

Advocate

AN INDIANA STATE TEACHERS ASSOCIATION PUBLICATION

A stylized illustration of a woman with long dark hair, wearing a red jacket over a white shirt and a dark skirt, holding a very large green pencil. The background is a warm yellow-orange color with white clouds and a few yellow and orange leaves. The pencil is positioned vertically, with the woman's hands on it, and it extends from the bottom of the page towards the top.

Discover Educators' Hopes for Students in the New School Year

Find out what ISTA members are hoping students will gain this school year!

PAGE 5



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We want to hear from you! Send ISTA your comments about the magazine. If you have story ideas or want to be a contributor, email communications@ista-in.org.

Advocate is the official quarterly publication of the Indiana State Teachers Association, the state level of the United Education Profession. The content of the Association's publications will be consistent with its mission, strategic objectives and policies.

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**PURPOSE, MISSION
AND GOALS****PURPOSE**

To advocate for and advance the interests of Indiana's students, educators and public schools.

MISSION

The Indiana State Teachers Association is a professional association organized to sustain quality public education, improve students' educational opportunities and advance the professional status of educators.

GOALS

- Unify our voices — we are stronger together.
- Provide economic security and professional working conditions for educators.
- Create a premier public education system that serves all kids regardless of ZIP code, culture or ability.
- Fight for racial and social justice.

There has always been something special about the start of a new school year—meticulously setting up the classroom and making sure everything is ready to go. When that first school bell rang on the first day of class, the room I worked so hard to get ready had come to life with new students, new opportunities and new beginnings. The beginning of the school year can hold so much excitement and promise. I hope you are off to a great start this year.

I know a lot of you spent your summer honing your skills. The Summer Conference and our first Educators of Color Conference in June were well attended and a great opportunity for our leaders to reconnect, learn and celebrate. In July, nearly a hundred members traveled to Orlando for the annual NEA Representative Assembly. And many local leaders attended workshops and trainings prior to school starting, making plans for a great membership kickoff and welcome event for new folks to their schools.

There are many exciting things happening this fall at ISTA, like our annual Good



Keith Gambill, ISTA President

Follow Keith on Twitter @istapresident

Teaching Conference in October. I hope you will plan to join us as we learn from each other.

Welcome back and Happy New School Year!

A handwritten signature in black ink that reads "Keith Gambill".

Keith Gambill
ISTA President

Hopes and Wishes for the Start of a Successful School Year

On Facebook and Instagram, ISTA members were asked to share hopes and wishes for students this school year and these were some of the responses:



Jason Hawley
 Randolph Eastern CTA

That the more access to knowledge a person has the greater the opportunity. To ask questions and not to live in fear of the answers that they might find. Not to fear the difference that others try to force on us but instead grow and learn that we are all one community.



Lisa Kroll
 Monroe CO EA

To have the freedom to learn about history, express themselves and read whatever they want.



Jenny Gross
 Huntington CTA

I hope and want my students to learn, have fun and make lots of friends.



Jessica Farlow
 Fort Wayne EA

To feel confident enough to allow themselves to make mistakes and TRY.



Kalisa Baker
 Lafayette EA

That they thrive.



Gary Cauley
 MISC.

To enjoy being a kid.



Sarah Craft
 Borden-Henryville TA

I want my kiddos to be themselves, feel safe in their space to learn, and have access to readings with which they find a safe place to identify. I want them to feel safe to be who they are.



Shayla Fish
 Vigo CO TA

To feel safe and loved (and have lots and lots of art supplies).





Raven Herron

Raven Herron is a member of Greater Clark Education Association and a teacher at Parkwood Elementary school. Additionally, she serves as a member of ISTA's District Council and Racial Affairs Committee.



Why I Love PUBLIC EDUCATION

I love public education because public schools have provided me with an opportunity to be a changemaker for others. Coming from a low-income household, my parents placed me on the path to being a college graduate, despite not being college graduates themselves.

Growing up, I experienced several teachers that cared and poured into me and my family. I will never forget our favorite teacher, Cathey Hardy of South Bend, who continuously showed my siblings and I love. As a public-school educator, I am now able to give back to students who come from similar backgrounds and show them the same care and love I received from so many of my teachers. As an educator, I can teach my students the value of hard work and using education as a path to success.

