordinate activities for affiliate leadership development.

**Membership**
1. Promote interest and active participation in the Association on the part of the membership and report activities of the Board and the Association to members by means of letters, publications or speeches.
2. Supervise planning and coordinate activities for the annual Summer
Leadership Conference.

I-PACE
1. Serve as a member of I-PACE.
2. Serve as representative of The NEA Fund for Children and Public Education, or designate same.

NEA
1. Supervise planning and coordinate activities for meetings of the Indiana delegation to the NEA Representative Assembly.
2. Promote interest and active participation in NEA on the part of NEA delegates and members.

Office
1. Coordinate record keeping related to governance matters of state, District Councils and locals.
2. Assist in planning, preparing and distributing of the ISTA Handbook.
3. Direct and give input to the evaluation of the activities of the President’s office support staff.

Other
Perform all functions belonging to such office.

Duties of “Released Time” Executive Officers
In addition to those responsibilities delineated in the Bylaws, released time executive officers would have responsibilities as follows:

Vice-President
1. Monitoring and maintaining liaison with the State Board of Education and Division of Professional Standards, as appropriate.
2. Attending Pre-RA meetings.
3. Assisting in Association leadership development activities.
4. Attending state and national conferences, for the purpose of professional development.
5. Participating in the Association’s member lobbying program.
6. Serving as a member of the Board of Directors of the ISTA Foundation for the Improvement of Education.
7. Serving as a member of the ISTA Administrative Services Corporation.
8. Assisting the President in
A. Representing the Association at local, state, and national meetings and conferences.
B. Representing the Association with external groups.
C. Coordinating activities of Association committees and task forces, as assigned.
D. Other duties as may from time to time be assigned by the President.

Treasurer
1. Attending Pre-RA meetings.
2. Assisting in Association leadership development activities.
3. Attending state and national conferences, for the purpose of professional development.
4. Participating in the Association’s member lobbying program.
6. Serving as a member of the Board of Directors of the ISTA Foundation for the Improvement of Education.
7. Serving as an ex-officio member and Chairperson of the ISTA Audit Committee.
8. Serving as a member of the ISTA Staff Retirement Administering Committee.
9. Planning and implementing training activities for local association treasurers.
10. Serving as liaison with the NEA budget process.
11. Assisting the President in
   A. Representing the Association at local, state, and national meetings and conferences.
   B. Representing the Association with external groups.
   C. Monitoring Governance expenses
   D. Other duties as may from time to time be assigned by the President.

Released Time Policy

Vice-President and Treasurer
The purpose of monies budgeted for released time for executive officers is to facilitate their ability to carry out their responsibilities for the Association. The primary goal of such funds is flexible arrangements for released time. Such arrangements may include reimbursement for leave days, payment for substitutes, provision for working partners or job-sharing arrangements or, when necessary, salary reimbursements. When possible, reimbursements should be through the Officer’s school district. The Vice-President and the Treasurer will be provided an automobile and related expenses under the same arrangements as for staff. They will also be given a summer stipend of $5,000.

When circumstances prevent or severely limit such arrangements for released time, then other uses of released time funds in order to facilitate the ability of an Officer to carry out his/her responsibilities are acceptable. Such uses may include secretarial assistance, housekeeping/childcare services, companion travel, luggage allowance, and other expenses within the purposes defined in this policy. Alternatively, a direct stipend in an amount to be determined by the Board is also appropriate.

**Representative Assembly**

**Alternate Delegates**

Local associations may elect alternate delegates equal to the number of delegates to which the local association is entitled.

Alternate delegates shall be reported to ISTA in order of votes received and shall be chosen to serve in that order. All delegates to the Representative Assembly must have been elected according to the rules and regulations of the ISTA.

**Expenses**

Persons having agenda responsibilities shall be reimbursed in accordance with the guidelines on committee reimbursement as set forth in Board Policy. The expenses of Standing Committee Chairpersons shall be charged to the appropriate committee/program.

Whenever a committee participates directly in the business before the Assembly, those committee members shall be reimbursed in accordance with the current guidelines on committee reimbursement as set forth in the Board Policies. These expenses will be charged to the appropriate committee.

**Sales/Displays**

Any member or group who desires to conduct sales at the Representative Assembly site must request permission from the Board of Directors. This request must include the purpose of fund raising. Requests may be granted if the sales are related directly to and in agreement with the Association’s resolutions, goals and objectives.
The only candidates for outside political office who may be granted permission to distribute literature or have a display table are those who are endorsed for statewide elections.

**Endorsement Policy of Programs, Products, or Entities**

ISTA endorsements of programs, products, or entities can only be made by the ISTA Representative Assembly, President or Board of Directors.

**Bargaining/Member Benefits Policies**

**Collective Bargaining Program**

The ISTA Board of Directors believes that collective bargaining is a means to improve educational opportunities for the youth of Indiana and to secure fair and equitable working conditions for members. The Board of Directors urges all local affiliates to utilize the full resources of the ISTA/NEA to assure the best results in bargaining a comprehensive contract. The Board of Directors believes that comprehensive contracts should include, but not be limited to, the following items:

1. A salary schedule moving positively toward a starting salary of at least $40,000 and reaching at least $80,000 in 10 years with a Masters’ degree.
2. Insurance benefits as offered by the ISTA Insurance Trust.
3. Fair share fee, if applicable.
4. A grievance procedure culminating in binding arbitration.
5. Procedural and substantive due process language that includes discipline and/or discharge only for just cause.
6. An evaluation procedure.
8. The complete school calendar.
10. Bilateral decisions on all education reform issues.
12. Payroll deduction for political contributions.

