

Advocate

AN INDIANA STATE TEACHERS ASSOCIATION PUBLICATION

A photograph of a woman with long, curly grey hair, smiling and looking towards the camera. She is wearing a grey sweater over a blue shirt with a colorful graphic. The background is slightly blurred, showing other people in a meeting or conference setting.

Organizing Actions Toward Restoring Teacher Voice

Review ISTA's 2024
legislative priorities.

PAGE 8



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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.

WINTER 2024: VOL. 7, ISSUE 2

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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.

I hope your new year has been off to a great start. As an educator, a new year brings a renewed sense of hope for the remainder of the school year. For our students, it is an opportunity to start anew. I'm hopeful this legislative season that we will make a difference and challenge legislators to consider the issues that affect public school educators and public schools. It is empowering to see so many educators with the common goal of identifying ways that you can plan actions that will address the public education issues you care about. It is true that through collective power, collaborative action and mutual support, ISTA members can make a difference.

Presently, we have a robust legislative plan that seeks to move important issues forward and it will take us, as a collective group, to advance these issues. We must take the time to write to lawmakers and organize efforts in our local communities. We must encourage parents, community members and advocates of public education to join us in ensuring that our voices are heard.

At ISTA, we will continue to elevate the voices of our educators and the issues that matter. Our future depends on this important work. Each year, it doesn't seem to get easier. I know many of you are tired, but you remain hopeful, and you continue to advocate for yourself and your students.



Keith Gambill, ISTA President

 Follow Keith on Twitter @istapresident

You continue to believe things will change and you continue to do something about it. For that, I am grateful.

I can't thank you enough for the amazing work that you do every day for your students, for your schools and for our union. I hope that you are finding time to take care of yourself. Together, we can and we WILL make a difference. 📢

All my best,

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

Keith Gambill
ISTA President



Rain Smith

Raenell (Rain) Smith is an award-winning school library media specialist at Whiteland Community High School. She is an active member of Clark-Pleasant Education Association and is the chair of the ISTA Professional, Practices and Standards (PPS) committee.

THWART THE WINTER Doldrums

The leaves have fallen. Darkness takes more hours of the day, and your daily routines are set in stone. Winter has arrived, and once we are past the excitement and splendor of the holidays, it is easy to let the cumulation of everything get us down. Here is a small list of things you can do to thwart the seasonal doldrums. 🍎

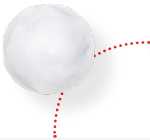


GET MOVING

Take a walk during lunch, add in brain breaks or join an exercise or meditation group to stay active.

STAY HEALTHY

Drink more water, eat well, use a sunlamp or find new ways to update your sleep routine.



ENJOY NATURE

Go outside, open a curtain, build a snow fort or add plants to your home and classroom.

PLAN FOR FUN

Make a habit of doing new things—read a book, plan a staycation, arrange a field trip or schedule a guest speaker to come and talk to your class.



BE SOCIAL

Check your local library or activities, volunteer, go to a concert, visit friends, take a class or join a sports league to practice being more social.

**Caren Lettofsky**

Caren Lettofsky is a member of Indianapolis EA. She has worked within Indianapolis Public Schools for 15 years. Currently, she teaches mathematics at Harshman Middle School.

POWER

★ ★ of the Union ★ ★

A few years ago, affinity groups were created. These groups are voluntary and meant to be a place where staff, who have various things in common (religion, culture, race, disabilities, etc.) can meet and have conversations in a safe space. I volunteered to be the Jewish affinity group facilitator.




ISTA members during an ISTA Pack the House event on April 20, 2023 demonstrating the power of the union.

Usually, when those of a minority religion want to take the day off for their religious practice (Rosh HaShanna, Yom Kippur, etc.), we would have to use our own personal time. One year, in particular, parent/teacher conference night was on Kol Nidre, the holiest evening of the Jewish year. While our Christian colleagues have their religious holidays built into the school year, often than not, those of us who practice minority religions have our holidays overlooked.

In working with HR and ISTA, the Jewish affinity group advocated for - and received - two floating holidays for everyone. Previously, only those in administration received these floating holidays. Now, they are accessible to all in the IPS district and individuals can take off on holidays that are relevant to their culture and may not be built into

the school year without penalty.