After graduating high school and entering college, I realized that the South Bend Community School Corporation prepared me for success and public schools provided an invaluable free education.

Working with public school teachers and students has shaped me into a successful educator. The students that I have had the pleasure of working with come from a plethora of diverse backgrounds and not only do I teach them, but they also teach me and one another. Public school educators are creative in their teaching methods and have a love and passion for teaching students, even if they come from more adverse backgrounds. 📖

TIPS

FOR THE 2023 MUNICIPAL ELECTION



The 2023 municipal election is just around the corner, and it's important for members to be informed and engaged in the political process. The election this year mostly focuses on city or town offices. For some Hoosiers, there will also be school funding ballot referendums. Here are a few tips to help you make a difference in this year's election:

Make sure you are registered to vote. You can check your registration status online at the Indiana Secretary of State's website (indianavoters.com). If you are not registered, you can register online or by mail. The deadline to register to vote is Oct. 10.

Make a plan to vote. Decide where you will vote and how you will get there. If you are not sure where your polling place is, you can look it up online or call your county election board.

Talk to your students. Students are our future voters, so it's important to talk to them about the importance of civic engagement. Explain to them how the government works and how their votes can make a difference. Encourage them to register to vote and to get involved in the political process.

Bring the necessary identification with you to the polls. You will need to show one of the following forms of identification at the polls:

- A valid Indiana driver's license or state ID card.
- A valid passport.
- A valid student ID card from an accredited Indiana college or university.

In addition to these tips, here are a few more things to keep in mind when voting:

- You can vote early, in person or by mail. Early voting begins in October.
- If you are voting by mail, you must make sure your ballot is received by your county election office by 6 p.m. on Election Day.
- If you have any questions about voting early or in person, you can contact your county election board. 📞



Visit indianavoters.com to review your registration status or **scan the QR code.**



**Yolanda Smith**

Yolanda Smith is a member of Warren Education Association, where she is a teacher at Liberty Park Elementary. Additionally, she is an active member of ISTA's Racial Affairs Committee.

Preparing for **PARENT-TEACHER CONFERENCES**

As the season changes and schools prepare for fall break, many teachers begin planning for parent-teacher conferences. These parent-teacher conferences and meetings provide opportunities for educators to build relationships with parents and families and establish a collaborative partnership that will overall lead to the student's success.

Here are **three helpful tips** for getting through parent-teacher conferences:

1

BE PREPARED



- Maximize the short amount of time, typically between 15-20 minutes, by planning.
- Assemble a file folder for each student with copies of test scores, work samples and other information your district wants to share.
- Spend some time reviewing student grades, standardized test scores and samples of student work. Jot some notes about the students' strengths and areas of improvement.
- Anticipate questions or concerns and review prior communication with parents to develop a plan of how to address parent concerns.
- Create a comfortable seating area with adult-sized chairs. After all, we want parents to view themselves as our partners.

2

BE PROFESSIONAL



- Greet parents with a warm smile and welcome them into the conference space.
- Keep to your schedule. Be respectful of parents' time and other colleagues' schedules. Parents may have more than one conference to attend.
- Remain calm if the conversation takes an unfortunate turn. Remember your shared goal of a positive academic experience for the student.
- Start and end the conference on a positive note. Share academic and behavioral concerns and enlist parents' help with ways to address them.

3

BE REFLECTIVE



- Thank parents for attending the conference and follow up on questions or concerns that arose during the meeting.
- Think about how you can improve conferences for the next time.
- At the completion of conferences, plan a treat for yourself that includes self-care. Parent-teacher conferences can be stressful!



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Horace Mann has been helping educators with financial wellness since 1945. Click or scan the QR code to contact your local representative for more information.



¹LIMRA, “A Measure of Financial Wellness” 2020

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GOOD TEACHING CONFERENCE



The 2023 Good Teaching Conference will take place Oct. 27-28. The conference by teachers for teachers aims to enhance educator skills and bring fresh, new ideas into the classroom or school to improve student learning. This year's conference will include national board certification recognition, networking for Aspiring Educators, ISTA ReSupply shop, door prizes and more. In addition, there will be several breakout sessions to attend. Here are four that we're excited about featuring at this conference.