The ISTA Board of Directors endorses both coordinated bargaining and unified bargaining as defined below as desirable structures to improve bargaining results.

**Coordinated Bargaining**

In coordinated bargaining there is established a formal relationship between
two or more ISTA/NEA affiliates to work together to bargain improved conditions of employment.

**Unified Bargaining**

In unified bargaining there is established a formal relationship between two or more ISTA/NEA affiliates creating an organization to serve as the mutual exclusive representative to fulfill the responsibilities established under Public Law 217.

The ISTA Board of Directors will continue to demonstrate its commitment to the collective bargaining process by offering bargaining data and staff resources where local affiliates are willing to participate in collective bargaining with school boards.

**Fair Share Policy**

The Indiana State Teachers Association (ISTA) encourages affiliates to negotiate a fair share provision into the local master contract, if applicable.

Those individuals required by the local master contract to pay a fair share fee may object to use of the fair share fee for political or ideological matters, or other matters not related to the duties of an exclusive representative.

A person who does not object to the use of the fair share fee for such matters, shall be required to pay a fair share fee in an amount equivalent to the total Association dues (local, ISTA and NEA). Any local affiliate that has entered into an agreement with a school corporation, prior to the adoption of this Policy by the ISTA Board, containing a provision for a fair share fee that is less than an amount equivalent to the full dues of the Association (local, ISTA, and NEA) shall not be required to seek collection of total Association dues.

A person who objects to the use of the fair share fee for the matters referred to above, shall be required to pay a fair share fee that excludes the expenses for those matters. The fair share fee for objectors will be based on the previous year’s chargeable percentage of total expenses.

Certain ISTA financial information shall be distributed as soon as possible after the beginning of the fiscal year, through the local affiliate, to each person required to pay a fair share fee. The information will describe the full expenses of the Association and also describe the expenses that the Association believes are attributable to political and ideological matters, or other matters not related to the duties of an exclusive representative.

As soon as possible after the beginning of each fiscal year, the Executive Director of ISTA will request that the American Arbitration Association appoint an arbitrator to conduct a hearing to determine the amount of the fair share fee for objectors. Notice shall be provided to each person who has objected to paying an amount equivalent to the total dues so that he/she may participate in the arbitration proceeding.
After the arbitrator has determined the amount of the fair share fee for objectors, any amount paid in excess of the amount determined by the arbitrator, will be returned to each objector. Each person who has paid a fee that is less than the amount determined by the arbitrator, or who has paid nothing, shall be responsible for the amount of the fee still owed.

Any person still owing money following the arbitrator’s decision shall be given thirty (30) days following the decision by the arbitrator to pay the fee. Litigation may then be pursued to collect the fair share fee from any person who has not paid the proper amount.

Any person subject to a fair share fee may pursue any available administrative or judicial remedies without exhausting his/her remedies under this Policy.

When the local contract does not contain a fair share fee provision, fair share fees may be accepted by the local affiliate, ISTA, or NEA, from nonmembers who choose to contribute. Such contributions must, as a condition of affiliation, be in an amount equivalent to the total unified Association dues (local, ISTA, and NEA).

Whether payment of a fair share fee is required under the local contract or not, as a condition of affiliation any payment made must be proportionately distributed to the local affiliate, ISTA, and NEA, based on the dues of each level of the Association.

This Policy does not preclude the local affiliate, ISTA, or NEA from assessing members and fair share fee payers an additional amount for the implementation of a specific component of a program or service, such as the cost of arbitration, litigation, or a bargaining crisis.

Fair share fee payers shall not have the right to vote or hold office, be covered by the NEA/ISTA Educators Employment Liability Policy, or be eligible for the NEA/ISTA Member Benefits.

**Crisis Evaluation Policy**

Each Board member shall be provided a copy of the Crisis Evaluation Policy. Upon request, Board members shall make the Crisis Evaluation Policy available to members.

**Member Protection Policy**

The ISTA advocates that every school board adopt a policy regarding the treatment of school employees by students, parents and other persons. The policy should prohibit aggressive, abuse, threatening, harassing or intimidating words or actions.

The principal is expected to enforce the school board’s policy.

For violations of the school board policy:
1. The teacher should immediately notify the building representative and the UniServ Director, one of whom should make a verbal demand to the principal that the school board policy be enforced.

2. After ascertaining all of the facts, the UniServ Director shall send a letter to the principal insisting that the school board policy be enforced and advising the principal of further actions by ISTA, including notification to the policy, a restraining order against the parent or other adult or a lawsuit against the parent or other adult. A form letter shall be provided for the UniServ Director’s use.

If a situation involving injury, threat, intimidation, harassment, or defamation of a member is not resolved through the school board’s policy, and if the UniServ Director has exhausted all available resources to resolve the problem, the Management Liaison is authorized to approve up to $2,000 of legal assistance for the member for legal representation at a meeting(s) with school officials, or with the parent(s) or other complaining adult(s). The legal representation may result in a restraining order being sought and/or in a recommendation for litigation.

For cases in which ISTA Staff recommend litigation, such recommendation will be referred to the Legal Defense Panel, which will meet in an expedited manner as necessary. The ISTA Legal Coordinator will administer approved litigation.

**Membership and Member Benefits Subcommittee**

There shall be a Membership and Member Benefits Subcommittee composed of appointed Board members. The purpose of this subcommittee is to work with staff in developing member benefit programs for our members. Once approval is given by the subcommittee, a recommendation is submitted to the Board of Directors.