In addition to this success, we were able to change how our Superintendent sends out her weekly videos. When our Superintendent created her weekly videos, she would often have a picture of a cross beside her. Members of the Jewish Affinity Group made it known that having a cross in these videos sent the unintentional message that all, regardless of religion, were not welcomed. As a result, Dr. Johnson began making her weekly videos without the cross in the background.

We are proud to work for a district where all voices are heard and taken seriously and to have the support of ISTA. There is power in using your collective voices and advocating for your rights. There is power in the union. 



If you are interested in joining the Jewish affinity group, please contact Caren Lettofsky at lettocar@myips.org.

ISTA'S 2024 Legislative Priorities



Restore and Expand Collective Bargaining and Mandatory Discussion

- **CLASS SIZES/CASELOADS:** Empower teachers to influence and determine class sizes/caseloads, promoting a more personalized and effective learning environment.
- **CURRICULUM AND RESOURCES:** Enable teachers to offer substantial input on textbook selection, teaching methods, and the availability of essential student supports. Teachers must have the freedom to teach accurate, age-appropriate lessons about America, from our greatest triumphs to our darkest moments.
- **HOURS AND PREP TIME:** Grant teachers the ability to negotiate their working hours, emphasizing the importance of valuable prep time for effective lesson planning and timely feedback.



Develop Resources for the Recruitment and Retainment of Educators of Color

- **VALUE A DIVERSE TEACHING FORCE:** Support paraprofessionals in becoming licensed teachers, enhance mentoring programs for educators of color, and increase funding for professional development with a focus on BIPOC educators. Establish a state commission to address diversity in staffing and support pipelines to teaching.



ISTA President Keith Gambill shares 2024 legislative priorities during a news conference on Nov. 28.



Increase School Funding

- **FUNDING FORMULA:** Advocate for a \$500 million increase in the second year to basic tuition support, amounting to a boost of 7.98%.
- **TEXTBOOK SUBSIDY:** Fully fund the cost of textbooks in the second year of the biennium.
- **PAY EDUCATIONAL SUPPORT PROFESSIONALS (ESPS) AS PROFESSIONALS:** Provide professional pay, benefits, and support for ESPs.
- **RECOGNIZING THE COMMITMENT OF TEACHERS & PUBLIC EMPLOYEES:** Provide a 2% Cost of Living Adjustment (COLA) for Indiana's retired educators.



Provide Social/Emotional Learning (SEL) Supports for Students and Reduce Student Disciplinary Issues

- **STUDENT SEL PILOT PROGRAM:** Launch a three-year program focused on students' physical and mental health, covering diverse regions and grade levels, funded by \$20 million per year.
- **ADDRESS STUDENT DISCIPLINE ISSUES:** Restore discipline as a mandatory discussion item, or under restored collective bargaining rights, gather statewide class size data, create a grant program to hire additional teachers, and establish a task force to improve student discipline.



Get involved by finding your legislators and contacting them.
www.ista-in.org/legislators.

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AMERICAN FIDELITY 
a different opinion

WHAT IS ORGANIZING?

According to the National Education Association, organizing, at its core, means facilitating collective action among a group and empowering others to take on leadership roles.

Effective organizing often results in membership growth, increased member engagement and expanding leadership. Additionally, effective organizing can result in legislative wins on the policies and practices that impact our members, schools, students and communities.

At ISTA, we prioritize organizing through the year-round organizing program, affinity spaces, legislative events, advocacy trainings and more. ISTA is dedicated to helping members find their voice, take action and step into leadership roles.

Membership Growth

With a large membership, it's likely that you will have increased power and an elevated voice to address education issues that matter: increased wages, improved working conditions and creating schools that students deserve. In order to increase membership, it's important to talk about the union with potential members. Conduct one-on-one conversations with potential members and share the important work of the union. Inform potential members of the success that educators are achieving at the local, state and national level and their role if they join the union.

Increased Member Engagement

When educators know the common goal and are informed of the true power of the union, they are likely to actively engage in the union. They may be more likely to attend professional development events that will allow them to acquire new skills and resources. They may also be more willing to take leadership positions in the union to advocate and initiate change. ISTA encourages all members to commit to participation in the union to amplify the collective voice and advance public education. ▲

There are three organizing conversations that you can have to increase membership growth and member engagement.