STUDENT-MADE BOOKS AND INTERACTIVE JOURNALS

In this hands-on session, attendees will learn several different strategies to engage learners in making and authoring books for classroom projects. This strategy aims to actively engage learners in processing content and showing what they've taken away from the content. The book making strategies can be used as learning tools as well as assessment instruments.

ETHICS EDUCATION IN HIGH SCHOOL CLASSROOMS


Current Indiana high school teachers will join staff members from The Janet Prindle Institute for Ethics at DePauw University to share strategies and resources on how to incorporate ethics into high school classrooms. The session will be divided into three parts: introducing

educators to ethics through an interactive and engaging workshop, incorporating ethics education pedagogical approaches, curricula, and virtual and print resources and engaging through Q&A. All high school and aspiring teachers are encouraged to attend.

GOOGLE CLASSROOMS FOR BEGINNERS

This session is targeted toward new educators and will present the tools that every teacher should know and use if they are a Google School. The basics of Google classroom such as creating topics, attaching material, utilizing YouTube videos and Google slides and creating classroom assignments in other apps. This is an interactive workshop, so devices are recommended.

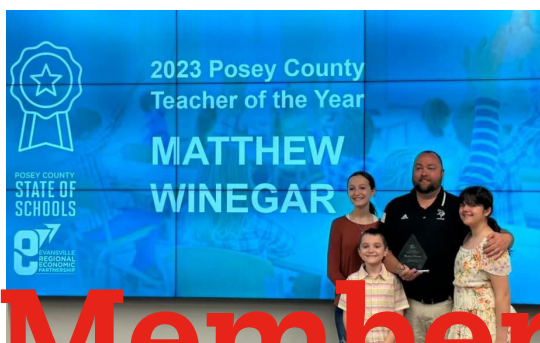
USING STORY BOXES FOR STUDENTS WITH SEVERE DISABILITIES

This session will focus on using story boxes for students with severe disabilities. This strategy emphasizes the use of real objects to represent concepts within a story. The presenter will describe the strategy, how to implement it and give participants a chance to create their own story boxes. This strategy is simple and can be adapted for all grades and content areas. 

**View more information and
register at ista-in.org/GTC or
scan the QR code.**

**Registration closes Oct. 13.*





Member Spotlight

Matthew Winegar is a member of NEA North Posey, where he teaches Business at North Posey Junior High School. Recently, he won the 2023 Posey County Teacher of the Year award.

Q: What inspired you to want to become an educator?

A: I was in the Navy and I was looking to transition to a more fulfilling and rewarding career. One day, I sat down with a legal pad and began writing down career options. Teaching was the first thing that came to mind. I weighed the pros and cons and during that time there was a business teaching position available in North Posey. I looked at what I would need to qualify and the things I needed to get done. I completed the requirements in time to apply for the position. Soon after, I completed the interview and got offered the job. I truly just wanted a rewarding career that would allow me to make a difference.

Q: What lessons, if any, have your students taught you?

A: I teach junior high, so this is an age where they're really starting to be who they're going to be when they become an adult. It's been interesting to witness the

kids who you think may not be listening or paying attention tell you how much they've learned and grown at the end of the year. It's been helpful for me as a father as well, because I've learned how to relate to kids.

Q: How did you come across the 2023 Posey County Teacher of the Year award and what was your reaction to receiving it?

A: An email was sent out from Posey County asking for nominations. I believe it went out to teachers, parents and students. I saw it and I didn't pay much attention to it, chalking it up to another email. I found out from my superintendent and principal that I had been nominated. I was really honored, especially since I had only been on the job for less than two years. I'm usually not one to be short on words, but I was speechless. If that wasn't enough, he also shared that I was chosen as teacher of the year. My excitement increased and I was extremely honored. I served in the navy and was awarded 10 different medals over the course of my career and this award is right up there with those.

Q: You initially shared that you transitioned into teaching because you wanted to make a difference, does winning the Posey County Teacher of the Year award confirm that you are, in fact, making a difference in students' lives?