**Professional Practices and Standards and Professional Development Policies**

**Academic Achievement**

1. Student academic achievement should be measured in terms of the progress of each student over time rather than comparison of one group of students to another group of students or one school to another school.

2. The primary measure of academic improvement should be the proportion of students achieving proficiency on ISTEP. Secondary measures of improvement should include: Graduation rate-Percent of 3rd graders reading at 3rd grade level-Core 40 Curriculum completion-Professional
3. The state framework for continuous improvement should be the academic progress of students as they advance from grade 3 to grade 6, from grade 6 to grade 8, from grade 8 to grade 10, and from grade 10 to grade 12.

4. Student mobility should be determined in terms of enrollment in the school, and students enrolled for at least 80 percent of the testing cycle should be included in the school’s student population for accountability purposes.

5. Five categories of improvement should be designated (significant, substantial, adequate, priority and high priority). Labels should not be punitive. The designations “priority” and “high priority” indicate a need for the Department of Education to provide expert technical assistance and for the Indiana General Assembly to appropriate additional resources.

6. The School Improvement Plan should focus on learning results with a minimum of process mandates to permit maximum school-based flexibility to engage in the most effective and appropriate locally determined process and should include: 1) An analysis of academic performance data. 2) A school-community demographic and socioeconomic profile. 3) An analysis of the opportunities to learn provided by the school for all students. 4) Strategies to accomplish improvement. 5) Signatures of the school improvement committee, exclusive representative and school board.

7. The professional development program required of all school improvement plans should be funded at a level sufficient to accomplish the goals of the school improvement plan and should be coordinated with all other professional development programs and expenditures of the school and the school corporation.

**Advisors Advisory Council**

The Board of Directors, hereby creates a Advisors Advisory Council. The Council shall be composed of one advisor of each NEA/ISEA chapter in Indiana, which Council shall a) select its own chairperson, etc. from its members and establish operating guidelines, b) meet periodically with the ISTA President and Executive Director to review Association programs and services to NEA/ISTA chapters. One member of the Board of Directors shall be designated as the official liaison with the Advisors Advisory Council.

**Professional Development Activity Guidelines**

1. The purpose of the activity must be to improve student learning.
2. Activities must be conducted by an educator who is licensed in the subject matter or content area or who has other professionally recognized expertise.

3. Activities should be consistent with the state’s learning goals and/or a school’s improvement plan, including the state’s academic standards.

4. Activities should reflect research-based strategies to improve teaching and learning.

5. Activities should improve subject matter knowledge and/or instructional strategy skills.

6. Activities must include an evaluation of the program’s effectiveness.

7. Activities must comply with applicable Indiana Professional Standards Division of Professional Standards criteria.

8. Activities must be approved by the ISTA President and Executive Director or their designees.

Legislative/Political Action Policies

Indiana Political Action Committee for Education

In 1973 the ISTA organized state and local political action arms in order to elect friends of education to local, state and federal public offices. The state level arm is the Indiana Political Action Committee for Education (I-PACE). ISTA also organized local PACs paralleling the boundaries of each Association UniServ Unit. I-PACE and local PACs are affiliated with NEA-PAC.

Only Association members may be candidates for election to local PACs and I-PACE. The ISTA Board of Directors exerts influence over I-PACE by electing I-PACE membership who must necessarily include members of the ISTA Board of Directors. Association District Councils elect membership of local PACs, who must necessarily include members of the District Council.

The Association provides to I-PACE and local PACs bonded staff assistance as a means of compliance with state and federal election laws and Association policy. In compliance with state and federal election laws and with Association policy, I-PACE and local PACs must follow their written rules and procedures.

ISTA encourages all members to voluntarily contribute financial support to the Association political action committees and to support election of friends of education to local, state, and federal offices.

Membership List

1. The ISTA Board of Directors hereby designates that until otherwise provided, all requests from public officials, political figures and political committees for all or any portion of the ISTA membership list shall be
referred to I-PACE (The Indiana Political Action Committee for Education) for disposition.

2. For purposes of satisfying requests from public officials and other political figures and committees, as well as to satisfy the political objectives of the ISTA, I-PACE may purchase all or any portion of the membership list from ISTA.

3. Any public official or political figure requesting the membership list must sign a Memorandum of Understanding with I-PACE which protects the integrity of the membership list.

4. I-PACE agrees to comply with all relevant state and federal campaign statutes if the membership list is distributed to political candidates.

5. I-PACE agrees to distribute the membership list judiciously and with the express purpose of furthering the objectives of the ISTA.

Membership/Leadership Development Policies

Awards

Board Service Plaque
Each member who has served on the Board of Directors at least one year shall receive a plaque recognizing the person’s service. The plaques shall be presented at the Summer Leadership Conference to those members who are completing their terms and to those members who have submitted their resignation prior to June 15.

N. Robert Montfort Communications
The purpose of the ISTA N. Robert Montfort Communications Award shall be to recognize outstanding local affiliate communications efforts. The awards shall be announced and presented at the spring meeting of the ISTA Representative Assembly by the Governance Committee which shall be charged to recommend recipients to the Board of Directors.

Community Service
The ISTA shall annually award one or more members who have made outstanding contributions to their communities. The Issues & Concerns Committee shall recommend recipients to the Board of Directors. The award(s) will be announced and presented at the Spring Representative Assembly.

ESP of the Year
The purpose of this award shall be to recognize extraordinary efforts by educational support personnel members. The award shall be announced and presented at the Summer Leadership Conference. District 4-A will be charged to recommend the recipient to the Board of Directors.
Gold Star

Board members may access on-line Gold Star Award certificates which they may award to members they believe to have made a significant non-monetary contribution to the Association’s programs and goals.