Three organizing conversations:

- 1 **Together a stronger voice for educators.** Joining adds your voice to thousands of educators across the state and millions of educators
- 2 **Together for our students.** Your union is here to help you get the training, tools and community support you need.
- 3 **Together we deliver real change.** When we speak up as part of our local union, we can advocate for significant changes like increased salaries or cost-of-living adjustments.



To learn more about organizing, visit:

[www.nea.org/resource-library/center-organizing-resources.](http://www.nea.org/resource-library/center-organizing-resources)

A LOOK AHEAD

JANUARY

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JAN 01

SCHOLARSHIPS AND AWARD APPLICATIONS OPEN



Every year, ISTA and the ISTA Foundation recognize, honor and award scholarships to public high school seniors and honor educators and those who support public education. Additionally, ISTA awards and recognizes the contributions of educators and community members who advance the profession and the mission of supporting public schools. The deadline for most is March 1.

Review the full list at ista-in.org/scholarships-awards.

**JAN 24, FEB 13
MAR 05 & 12**

DAYS OF ACTION INDIANAPOLIS, IN

Make a difference in the future of public education by meeting with legislators at the Statehouse and advocating for policies that support our students, educators and public schools.

FEBRUARY

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FEB 28

EDUCATORS RISING CONFERENCE INDIANAPOLIS, IN



The Indiana Educators Rising Conference is hosted by ISTA for high school students interested in pursuing a career in education. Students will compete in teacher competitions, attend sessions, connect with peers and elect state officers. For more information visit ista-in.org/events.

MAR 02

NATIONAL READ ACROSS AMERICA DAY



Read Across America is a year-round initiative meant to encourage explore diverse books. However, on National Read Across America Day, students, teachers, parents and community members around the nation gather to read books and celebrate the joys of reading. Review the 2023-24 Read Across America booklist and choose books related to diversity and inclusion to read in your classroom: <https://bit.ly/3ROUw92>.

MARCH

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MAR 22-24

NEA ESP CONFERENCE LAS VEGAS, NV



The NEA ESP National conference aims to grow and strengthen the professional excellence of ESP members working in Pre-K to Higher-Ed through Association-convened, educator-led and student-centered learning experiences. Participants engage in interactive workshops and enhance their knowledge and skills to advocate for students and educators, champion racial and social justice, build community relationships, strengthen and grow membership and more.

A LOOK AHEAD

OUTREACH TO TEACH MARSHALL, IN

ISTA Aspiring Educators' annual community partnership event is Outreach to Teach (O2T). This annual event rewards a deserving public school with a makeover. Aspiring Educators, in partnership with education community members, spends a day cleaning, painting, decorating, landscaping and more. Learn more at ista-in.org/O2T



APR 13

APRIL						
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ISTA REPRESENTATIVE ASSEMBLY PLAINFIELD, IN

The ISTA Representative Assembly (RA) is the highest governing body of the Association. Delegates are elected by and from local associations to meet annually and conduct business of the Association. At the 2024, ISTA RA delegates will elect a member to the NEA Board of Directors, elect district members to the ISTA Board of Directors and various Standing Committees, approve the annual budget, receive committee reports and more. To learn more, visit ista-in.org/ista-ra.



APR 27

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EDUCATORS OF COLOR CONFERENCE INDIANAPOLIS, IN

Save the Date! ISTA's second annual Educators of Color conference for Black, Indigenous and people of color (BIPOC) members and allies is June 6 -7. More details to come.



JUN 6-7

JUNE						
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SUMMER ACADEMY INDIANAPOLIS, IN

More details to come.



JULY 15-17

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Stay tuned for more information and details on registering for events as we more closer to the event date. Updates will be shared via email and social media.

Brandon Denning

TEACHER OF THE
YEAR, FINALIST



MEMBER SPOTLIGHT

Brandon Denning is a member of Indianapolis EA. He is a mathematics teacher working with sixth, seventh and eighth grade students at Indianapolis Public Schools' (IPS) Center for Inquiry84. He was named a top three finalists for the 2024 Indiana Teacher of the Year.