A: Three to six months into the job, I knew that I had made the right decision. I'm glad I took the path I did. It allows me to bring my real life experience into the classroom and it's great that I can tie those experiences into what I teach, so yes, I think I found where I'm supposed to be.

Q: What was the moment that confirmed that you had made the right decision in those first three to six months?

A: There were a lot of smaller moments that added up over the course of the first year. I knew I loved it from the day I started, but after the end of the first semester and after the newness wore off, I realized that I was still excited and happy about going to work every day. I feel excited and lucky to go to work.

Q: How do you think ISTA has affected you as an educator?

A: When I first started, our local chapter came out and talked to all the new hires and encouraged people to sign up. I've always been pro-union. You're at work more than you are at home, so it's important to have a voice that can advocate for educators. With being a member of the union, we have a voice and can have conversations with school administrators. I feel support knowing that I have the backing of the union if I need it. I was elected secretary of our union and stepping into that leadership role is something I look forward to.

Q: What advice would you give someone who may be interested in a career change and is considering teaching?

A: I would say if you're thinking about it, take the step. If you have the ability to change something, change it. It's not

always easy, but sometimes the most important thing is taking the hard step to make your life better. So, I'd tell them to get involved. If you want to start with baby steps by substitute teaching or getting involved on the PTA, then do that! Finding a career or a job that you love and are passionate about will make every part of your life better. Don't let your fear decide your future.

Q: What are you looking forward to most this school year?

A: From a union perspective, I would like to continue to get more involved. I was a building rep and now I've moved to being secretary and taking a more leadership position. There is always more work to do. As far as being an educator, I want to continue to improve and develop relationships with the kids I've had last year. With the new kids, I want to provide a safe place to go during the school day. I want to provide an enjoyable educational experience where kids can learn something and have a good time, without even realizing that they're learning.

Q: What do you enjoy doing in your spare time?

A: I coach football and track. I spend a lot of time with my kids and I travel a lot. I spent my spring break in Ecuador working with the indigenous tribe and I took down school supplies. It was stuff I purchased and stuff donated from various individuals. I was in South Africa in June and I'm going to Scotland in October. My passion in life is traveling. I'm also a big sports fan. Sports, my kids and travel take up a lot of my time. 

WHAT IS I-PACE?

The Indiana Political Action Committee for Education (I-PACE) is the political action division of ISTA. I-PACE is the only statewide political action committee solely focused on electing pro-public education candidates in Indiana. I-PACE assists candidates, political parties and committees who are favorable to education issues as determined by ISTA Representative Assembly resolutions and legislative priorities. The funding for I-PACE comes from voluntary contributions from ISTA members, independent and separate from ISTA dues.



VOTER GUIDE

Each election, with the help of local members interviewing candidates, I-PACE publishes a voter guide for members. The voter guide can be used to determine which candidates on the ballot support public schools and the teaching profession.



CIVIC LEADERSHIP GRANT

I-PACE also supports and funds the ISTA Civic Leadership Grant (CLG). This program seeks to recognize ISTA members who, in addition to their work and family responsibilities, choose to run for state and certain local public offices. The CLG is not a candidate recommendation (sometimes called an endorsement) but, instead, recognizes the commitment to public service that running for office represents. The granting of a CLG is not based on any political or partisan affiliation. Participants in the grant receive training on the basics of campaigning as well as campaign finance rules and regulations.



YOU HAVE THE CHOICE

Options Guaranteed, or political action committee (PAC) giving, is a program that supports bipartisan friends of public education in the Indiana legislature, state officeholders, local school boards and referenda. The annual voluntary contribution to Options Guaranteed is \$24 per year.

If you would like to opt out of Options Guaranteed, ask your local association membership chairperson or local president for a waiver.

Remember that contributions to local and state PACs or the NEA Fund are voluntary, non-tax deductible, not a condition of membership and not a condition to receive membership services or benefits. ▲



Learn more about I-PACE at ipace-in.org
or **scan the QR code.**





NAVIGATING YOUR INVESTMENT JOURNEY

Which Path Are You On?