David Hanna Golden Touch

The ISTA Retired shall annually award one or more members who have made outstanding contributions to the ISTA Retired program. The ISTA Retired Council shall recommend recipients to the Board of Directors. The award(s) will be announced and presented at Summer Leadership Conference.

ISTA/Horace Mann Hoosier Educator of the Year

The purpose of the award is to recognize, reward and promote both excellence in teaching and in advocacy for the education profession. The Professional Practices and Standards Subcommittee and the NEA Foundation Award for Teaching Excellence Subcommittee will receive, analyze, and interview candidates for the award. The award will be announced and presented at the Spring Representative Assembly. Award recipients will participate throughout the year in public relations to promote public education in Indiana.

ISTA Young Activist Award

The purpose of the award is to recognize, reward and promote Association activism of members within their first five years as education employees. The ISTA Executive Committee shall annually recommend the recipient to the ISTA Board of Directors. The award winner will be recognized at the Spring Representative Assembly. The winner will be funded to attend the Summer Leadership Conference and one additional Association activity opportunity, as approved by the Executive Committee. A nomination may be self-declared or submitted by another ISTA member and must include the endorsement of at least one additional active member. A nomination application must detail the nominee’s activism in relationship to one or more of the ISTA Strategic Goals.

Lifetime Achievement

The purpose of this award is to recognize outstanding leaders who have been active on the local, and either district or state levels. The Governance Committee shall recommend recipients for the award(s) to the Board of Directors. The award(s) will be announced and presented at the Spring Representative Assembly.

Local Member Involvement

Local presidents, ISTA Board of Directors members and District Council chairpersons shall be notified of local or District members who participate in state, regional or national conferences and programs, or who have received
state or national awards, or who have been elected or appointed to state or national office.

**Minority Educators**

The purpose of this award shall be to honor current outstanding minority classroom teachers. The award(s) shall be announced and presented at the Summer Leadership Conference. The Minority Affairs Committee will be charged to recommend the recipient to the Board of Directors.

**Multimedia/Technology**

The purpose of this award shall be to recognize members who produce and use innovative multimedia technology in their classrooms. The Professional Practices and Standards Committee shall recommend recipients for the award to the Board of Directors. The award shall be announced and presented at the Spring Representative Assembly.

**Outstanding Local Treasurers**

The purpose of this award shall be to recognize qualified members who serve as local treasurers. The awards shall be announced and presented at the Fall Representative Assembly.

**Pacesetter**

The purpose of this award shall be to recognize outstanding active members, local associations, District or UniServ Councils or other committees established by and limited to active members of the Association. The award(s) will be announced and presented at the Summer Leadership Conference and the Pacesetter Committee will be charged to recommend the recipient(s) to the Board of Directors, anonymously.

**Phillip Carey Award for Human Relations**

The purpose of this award(s) shall be to recognize outstanding individual members, local associations or an outstanding individual or group of individuals who are not members of the Association in the area of human relations and equal educational opportunity. The award(s) will be announced and presented at the Summer Leadership Conference. The Human and Civil Rights Committee will be charged to recommend recipients to the Board of Directors.

**President’s Awards**

The purpose of this award shall be to recognize the incoming President and Past President of the Association.

A personalized gavel shall be presented to the incoming President of ISTA at the Summer Leadership Conference during the “Passing of the Gavel” ceremony.

A President’s Key shall be given to each person serving as ISTA President at
the first meeting of the Representative Assembly at which the president presides. The key may be made into a lapel pin or a tie tack.

Each President of ISTA shall receive a President’s Plaque to recognize that person’s term in office. This shall be presented by the president at the meeting of the Representative Assembly held immediately after the former president goes out of office.

A Life Active Membership card shall be awarded to Past Presidents of ISTA at the first meeting of the Representative Assembly at which the person is serving as Past President.

Quality Local Association Recognition

The purpose of the Quality Local Award program shall be to strengthen local associations by providing an incentive for local organizational development. The Governance Committee shall be charged with presenting the awardees to the President. The winning locals will be announced and presented at the Fall Representative Assembly.

Retiring Members of the Association

The ISTA Board of Directors encourages its local affiliates to recognize retiring members of the Association in appropriate ceremonies, and consider providing such retirees with complimentary membership in the Indiana State Teachers Association-Retired (ISTA-Retired) and the NEA Retired membership categories.

The ISTA Board of Directors will provide appropriate certificates for use during recognition of retiring members of the Association by local affiliates and further encourage its local affiliates to involve one or more ISTA officers or Board members in such local recognition ceremony.

School Bell

The purpose of these awards shall be to recognize individuals who have produced outstanding examples of articles or broadcasts which have been supportive of education. The awards will be announced and presented at the Summer Leadership Conference. The Issues and Concerns Committee will be charged to recommend recipients to the Board of Directors.

Media

News releases will be sent for all ISTA members who are award winners of ISTA, NEA, and NFIE awards.

Scholarships

ISTA awards four (4) scholarships as listed below. Students are encouraged to apply for any and all scholarships for which they are eligible but no student may receive more than one ISTA scholarship award. An award winner pursu-
ing a degree in education is eligible for a complimentary membership in the Indiana Student Education Association while receiving the scholarship.

**Louis B. Russell, Jr. Memorial Scholarship**

The purpose of this scholarship shall be to recognize an ethnic minority high school senior who seeks to attend an accredited post secondary institution to pursue a degree in any aspect of industrial arts. The Minority Affairs Committee will be charged to recommend the recipient to the Board of Directors.