Q. What made you choose a career in education?

A. When I was a junior in college, at Purdue University, I was studying management marketing with a minor in political science. I enjoyed it but I continued to question my future. One day in finance class, I had an epiphany and concluded that I wanted to teach, and I wanted to coach. I called my girlfriend and my parents

and decided that I wanted to move into the education field. I found a transition to teaching program and got accepted into Teach for America and taught in Dallas for two years before moving back to Indianapolis.

Q. What has been your most rewarding moment as an educator?

A. It's difficult to pick one moment. I believe there is a reward every day. Anytime a student or parent shows their appreciation for you, it's a memorable moment. The most rewarding moments are when I hear about the impact that I have made on a student. Those moments make me feel like I am providing value to students' lives and hopefully, I'm making them feel valued as individuals.

Q. What are some things that you do for self-care?

A. With teacher burnout being an issue, taking care of yourself is so important. I love being outside. I love to run, hike, visit parks, attend sporting events, play sports and read books. Reading allows me to take some time to recenter myself after a tough week.


Q. What are some of your favorite books today? What are some books that you enjoyed growing up?

A. I'm a big fiction person. I love literary and contemporary fiction. One of the books that I would like to highlight is "The Lincoln Highway" by Amor Towles. It came out a couple of years ago and I really enjoyed it. I'd also mention "The Nickel Boys" by Colson Whitehead and anything by Kazuo Ishiguro. All these books are intimate and intricate analysis of the human condition, how people operate and what motivates them. As a kid, the first book that comes to mind is the "Magic Treehouse" series. That book ignited my imagination as a child and made me think about what other worlds could look like and how they could operate.

Q. What was your reaction to being named a finalist for Teacher of the Year?

A. It was a complex reaction. I don't necessarily love the spotlight, so it was kind of embarrassing. Obviously, it's an absolute honor to be recognized for something that you're passionate about and worked hard at every day. However, I feel like the natural reaction to follow was imposter syndrome. It's a tremendous amount of pressure that goes along with it, but at the end of the day, you must be happy to receive an award that recognizes you for your work.

Q. What do you want your students to take away from you as an educator?

A. I try to bring joy into the classroom. I think it's important to take joy away from things that are fun and exciting, but also things that are mundane. I hope my students feel that it's okay to be joyful and that school and the workplace can be a fun place. I hope that's something that my students can take into their everyday lives. My second lesson would be that making mistakes is okay. 

Eric Jenkins

ISTA MEMBER NAMED
**2024 INDIANA
TEACHER
OF THE YEAR**



**INDIANA TEACHER
OF THE YEAR**

Eric Jenkins is a member of Franklin Community TA. He is an English teacher at Franklin Community High School, where he teaches tenth grade students. In October, he was named the 2024 Teacher of the Year.

In undergrad, Jenkins did not have a plan as to what he wanted to pursue, but after experiencing medical issues, he had the epiphany that to make a difference in the world, he needed to pursue teaching.

ISTA sat down to talk to Jenkins to get to know him. Here are four things we learned about how he engages with his students in the classroom:

1. Encourage Creativity

Learning can be fun and creativity is needed every step of the way. It is important to build relationships and create a safe space for students to encourage them to express themselves and be creative.

2. Understand Differences

It is imperative to consider other peoples' perspectives and know that there are perspectives that exist outside of your own. It doesn't make one better, worse, right or wrong. It's about understanding that people have different viewpoints.

3. Open Communication

The website remind.com is a great resource to send updates to parents and open the lines of communication through various mediums including texting, emailing, calling, etc. It helps to build trust and establish a partnership with parents. It's also beneficial to open the lines of communication with students and connect on a one-to-one basis to better understand how to interact with them.

4. Provide Choices

Find opportunities for students to provide their feedback and input into the classroom. Allow them to have a choice in what they're reading, how an assignment is approached, what they're watching, etc. Allowing students to have choices makes them feel more connected to the class. 📌

“I want my students to discover that they are creative, and they can make something out of nothing. I want them to be able to at least try to solve hard problems and don't shy away from difficult discussions.”



Renee Albright

Renee Albright is a member of Fort Wayne EA. She works at South Side High School and has taught over 17 courses in her 38 years of being an educator. She has predominantly taught U.S. history, psychology, ethnic studies and philosophy. She is a member of the District Council and the ISTA Governance Committee.

BECOMING ALLIES

WITH YOUR STUDENTS' FAMILIES

"This number is disconnected."