Saving and Planning Workshops for ISTA Members

As part of your membership, NEA Member Benefits and Security Benefit are offering free, local workshops to help members build a successful path to retirement. Regardless of where you're at on your retirement journey, our workshops can help you find answers to your fundamental questions.

Don't miss this opportunity to get on the right path and take control of your retirement journey.

For more information contact:

Frank Vargo

Indiana State Director, Security Benefit

Frank.Vargo@SecurityBenefit.com

574.303.7248

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2024 and 2025 NEA Representative Assembly State Delegate Election

ACTIVE NEA RA DELEGATE ELECTION GUIDELINES

The 2024 NEA Representative Assembly will be held in Philadelphia, PA, from July 3 – 7. The 2025 NEA Representative Assembly will be held in Portland, OR, from July 2 – 6.

Following are election guidelines for state delegates to the 2024 and 2025 NEA Representative Assembly meetings as approved by the ISTA Board of Directors at the July 2023 meeting.

NOMINATION RULES

1. Between October 12, 2023, and November 8, 2023, there will be a period of open nomination for state delegates. State delegates shall be required to participate in Indiana caucus meetings in the city where the Assembly is being held as well as all sessions of the 2024 and 2025 NEA Representative Assembly meetings (see dates and locations above).
2. NEA active, life and education support members may participate in the nomination and election of state delegates. Nominations will be accepted for both Category 1 members and Category 2 members as outlined below.
3. A petition for nomination of approximately 34 state delegates (final number to be determined by NEA membership records on January 15, 2024) will be provided to all members.

4. Nominations must be made in writing and signed by the nominee. **Education position (Category 1 and 2 must be completed).** Candidates may list a maximum of three qualifications. Each statement must be six words or fewer.

Category 1 members: Includes NEA active members who are not supervisors¹ and NEA life members who are not supervisors, retired or staff.

Category 2 members: Includes NEA active members who are supervisors¹, NEA-Retired life members², NEA staff life members and NEA active members for life who are past presidents of the Association and who do not meet the requirements for membership set forth in Bylaw 2-1.b.

¹ Supervisor and administrator shall mean any person who has continuing authority to hire, evaluate, transfer, discipline, dismiss or otherwise direct employees or to effectively recommend any of the aforesaid actions (Bylaw 12-1.f.).

² NEA members who are eligible to hold an NEA active life membership and an NEA-Retired membership (either retired annual or retired life) have a choice. For delegate allocation purposes (as well as others), they may choose to be considered as an NEA active life member or an NEA-Retired member, but not both. In the absence of notification from the member, NEA will assume that these dual members will maintain their retired membership for governance purposes and the NEA active life membership will be placed in a hold status.

5. Completed petitions for nomination must be forwarded to the Office of the Executive Director, ISTA, 150 W. Market St., Suite 900, Indianapolis, IN 46204, postmarked on or before midnight, November 8, 2023, or hand-delivered by 4:30 p.m. ET on the same day.
6. Persons whose nominations are received by the executive director as stipulated shall constitute the properly certified candidates.
7. All nominated names will be posted and regularly updated on the ISTA website at ista-in.org/nea-ra until the petition for nomination deadline.
2. Ballots will be distributed in or before February 2024, to all Category 1 and Category 2 members residing in Indiana and contiguous states whose membership forms have been processed by NEA.
3. Names will be placed on the ballot in order as drawn from a common receptacle by the executive director or agent with appropriate witnesses.
4. Each ballot shall contain a list of the properly certified candidates. No other information about candidates may be included on the ballot.