**Damon P. Moore Scholarship**

The purpose of this scholarship shall be to recognize an ethnic minority high school senior who plans to pursue a degree in education. The Minority Affairs Committee will be charged to recommend the recipient to the Board of Directors.

**The Indiana State Teachers Association Career Scholarship**

The purpose of this scholarship shall be to recognize dependents of Association members. The Scholarship Committee will be charged to recommend the recipient to the Board of Directors.

**The Indiana State Teachers Association Educator Scholarship**

The purpose of this scholarship shall be to recognize dependents of Association members who plan to enter the teaching profession. The Scholarship Committee will be charged to recommend the recipient to the Board of Directors.

**Conference Attendance**

Registration for all ISTA conferences via the Internet shall be encouraged.

The Board of Directors believes that the Association should be represented by Association members and staff representatives at appropriate state, regional and national meetings whenever possible. Furthermore, the Board of Directors believes that such attendance facilitates the development of expertise, the opening of new channels of communication, and the sharing of Indiana’s leadership with other professionals and groups.

The coordination of staff representation at such conferences is the responsibility of the ISTA Executive Director.

The coordination of member attendance at such conferences is the responsibility of the ISTA President. All requests for such attendance as official ISTA representatives are to be forwarded to the ISTA President for approval.

The President is to inform the Board of Directors of all such requests and the action taken.

Expenses shall be determined by the President in accordance with budgetary
limitations. In no case shall expenses be less than that of committees for in-state meetings, nor more than actual expenses.

Participants in conferences or workshops which are sponsored wholly or in part by ISTA will not receive reimbursement from ISTA for mileage, meals or lodging unless such reimbursement is specifically provided for within the adopted ISTA budget. Deviations from this policy must be approved by the Executive Committee and reported in writing to the Board of Directors.

The ISTA President, in consultation with the Executive Director, shall select minority participants for appropriate conferences and workshops. The President and Executive Director shall solicit input from leadership and staff prior to selecting the participant(s). ISTA will pay necessary expenses within generally accepted ISTA Expense Reimbursement Guidelines.

**Non-Representative Dues Credit Policy**

The dual purposes of this policy are to gain membership and achieve exclusive representation status for an ISTA/NEA affiliate in school corporations where an ISTA/NEA affiliate is not currently the exclusive representative.

**Eligibility**

Any group of employees eligible for active membership in a school corporation where an ISTA/NEA affiliate is not the exclusive representative may be granted a non-representative dues credit on an annual basis. The credit for each member shall not be greater than the difference between active membership dues and fifty dollars ($50). An authorized jurisdictional agreement with the Indiana Federation of Teachers must be adhered to in regards to eligibility.

**Application**

Application must be made on an annual basis to the ISTA Executive Director.

**Approval**

The ISTA Board of Directors shall act upon all requests for a non-representative dues credit. The action of the Board shall be communicated to the requesting group within fifteen (15) days of the Board’s action.

**Criteria**

A written organizing plan shall be established that includes:

Those individuals present at this meeting will be asked to develop an organizing plan for their school corporation and decide whether they want a local ISTA affiliate that will be a competing organization ultimately challenging the incumbent exclusive representative, or whether they wish to become active in the current exclusive representative and then move for a constitutional revision of that organization to become an affiliate of the Association.
The above commitment must be made and the group able to accomplish the goal of an Association affiliate as the exclusive representative in that school corporation, will be guaranteed a gradual increase in the ISTA dues for the next four years as follows:

1st Year  $150  
2nd Year  $225  
3rd Year  $300  
4th Year  Full Dues

**Editorial Policy of Association’s Publications**

The content of Association’s publications will be consistent with the mission, strategic objectives and policies of the Association.

**Minority Involvement Plan**

Each Board Member shall be provided a copy of the Minority Involvement Plan. Upon request copies of the plan will be made available to members.

**Members’ Rights Policies**

**Legal Services Guidelines**

Each Board Member shall be provided a copy of the Legal Services Guidelines. Upon request copies of the plan will be made available to members.
## Membership Privileges and Services

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I.S.T.A. Center Corporation
Articles of Incorporation

Article I
The name of the Corporation is I.S.T.A. Center, Inc.

Article II
The purpose for which the Corporation is organized is as follows:
1. To provide a dignified center for the activities of the teaching profession.
2. To generally elevate, promote and improve education and the teaching profession.
3. To hold title to property, collect income therefrom, and to turn over the entire amounts thereof, less expenses, to an organization which itself is exempt under Code Section 501(a).

Article III
The period during which the Corporation shall continue is perpetual.

Article IV
Section 1. Resident Agent. The name and address of the Resident Agent in charge of the Corporation’s principal office is Warren L. Williams, 150 West Market Street, Suite 900, Indianapolis, Indiana 46204-2875.

Article V
Membership in the Corporation shall be limited to persons who are members of the Board of Directors of the Indiana State Teachers Association.

Article VI
The Corporation shall be governed by a board of not less than five (5), nor more than fifty (50) directors, the exact number to be specified in the code of bylaws of the Corporation.

The Corporation shall be governed by a board comprised of those individuals who are members of the Board of Directors of the Indiana State Teachers Association.

Article VII
Section 1. Powers of the Corporation. Subject to any specific written limitations or restrictions imposed by the Act or other law, or by these Articles of Incorporation as amended from time to time, or by the provisions of Section 501 (c)(2) of the Internal Revenue Code as from time to time amended or super-
The Corporation shall have and exercise all the powers specified in the Act; provided, however, that such powers as hereinafter enumerated which are not in themselves in furtherance of its exempt purposes shall not be exercised by this Corporation except as an unsubstantial part of its activities:

(a) **Capacity to Act.** The Corporation shall have the capacity to act possessed by natural persons, but shall have authority to perform only such acts as are necessary, convenient or expedient to accomplish the purposes set forth in Article II above, and such as are not repugnant to law.