"This mailbox is full and is not receiving messages."



I often have a difficult time when attempting to contact parents. In my experience, if I have phone numbers for parents, there's a high chance they are not working numbers. I've learned that there are some students that are looking to keep their parents and teachers from communicating, so I avoid solely using parent contact for discipline.

Some parents who avoid chances to meet with their students' teacher assume that building parent teacher relationships are only necessary in elementary school. However, this is one of the last moments where parents and guardians can have a significant role in their student's life.

Parents usually have a cell phone, and they use it — sometimes to text or call their teen during the day — so I use the power of the cell phone to leverage and build positive relationships with parents.

I find activities for my students that allow engagement with their parents. If I must ask for

parent permission to show a movie for class, I often request that my students pull out their cell phone and text their parent or guardian (not all my students live with a parent and, sadly, some kids are the responsible adult at home) for permission. As a result, there are fun interactions that happen.

I often do a personal history project that deemphasizes the necessity to talk about family, because for some students that is a difficult subject. During this project, I encourage students to text questions to the adults in their lives or to conduct an interview with them.

Connection matters. I often reflect on what I want from my students, what my students need and what is available to them. Ultimately, I've learned that the learning environment is stronger and more engaging when I work to ensure the significant adults in my student's lives are part of my team. So, I utilize the cell phone and my assignments to engage parents or guardians in their child's every day learning. 📱

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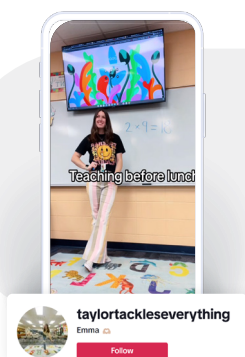
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TikTok

FOR EDUCATORS

While TikTok is undoubtedly popular with teens, there is also a growing and thriving community of educators using TikTok. These educators dedicate their pages to sharing tips, tricks, advice and positivity. In doing so, they have created an incredible resource for all professionals in the field.

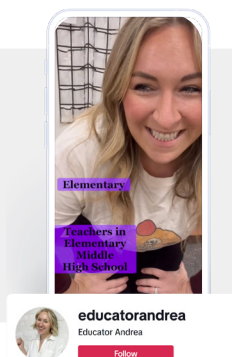
Here is some popular TikTok Educator content creators to enjoy:



Emma Taylor

@taylortackleseverything

Emma Taylor is an ISTA member, who uses humor as a way to engage and relate to other educators on TikTok. Taylor is a member of Vigo CO TA and a first grade teacher.



Educator Andrea

@educatorandrea

Educator Andrea is an educator with nine years of experience in the high school classroom. Currently, she teaches at Indiana State University helping prepare teachers. She uses TikTok as a way to engage and educate educators.



Phil Cook

@chemteacherphil

Phil is a popular science educator on TikTok who teaches high schoolers in Culver, Indiana. Phil's TikTok videos have encouraged a love and curiosity of science across the TikTok community.

Hashtags like **#advicefornewteachers**, **#teachertips**, **#classroommanagement**, **#teachersoftiktok** and **#positiveteachertok** will help you discover even more.

Happy searching! 🍷

NEA Board of Directors Election

CANDIDATE STATEMENT

An election for the NEA Board of Directors will be held at the 2024 ISTA Representative Assembly (RA) on April 27 in Plainfield.

ISTA rules governing elections (III, A, 2, b and c) prohibit the use of Association staff and equipment on behalf of any candidate for Association office.

The below candidate statement was submitted by the deadline for inclusion in this publication. The statement has been printed in its entirety, unabridged, as it was received, but limited to 200 words or fewer.

Interested candidates may apply until March 1. Any statement received after publication will be posted to the ISTA website. Visit ista-in.org/governing-documents for more information.

CANDIDATE FOR NEA DIRECTOR



Jennifer Laughlin

A person with experience, a person who listens with heart and mind, a person who represents you, a person who will give their all, is the person who you want to

represent you on the NEA Board of Directors and talking to our federal legislators. I am Jennifer Laughlin, and I am confident that I am that person. I have had several years of experience proudly representing members locally and statewide in the most powerful union

in Indiana, ISTA! Most recently I was your ISTA Treasurer and am currently Area 8-2's representative on the Board of Directors. Do you want someone who understands the importance of representing ISTA members on the NEA Board of Directors? With over fourteen years of experience on the ISTA Board of Directors and several years on the Executive Committee, I am that person. I promise you that building relationships with people who make decisions in Washington D.C. is a key priority of mine. Change doesn't happen unless people are willing to connect and work to make the changes that drive a new world where educators are earth shakers and important people to be at the table.