CAMPAIGN RULES

1. Following close of nominations on November 8, 2023, names and qualifications of all candidates will be published and mailed to all Category 1 and Category 2 members residing in Indiana and contiguous states.
2. The official mailing list of ISTA and/or NEA shall not be made available to any candidate for the purpose of campaigning for an NEA state delegateship.
3. Campaign materials may contain references to ethnic heritage.
4. No local, district, state or national dues money may be used to promote the candidacy of an individual or groups of individuals.
5. Each eligible member may vote for any number of candidates not to exceed 33 Category 1 and one Category 2 (or final number to be determined by NEA records). Any ballot on which more votes appear than the total allowed in a given category shall not be counted for that category only.
6. Ballots must be returned in the official ballot envelope marked "Active Delegate Ballot" which has been placed inside another envelope. MEMBERS ARE REQUIRED TO USE THE ENVELOPE SUPPLIED WITH THEIR RETURN ADDRESS ON THE OUTSIDE ENVELOPE TO MAKE MEMBERSHIP VERIFICATION POSSIBLE.
7. Only official ballots meeting these rules which are received by the Office of the Executive Director, ISTA, 150 W. Market St., Suite 900, Indianapolis, IN 46204, postmarked on or before midnight February 26, 2024, or hand-delivered by 4:30 p.m. ET on the same date shall be counted.

ELECTION RULES

1. The election for state delegates and successor delegates to the 2024 and 2025 NEA Representative Assembly meetings is for a two-year term and shall be conducted between January 25, 2024, and February 26, 2024.

8. The ballots shall be separated from outside mailing envelopes, tabulated and certified by the designated counting agency.
9. Results of the election shall be determined by the above agency in the following manner:
 - The top 33 candidates (or final number to be determined by NEA records) in Category 1 receiving in rank order a plurality of votes cast shall be declared state delegates.
 - The top one candidate (final number to be determined by NEA records) in Category 2 receiving a plurality of the votes cast shall be declared state delegates, if applicable.
 - Successor delegates (alternates) shall be all those candidates receiving a plurality in each category in rank order following the certified delegates.
10. All certified state delegates and successor delegates shall be notified of their rank order by email as soon as possible after the results are known.
11. Notification of Indiana's certified state delegates and successor delegates shall be sent by ISTA to NEA Membership Records Office by May 15, 2024.
12. Names of all certified state delegates shall be published and made available to all local associations.
13. If a member is elected as both a local and state delegate, the member must notify the local affiliate and ISTA in writing of the position accepted and the one refused within five days after being notified by ISTA by email of being elected as a state delegate. Acceptance of one position relinquishes claim to the refused position. Failure to comply with this rule results in the state delegate position being declared vacant.
14. Each certified state delegate shall receive funds for expenses as allocated in the ISTA budget.
15. Ballots shall be impounded by ISTA for two years.

CHALLENGE RULES

Any challenge to these rules, or any activity or result governed by them, shall be submitted in writing to the Office of the Executive Director, ISTA, 150 W. Market St., Suite 900, Indianapolis, IN, 46204, by March 16, 2024.

If necessary, the ISTA Executive Committee will meet to review and act upon any submitted challenges. Any Executive Committee member who is a candidate for a position involved in a challenge shall be ineligible to participate as an Executive Committee member in the pertinent deliberations.

The Office of the Executive Director will notify all involved parties of Executive Committee action.



Register today

Fill out the active NEA RA delegate petition for nomination form on **page 19**.



ACTIVE PETITION FOR NOMINATION

ACTIVE ELECTION FOR CANDIDATES FOR ISTA STATE DELEGATE TO 2020 AND 2021 NEA REPRESENTATIVE ASSEMBLY MEETINGS

I hereby declare my eligibility and candidacy as ISTA State Delegate to the 2024 and 2025 NEA Representative Assembly meetings.

CANDIDATE INFORMATION

**These fields are required for this registration form to be processed.*

*FIRST NAME:

MIDDLE NAME/INITIAL:

*LAST NAME:

ISTA ID#:

LOCAL ASSOCIATION:

*HOME MAILING ADDRESS

*CITY

*STATE

*ZIP CODE

PHONE: (CIRCLE ONE) HOME / SCHOOL / CELL

SCHOOL EMAIL:

HOME EMAIL:

EDUCATION POSITION: (MUST CIRCLE ONE) CATEGORY 1* / CATEGORY 2** (SEE PAGE 16)

You may list three Association activities. Each statement must be six words or fewer.