(b) **Appointment of Officers and Agents.** The Corporation shall elect or appoint officers and agents, define their duties and fix their compensation.

(c) **Acting as Agent.** The Corporation shall act in the capacity of agent or representative for any individual, association, corporation, trust or other legal entity, respecting any business, the purpose of which is similar to the purposes set forth in Article II above.

(d) **Solicitation of Funds.** The Corporation shall solicit, whether by way of outright, limited or conditional gifts or grants in trust, inter vivos, or by way of testamentary devises, bequests or grants in trust, or otherwise, funds of all kinds, including property, both real, personal and mixed, whether principal or income, tangible or intangible, present or future, vested or contingent, in order to carry on the purposes of the Corporation.

(e) **Borrowing Money.** The Corporation shall borrow money and evidence the same by notes, bonds and other usual forms of security, and secure the payment of any of its obligations by mortgages or deeds of trust of its property, real and personal, and acquire by purchase, lease or other form of contract, and thereafter hold and enjoy any real and personal property that may be necessary, useful or convenient in furthering its purpose as declared in Article II of these Articles of Incorporation, and lease, sell and convey any real or personal property it may own, however it may have been acquired, but not inconsistent with the provisions of Section 2 of Article II hereof authorizing the acceptance and acquisition of real and personal property by gift, devise or bequest, and subject to such conditions or terms as the grantor of testator may direct or prescribe in the making of such gifts, devises or bequests.

(f) **General Powers.** The Corporation shall exercise and enjoy all of the general powers not expressly enumerated herein as are set forth in Section 4 of the Act entitled “The Indiana General Not-For-Profit Corporation Act,” approved April 16, 1971, of the Acts of 1971, as amended.

**Article VIII**

In the event of dissolution of the Corporation, any assets remaining after payment of all debts of the Corporation shall be transferred by the Corporation to another corporation that is a not-for-profit organization and exempt from taxes.
under Internal Revenue Code Section 501(a). If the Indiana State Teachers Association at the time of such dissolution is exempt from tax under I.R.C. Section 501(a), then such assets remaining shall be transferred to it, and if it is not, then to another corporation that is exempt under I.R.C. Section 501(a).

Article IX
Every amendment to the Articles of Incorporation shall first be proposed by the Board of Directors by the adoption of a resolution setting forth the proposed amendment and directing that it be submitted to a vote of the members at an annual or special meeting.

An amendment so proposed shall be adopted upon receiving the affirmative votes of a majority of the votes entitled to be cast.

Article X
Indemnification

Section 1. Definitions

(a) “Director” means an individual who is or was a director of the Corporation or any subsidiary of the Corporation, or an individual who, while a director of the Corporation, is or was serving at the Corporation’s request as a director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, whether for profit or not. A director is considered to be serving an employee benefit plan at the Corporation’s request if the director’s duties to the Corporation also impose duties on, or otherwise involve services by, the director to the plan or to participants in or beneficiaries of the plan. “Director” includes, unless the context requires otherwise, the estate or personal representative of a director.

(b) “Expenses” include counsel fees.

(c) “Liability” means the obligation to pay a judgment, settlement, penalty, fine (including an excise tax assessed with respect to an employee benefit plan), and/or reasonable expenses incurred.

(d) “Official Capacity” means:

1. when used with respect to a director, the office of director in the Corporation or its subsidiaries, as the case may be; and

2. when used with respect to an individual other than a director, as contemplated in Section 7 herein, the office in the Corporation or its subsidiaries, as the case may be, held by the officer or the employment or agency relationship undertaken by the employee or agent on behalf of the Corporation.

“Official Capacity” does not include service for any other foreign or domestic corporation, except the Corporation’s subsidiaries, or any part-
nership, joint venture, trust, employee benefit plan, or other enterprise, whether for profit or not.

(e) “Party” includes an individual who was, is, or is threatened to be made a named defendant or respondent in a proceeding.

(f) “Proceeding” means any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative and whether formal or informal.

Section 2. Optional Indemnification. The Corporation may indemnify an individual made a part to a proceeding because the individual is or was a director against liability incurred in the proceeding if:

(a) The individual’s conduct was in good faith; and

(b) The individual reasonably believed:

(1) in the case of conduct in the individual’s official capacity with the Corporation or its subsidiaries, as the case may be, that the individual’s conduct was in its best interests; and

(2) in all other cases, that the individual’s conduct was at least not opposed to the best interests of the Corporation, as the case may be; and

(c) In the case of any criminal proceeding, the individual either:

(1) had reasonable cause to believe the individual’s conduct was lawful; or

(2) had no reasonable cause to believe the individual’s conduct was unlawful.

A Director’s conduct with respect to an employee benefit plan for a purpose the Director reasonably believed to be in the interests of the participants in and beneficiaries of the plan is conduct that satisfies the requirement of subsection (b)(2).

The termination of a proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent is not, of itself, determinative that the Director did not meet the standard of conduct described in this section.

Section 3. Mandatory Indemnification. The Corporation shall indemnify a Director who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which the Director was a party because the Director is or was a Director of the Corporation or of a subsidiary of the Corporation against reasonable expenses incurred by the Director in connection with the proceeding.