Are you an interested candidate?

Learn more at ista-in.org/governing-documents.

VOTE IN REPRESENTATIVE ASSEMBLY DELEGATE ELECTIONS

NEA RA Election: Active Members

ISTA active members may elect 31 Category 1 state delegate positions and one Category 2 state delegate position (final delegate numbers to be determined by the National Education Association (NEA) membership records on January 16, 2024) to the 2024 and 2025 meetings of the NEA RA to be held in Philadelphia, Pennsylvania, and Portland, Oregon, respectively.

Active candidates for Category 1 include NEA active members who are not supervisors and NEA life members who are not supervisors, retired or staff and Category 2 members include NEA active members who are supervisors, NEA retired life members, 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 2-1b. No Category 2 nominations were received.

2024 & 2025 NEA RA State Active Delegate Candidate List | Category 1

Tina Ahlgren

- NEA Representative Assembly - local delegate
- Bargaining Chair - Indianapolis E.A.
- ISTA Representative Assembly

Julie Anoskey

- ISTA state and local NEA RA delegate
- PPS Committee and past ISTA Board of Director
- Evansville Teachers Association vice president

Kristen Borrelli

- At-Large negotiations team member
- 15+ years ISTA RA delegate
- 10+ years NEA RA delegate

Nicole Brubaker

- Help meet the 31G bylaw
- Have served on Racial Affairs Committee
- Active member in local

John-Raul (J.R.) Buison

- Active AR and Member Organizer
- Current Committee Representative (PPS)
- ISTA RA Delegate (2021-2023)

Katie Cook

- District Council Representative - Area 12
- AR and Building Discussion Representative
- 2022 & 2023 NEA-RA Local Delegate

Beverly Doughty

- Local Co-president/ president for 16 years
- ISTA Board Member
- Past delegate for 17 years

Keith Gambill

- ISTA President
- Past ISTA Vice President
- NEA Resolutions

Angie Hood

- I-Pace Governance Districts 5 - 8 & Institutional Teacher Representative
- Pilot Instructor for IEA/NEA Early Career Learning Labs
- Emerging Leaders Participant 2022

Rosiland Jackson

- ISTA Board - Ethnic Minority At Large
- Indianapolis EA Executive Board
- Year-Round Organizer (IEA)

Sean Johnston

- NEA South Bend - Executive Board Member
- Issues & Concerns Committee Member
- ISTA RA & NEA RA Delegate

LaTrice Jones

- Association Representative
- Minority Affairs Committee
- Bargaining Team

Jennifer Laughlin

- ISTA Board of Directors
- Board of Directors Executive Committee
- ISTA RA Delegate

Conner McNeely

- ISTA Board of Directors
- District Council Chair - Area 6
- Building Representative - Perry Education Association

Teresa Meredith

- ISTA President (2013-2019)
- SCTA Vice President 2019-present
- NEA CCB Representative 2022-present

Gianna Mirowski

- ISTA Board of Directors
- Advocate Editorial Board
- Early Career Educator Steering Committee

Samantha Poindexter

- 2023 NAFCEA-RA Delegate
- NAFCEA Executive Committee
- Co-Head Building Rep

Rita Prior

- Racial Affairs Committee
- Year-Round Member Organizer
- Evansville Teachers Association Board Member

Diana Reed

- ISTA Treasurer
- ISTA Executive Committee
- Union Township TA Past President

Andrea (Andie) Renner-Miller

- ESP DISCO State Chair
- Building Rep/Rep for Ed Committee
- Legislative Affairs Committee/I-PACE Dunes Shore

Wafa Safi-Hassan

- Racial Affairs Committee Co-chair
- Hamilton Southeastern EA VP of Secondary
- Chair for Indiana Educators of Color Conference

Monica Shellhamer

- ISTA RA Delegate: 2 years
- Governance Committee: 2 years
- NEA RA Delegate: 5 years