1. _____
2. _____
3. _____

SEND TO: Office of the Executive Director

ATTN: ACTIVE CANDIDATE NOMINATION

150 W. Market St., Suite 900, Indianapolis, IN 46204

SIGNATURE OF NOMINEE

Must be post-marked on or before midnight November 8, 2023, or hand-delivered by 4:30 p.m. ET on the same date. **Please write "ACTIVE CANDIDATE NOMINATION" on your envelope.**

ISTA-RETIRED: ISTA RA AND NEA RA ELECTION GUIDELINES

Below are the two-year term election guidelines for the 2024 and 2025 ISTA Representative Assembly (RA) retired delegates and alternates and NEA RA retired delegates and alternates. For 2024, the ISTA RA will be held on April 27, 2024; the NEA-Retired Annual Meeting will be June 28-29, 2024, and the NEA RA on July 2-6, 2024 in Philadelphia, Pennsylvania.

Dates for 2025 are to be determined. These procedures have been developed by the ISTA- Retired Executive Committee and approved by the ISTA-Retired District Council.

The guidelines are as follows:

NOMINATION RULES

1. There will be a period of open nominations of candidates for ISTA RA retired delegates and NEA RA retired delegates (terms stated above and below).
2. Only ISTA-Retired members who have retired from their education positions are eligible to participate in the nomination and election of the open positions listed above.
3. The **Retired Petition for Nominations** and the **Election Procedures for 2024 and 25 terms** will be printed in the fall Advocate and delivered to retired members' mailboxes. The election procedures will also be printed in the retired newsletter, The Chalkboard, and posted on the ISTA website.
4. Nomination petition forms printed in the fall Advocate may be cut out or copied from the Advocate. The form must be signed by the nominee. ISTA will verify your membership ID number. Nominees

may list three qualifications and any such statements must be six words or fewer.

5. The petition of nomination must be returned to the Office of ISTA-Retired, Attn: ISTA-Retired Candidate Nomination, 150 W. Market St., Suite 900, Indianapolis, IN 46204-2875, and must be postmarked on or before midnight, **November 8, 2023**, or **hand-delivered no later than November 8, 2023, 4:30 p.m. ET to the office of ISTA-Retired.**
6. Persons whose nominations are received by the Office of ISTA-Retired, as stipulated above, shall constitute the properly certified nominees.

CAMPAIGN RULES

1. Following the close of the nominations on **November 8, 2023**, the names of all candidates and three listed qualifications will be printed in the winter Advocate along with the ballot and mailed to all ISTA-Retired members, who have retired.
2. The official mailing list of the eligible ISTA-Retired voters shall be made available upon request to any candidate to be used only for campaigning for the open seats for which they are running. The candidate requesting the lists are responsible for all costs in their campaign.
3. Campaign materials may contain references to the candidate's own ethnic heritage.
4. No dues money — local, district, state or national — may be used to promote the candidacy of an individual or groups of individuals running for office.

ELECTION RULES

1. The election for ISTA RA retired delegates and alternates, and the NEA RA retired delegates and alternates **shall be conducted between January 15, 2024, and February 25, 2024**. The election rules will also be posted on the ISTA website and included in the August/September and November/December ISTA-Retired newsletter, The Chalkboard.
2. Ballots will be included in the ISTA winter Advocate and mailed in or before February 2024 to all ISTA-Retired members whose membership forms have been processed by ISTA by December 2023.
3. The names will be placed on the ballot in the order determined by drawing from a common receptacle by the executive director or designee with appropriate witnesses.
4. Each ballot shall contain a list of the properly certificated candidates. No other information about candidates may be legally included on the ballot.
5. An eligible member may vote for up to thirty-three (33) ISTA-RA retired delegate candidates and six (6) NEA RA retired delegate candidates. Those candidates, beyond the winning candidates, shall be ranked in order and serve as alternates. Any ballot on which more votes appear than the total allowed shall not be counted.
6. **Ballots must be returned in the official ballot envelope included in the winter Advocate marked ISTA-Retired Ballot. ISTA-RETIRED MEMBERS ARE REQUIRED TO PLACE THEIR NAME AND RETURN ADDRESS ON THE ENVELOPE TO MAKE MEMBERSHIP VERIFICATION POSSIBLE. IF NO NAME IS PLACED ON THE ENVELOPE CONTAINING THE BALLOT, IT WILL VIOLATE THE RULES AND NOT BE COUNTED.**
7. Only those official ballots meeting the rules, and which are postmarked on or before midnight, **February 23, 2024**, shall be counted.
8. After verification of membership, the ballots shall be separated from the mailing envelopes, be tabulated and certified by the designated counting agency.
9. The results of the election shall be determined by the above agency in the following manner:
 - All candidates for ISTA RA retired delegate and NEA RA retired delegate will be ranked in order (identified below), with two-year terms as follows:
 - o ISTA RA retired delegate for the 2024 and 2025 meetings.
 - o NEA RA retired delegate for the 2024 and 2025 meetings.
10. The certified ISTA RA retired and NEA RA retired representatives shall be notified of his/her rank order in writing as soon as possible after the results are known.
11. The ballots shall be impounded by ISTA for two (2) years.