Section 4. Expense Reimbursement. The Corporation may pay for or reimburse the reasonable expenses incurred by a Director who is a party to a proceeding in advance of final disposition of the proceeding if:

(a) The Director furnishes the Corporation a written affirmation of the Director’s
good faith belief that the Director has met the standard of conduct described in Section 2;

(b) The Director furnishes the Corporation a written undertaking, executed personally or on the Director’s behalf, to repay the advance if it is ultimately determined that the Director did not meet the standard of conduct; and

(c) A determination is made that the facts then known to those making the determination would not preclude indemnification under this Article.

The undertaking required by subsection (b) of this Section must be an unlimited general obligation of the Director but need not be secured and maybe accepted without reference to financial ability to make repayment.

Determination and authorizations of payments under this section shall be made in the manner specified in Section 6 herein.

Section 5. Court Ordered Indemnification. A Director of the Corporation who is a party to a proceeding may apply for indemnification to the Court conducting the proceeding or to another court of competent jurisdiction. On receipt of an application, the court after giving any notice the court considers necessary may order indemnification if it determines:

(a) The Director is entitled to mandatory indemnification under Section 3 herein, in which case the court shall also order the Corporation to pay the Director’s reasonable expenses incurred to obtain court-ordered indemnification; or

(b) The Director is fairly and reasonably entitled to indemnification in view of all the relevant circumstances, whether or not the Director met the standard of conduct set forth in Section 2 herein.

Section 6. Procedure. The Corporation may not indemnify a Director under Section 2 herein unless authorized in the specific case after a determination has been made that indemnification of the Director is permissible in the circumstances because the Director has met the standard of conduct set forth in Section 2 herein.

The determination shall be made by any one (1) of the following procedures:

(a) By the Board of Directors by majority vote of a quorum consisting of Directors not at the time parties to the proceeding.

(b) If a quorum cannot be obtained under subdivision (a), by a majority vote of a committee duly designated by the Board of Directors (in which designation Directors who are parties may participate), consisting solely of two (2) or more Directors not at the time parties to the proceeding.

(c) By special legal counsel:

(1) selected by the Board of Directors of its committee in the manner prescribed in subdivision (a) or (b); or
(2) if a quorum of the Board of Directors cannot be obtained under subdivision (a) and a committee cannot be designated under subdivision (b), selected by a majority vote of the full Board of Directors (in which selection Directors who are parties may participate).

(d) By the members, but memberships voted under the control of Directors who are at the time parties to the proceeding may not be voted on the determination.

Authorization of indemnification and evaluation as to reasonableness of expenses shall be made in the same manner as the determination that indemnification is permissible, except that if the determination is made by special legal counsel, authorization of indemnification and evaluation as to reasonableness of expenses shall be made by those entitled under subsection 3 to select counsel.

Section 7. Miscellaneous Indemnification Provisions. An officer of the Corporation or of a subsidiary of the Corporation, whether or not a Director, is entitled to mandatory indemnification under Section 3 herein and is entitled to apply for court-ordered indemnification under Section 5 herein, in each case to the same extent as a Director.

The Corporation may indemnify and advance expenses hereunder to an officer, employee, or agent of the Corporation or of a subsidiary of the Corporation, whether or not a Director, to the same extent as to a Director.

The Corporation may also indemnify and advance expenses to an officer, employee, or agent, whether or not a Director, to the extent, consistent with public policy, that may be provided by these Articles of Incorporation, the By-Laws, general or specific action of the Board of Directors, or by contract.

The Corporation may purchase and maintain insurance on behalf of an individual who is or was a Director, officer, employee, or agent of the Corporation, or of a subsidiary of the Corporation, or who, while a Director, officer, employee, or agent of the Corporation, is or was serving at the request of the Corporation as a Director, officer, partner, trustee, employee, or agent or another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, against liability asserted against or incurred by the individual in that capacity or arising from the individual’s status as a Director, officer, employee, or agent, whether or not the corporation would have power to indemnify the individual against the same liability under Section 2 or 3 herein; provided, however, that when and to the extent that the Corporation has purchased and maintained such insurance, it shall have no duty hereunder to indemnify any such person to the extent such liabilities are covered by insurance.

The rights of indemnification provided hereunder shall continue to exist as to a person who has ceased to be a Director, officer, or employee or agent of the corporation, or of any of its subsidiaries, and shall inure to the benefit of the heirs, executors and administrators of any such person. The indemnification provided by Article X herein shall be applicable to all proceedings made or commenced
after the adoption hereof, arising from acts or omissions to act occurring whether before or after the adoption hereof.

The provisions of this Article X do not limit the corporation’s power to pay or reimburse expenses incurred by a Director, officer, employee or agent in connection with the person’s appearance as a witness in a proceeding at a time when the person has not been made a named defendant or respondent to the proceeding.

The indemnification provisions herein are intended to encompass the provisions of Sections 23-7-1.1-69 through 23-7-1.1-77 of the Act, as from time to time amended, as modified by these Articles of Incorporation as permitted by Section 23-7-1.1-77 of the Act, as from time to time amended.
Article I
Name and Location

Section 1. Name. The name of the Corporation shall be I.S.T.A. Center, Inc.

Section 2. Location. The Post Office address of its principal office is Suite 900, 150 West Market Street, Indianapolis, IN 46204-2875, and the name and address of its resident agent is Warren L. Williams, Suite 900, 150 West Market Street, Indianapolis, IN 46204-2875. The location of its principal office, or the designation of its resident agent, or both, may be changed at any time, or from time to time, when authorized by the Board of Directors, by filing with the Indiana Secretary of State on or before the day any such change is to take effect, or within ten (10) days after the death of the resident agent, or other unforeseen termination of his agency, a certificate signed by the appropriate officers of the Corporation, and verified under oath by one of such officers signing the same, stating the change to be made and reciting that such change is made pursuant to authorization by the Board of Directors.