Kerry Showers

- Racial Affairs Committee
- Member Organizer
- Board of Directors for ETA

Heidi Slavkin

- Local Leader -President, VP, Association Rep
- NEA-RA and ISTA-RA Delegate
- Member ISTA-PPS Committee

Yolanda Smith

- District Council 6 (member)
- Racial Affairs Committee (member)
- Previous local and state delegate (NEA RA)

Jennifer Smith-Margraf

- ISTA Vice President
- ISTA Executive Committee
- Lafayette Education Association Past President

Justin Snelling

- Local VP
- Represented local at last 4 NEA RAs

Ruby Sopke

- Racial Affairs Committee Rep. (District 8 - 2)

Sherry Strough

- Indianapolis EA Executive Board Member
- Indianapolis EA District Discussion Member
- Association Representative

Randy Studt

- I-PACE State Chair
- District 8 Board Member
- Issues & Concerns Committee

Ronald Swann

- Indianapolis EA President
- Attended the ISTA/NEA RA
- ISTA Racial Affairs Committee Member

Shaina Liv Terano

- Attended NEA RA 2022 & 2023
- Minority-At-Large Board of Director
- Served as local secretary & vice-president

Laura VanderHaeghen

- WTEA vice president
- District Council for Unit 6
- Central Discussion Chair and Bargaining Team

Rosa Vazquez

- 2019-2023 NEA RA Candidate (local/state)
- 2017-2023 ISTA RA Delegate (Indianapolis EA)
- 2022-2024 ISTA Board Member (District 6)

Philip Ward

- ISTA Board of Directors
- VP Advocacy and Action for WCTA
- RA attendee since 2017

Tiauna Washington

- ISTA Board of Directors
- DISCO Area 7 Chair
- Richmond Education Association Building Rep

RaeAnn Wintin

- Experienced NEA RA Delegate
- ISTA Board Member
- Local Leader

Lori Young

- Issues & Concerns Standing Committee member
- Active participant in ISTA RA since 2006
- Represented Indiana members at 13 NEA RAs

No eligible Category 2 nominations received.

The candidate names and self-identified Association activities are listed in alphabetical order here. On the ballot, candidate names appear in random, drawn order.

THIS PAGE IS NOT A BALLOT. Each active, life Association member and retired life Association member eligible to vote will find the appropriate ballot inserted in the *Advocate*. Rules for voting accompany the official ballot. If you are an eligible voter and did not receive a ballot insert, contact the ISTA Member Resource Center at 844-ASK-ISTA or askista@ista-in.org.

To comply with the Landrum-Griffin Action, NEA will not list or elect minority candidates separately. Minority candidates have the option of indicating minority membership in their personal information.

NEA RA Election: Retired Members

ISTA-Retired members may elect six delegate positions (final delegate numbers to be determined by the National Education Association (NEA) membership records on January 16, 2024) to the 2024 and 2025 meetings of the NEA RA to be held in Philadelphia, Pennsylvania and Portland, Oregon, respectively.

2024 & 2025 NEA RA Delegate Retired Candidate List

Sarah E. Borgman

- Past President: NEA Retired and ISTA-Retired
- Past ISTA/NEA Board of Directors
- NEA/ISTA delegate: 50 years

Terry R. Brendel

- President Dunes Shore Retired
- 25 times NEA delegate
- Chaired ISTA Board Management Committee

Deborah Kay Brogan

- Treasurer of REECI
- Served ISTA RA retired + NEA RA active
- Served on ISTA Board of Directors

Ginger Lee Calhoun

- ISTA Board of Directors, Representing Retired
- Retired State Vice Chair
- 1-F Retired President

Sandra Y. Collins

- NEA Representative Assembly Retired Delegation 2023
- ISTA Representative Assembly Retired Delegation 2023
- Racial Affairs Committee – Retired Representative

Rodney Ellcessor

- Retired State Chairperson
- NEA & ISTA RA Delegate
- I-PACE Board Member

Bill Hale

- NEA RA Delegate 15 years
- Second ISTA-Retired Member
- Indiana Turtle Master – A.Y.A.T.