CHALLENGE RULES

1. Any challenge to these rules or any activity or result governed by them shall be submitted in writing to the Chairperson of the Elections Committee, in care of the Indiana State Teachers Association, 150 W. Market St., Suite 900, Indianapolis, IN 46204-2875, by March 15, 2024.
2. If necessary, the ISTA Elections Committee will meet as soon as possible after receiving such challenge to review and act upon any submitted challenges. Any Elections Committee member who is a candidate for a position involved in a challenge shall be ineligible to participate as an Elections Committee member in the pertinent deliberations.
3. The executive director or designee will notify the appropriate party of the action of the Elections Committee.

RETIRED ELECTION FOR CANDIDATES TO THE ISTA RA AND NEA RA MEETINGS 2024 - 2025

☐ ISTA Representative Assembly retired delegate ☐ NEA Representative Assembly retired delegate

***These fields are required for this registration form to be processed.**

*FIRST NAME:		MIDDLE NAME/INITIAL:	*LAST NAME:
ISTA ID#:		LOCAL CHAPTER:	
*HOME MAILING ADDRESS			
*CITY	*STATE	*ZIP CODE	
PHONE: (CIRCLE ONE) HOME / CELL			
HOME EMAIL:			
You may list three Association activities. Each statement must be six words or fewer.			
1. _____			
2. _____			
3. _____			
SEND TO: Office of ISTA-Retired ATTN: ISTA-RETIRED CANDIDATE NOMINATION 150 W. Market St., Suite 900, Indianapolis, IN 46204			
_____			SIGNATURE OF NOMINEE

22 FALL 2023

Fun Winter Break Activities

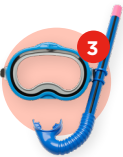
I'm always going to other states or cities to vacation. When I complete a staycation, I've not actually taking advantage of the things my own city has to offer. If you're unsure of the weather, your budget is minimalized due to holiday events or you just don't want to travel far, think about doing some things in your own city or near Indianapolis during your break. Here are a few ideas:



1. Visit Christkindlmarkt – If you love drinking warm hot cocoa, shopping for Christmas ornaments or ice skating, this is an event to experience in Carmel this winter.



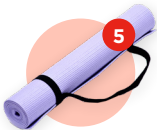
2. Eating in an igloo – Various restaurants and wineries around the city host opportunities to eat and/or drink in the cold. Make sure you do your research for your desired place. Some dining experiences in an outdoor igloo allows you to bring your own food and drinks. Also, some igloos may be heated, while others will encourage you to bring a blanket.



3. Splash at an indoor pool – If winter is not your season, but you enjoy summer, check out the many indoor pools and aquatic centers around you.



4. Banned books – View the list of banned books and be a rebel by reading some in the comfort of your own home or at a coffee shop where you can show others you read for enjoyment, whatever you like!



5. Yoga for the soul – Are you in need a reason to have “me time”? Warm up this winter while exercising by trying hot box yoga. Check out your regular go to app for deals and book your hot box yoga



Rosa Vasquez

Rosa Vasquez is a member of the Indianapolis Education Association, where she is a teacher at Arsenal Technical High School. She is also an ISTA board member, Racial Affairs Committee member and Association Representative.

Winter break is a break from your profession. Experience the fun city around you with friends, family or alone. Plan, prepare and take power in your life this winter break. 🏠



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Indianapolis, IN 46204







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