Article II
Membership Certificates

Each member shall receive a certificate from the Corporation, signed by the president or vice-president and treasurer stating that he or she is a member of the Corporation.

Article III
Board of Directors

Section 1. Board of Directors. The Board of Directors shall consist of those persons who are serving as members of the Board of Directors of the Indiana State Teachers Association.

Section 2. Duties of Board of Directors. The Board of Directors shall conduct, manage and control the affairs of the Corporation and shall be responsible for the development of major planning and policy decisions. The Board is authorized to employ an Executive Director to direct the staff in the operation of the Center.

Section 3. Executive Committee. There shall be an Executive Committee of the Corporation which shall be composed of those persons who serve on the Executive Committee of the Indiana State Teachers Association.

Section 4. Duties of the Executive Committee. The actions of the Executive Committee shall be subject to review periodically by the Board of Directors.
The Executive Committee shall develop policies and guidelines concerning the Center and periodically review their implementation.

Section 5. Tenure. Each director shall serve as a member of the Board of Directors only during such period as that person serves as a member of the Board of Directors of the Indiana State Teachers Association.

Section 6. Annual Meeting. Each year the Board of Directors shall designate one of its meetings within six (6) months of the close of the fiscal year as its annual meeting of the membership.

Section 7. Other Meetings. Other meetings of the Board of Directors may be held upon the call of the President or, in the President’s absence, the Vice President of the Corporation, at such place, within the State of Indiana, upon two (2) days notice, specifying the time, place, and general purpose of the meeting, given to each Director, either personally, by mail, or by telegram. At any meeting at which all of the Directors are present, notice of the time, place, and purpose thereof shall be deemed waived, and similar notices may likewise be waived by absent Directors, either by written instrument or telegram, executed either before or after such meeting. By a special resolution adopted by the Board, the Board may establish regular monthly meetings to be held without the mailing of notices of such meeting to the members of the Board.

Section 8. Quorum. A majority of the whole Board of Directors shall be necessary to constitute a quorum for the transaction of any business, and the act of the majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

Article IV
Officers of the Corporation

Section 1. Officers. The officers of the Corporation shall consist of a President, Vice-President and Treasurer who shall be respectively the President, Vice-President and Treasurer of the Indiana State Teachers Association.

Section 2. Vacancies. Whenever any vacancies shall occur in any office, that office shall be filled with whomever succeeds to that position in the Indiana State Teachers Association.

Article V
By-Law Amendments

By-laws may be adopted, amended or repealed at any meeting of the Board of Directors by a vote of a majority thereof, unless the Articles of Incorporation provide for the adoption, amendment or repeal by the members of the Corporation, in which event, action thereon may be taken at any meeting of the members by vote of a majority of the members entitled to vote thereon.

Last Revision December, 1990
**I.S.T.A. Center, Inc. Policies**

A. Board Of Directors

1. The Board of Directors of the Indiana State Teachers Association shall function as the Board of Directors of I.S.T.A. Center.

2. The I.S.T.A. Center Board of Directors shall denominate the first meeting after September 1 of each year as its annual meeting of the membership.

3. While retaining ultimate authority and responsibility for the I.S.T.A. Center, the Board hereby delegates to the I.S.T.A. Center Executive Director appropriate authority to operate and maintain the property and building known as the I.S.T.A. Center, located at 150 West Market Street in the city of Indianapolis, Indiana and, further, to be designated as and function in the capacity of the official Resident Agent of the I.S.T.A. Center.

4. The Board shall periodically receive reports from the Executive Director on the physical and fiscal condition of the I.S.T.A. Center and receive and act upon recommendations from the Executive Director.

5. The Board shall have sole authority to:
   a) approve original leases and extensions thereof, with a term of five (5) years or longer;
   b) authorize all capital expenditures in excess of $5,000 and any borrowing associated thereto.

6. The Board shall receive an Annual Report from the Auditing Committee. The Auditing Committee shall be the Auditing Committee of the Board of Directors of the Indiana State Teachers Association.

B. Executive Director

1. The Executive Director of the Indiana State Teachers Association shall function as the Executive Director of the I.S.T.A. Center, Inc.

2. The Executive Director shall have general authority and responsibility for the operation and maintenance of the I.S.T.A. Center, but may delegate appropriate authority to designees to effect this responsibility on a day-to-day basis, such designee shall function on behalf of the Center in the same line-staff relationship in which they function for the ISTA and provide similar administrative expertise, even though they are not employees of the I.S.T.A. Center.

3. The Executive Director shall have specific authority to:
   a) sign leases with tenants;
   b) adjust rental rates of tenants;
c) adjust rental rates for meeting rooms and regulate usage of same;

 d) sign all contracts, leases, commercial paper, tax returns, bonds, deeds, mortgages and all other legal documents on behalf of the Corporation;

 e) sign, jointly with the Treasurer of the I.S.T.A. Center, all checks, drafts, notes and orders for payment of money;

 f) employ, direct and discharge employees of the I.S.T.A. Center

C. President

1. The ISTA President shall function as the President of the I.S.T.A. Center.

2. The President shall be authorized to sign leases, as necessary, on behalf of the Center and otherwise provide appropriate liaison between the Board of Directors and the Executive Director.

D. Annual Budget

1. The I.S.T.A. Center Board of Directors shall annually adopt at its meeting in conjunction with the summer leadership conference a budget for the I.S.T.A. Center.

Last Amended 7/27/89