Janet L. Hayes

- Chalkboard Editor / Zone 2 Coordinator
- Local Chapter Secretary/Treasurer
- Active Participant – Lobbying, Letters to Legislators

Lisa M. Koester

- Zone 3 coordinator
- NEA-RA and ISTA-RA (2016-2023)
- Past Local President, Issues & Concerns Committee

Dennis Ray KühlenHoelter

- 15 time NEA Delegate
- 15 time ISTA Delegate
- Past Board Member

Barbara J. Rotramel

- Retired Chapter President – 5 Years
- Served on Legislative, Communications & Scholarship
- ISTA/ISTA-Retired Delegate 30+ Years

Roger F. Sharp

- ISTA-Retired Zone 5 Coordinator
- Legislative Committee Chair – ISTA-Retired
- NEA Representative Assembly Retired Delegate

Theresa Tafflinger

- ISTA-Retired Statewide District Council Secretary
- Professional Practices & Standard Committee member
- Local Chapter 1-B Retired President

Elden (Al) J. Wolting

- 15 time NEA Delegate
- 15 time ISTA Delegate
- Past Board Member

The candidate names and self-identified Association activities are listed in alphabetical order here. On the ballot, candidate names appear in random, drawn order.

THIS PAGE IS NOT A BALLOT.

Each active, life Association member and retired life Association member eligible to vote will find the appropriate ballot inserted in the *Advocate*. Rules for voting accompany the official ballot. **If you are an eligible voter and failed to receive a ballot, contact the Member Resource Center at 844-ASK-ISTA or askista@ista-in.org.**

To comply with the Landrum-Griffin Act, NEA will not list or elect minority candidates separately. Minority candidates have the option of indicating minority membership in their personal information.

ISTA RA Election: Retired Members

ISTA-Retired members may elect 33 delegate positions (additional delegates shall be granted if at least 10 days prior to the meeting of the RA the ISTA-Retired chairperson certifies to the Association president that ISTA-Retired has sufficient members to qualify for additional delegates) to the 2024 and 2025 meetings of the ISTA RA to be held April 27 and April 19,

2024 & 2025 ISTA RA Retired Delegate Candidate List

Sarah E. Borgman

- Past President: NEA Retired and ISTA-Retired
- Past ISTA/NEA Board of Directors
- NEA/ISTA Delegate: 50 Yrs.

Peggy D. Boyd

- Blue River Vice President
- Communications Committee

Terry R. Brendel

- Past ISTA President
- 25 time NEA delegate
- Chaired ISTA Board Management Committee

Judith A. Briganti

- Past ISTA President
- Past Elkhart Teachers Association President
- Secretary-Treasurer ISTA-Retired Elkhart County

Deborah Kay Brogan

- Treasurer of REECI
- Served ISTA RA retired + NEA RA active
- Served on ISTA Board of Directors

Ginger Lee Calhoun

- ISTA Board of Directors, Representing Retired
- Retired State Vice Chair
- 1-F Retired President

James R. Clauser

- ISTA State Council Representative
- Long Time ISTA-Retired Delegate
- ISTA-Retired Allen County Officer

Sandra Y. Collins

- NEA Representative Assembly Retired Delegation 2023
- ISTA Representative Assembly Retired Delegation 2023
- Racial Affairs Committee – Retired Representative

John D. Comer

- ISTA-Retired Communications Subcommittee
- ISTA Governance Committee Chair
- ISTA-Retired Wabash Valley member

Franklin L. Denton

- Falls of the Ohio Representative
- Falls Treasurer of ISTA-Retired
- Past President Greater Clark EA

Timothy A. Duncan

- Local Chapter President
- Long-Time Delegate
- Governance Committee (Alt.)

Rodney Ellcessor

- Retired State Chairperson
- NEA & ISTA RA Delegate
- I-PACE Board Member

Sarah E. Ellcessor

- Vice President Greater Indianapolis
- Past Secretary Greater Indianapolis

Jerry R. Ervin

- Past ISTA-R Executive Board
- ISTA-R Local President
- Past ISTA Board of Directors

Stephen M. Grannan

- President of Posey County Retired
- Delegate to District Council
- Delegate to State Retired Council

Bill Hale

- NEA RA Delegate 15 years
- Second ISTA-Retired Member
- Indiana Turtle Master – A.Y.A.T.

Janet L. Hayes

- Chalkboard Editor / Zone 2 Coordinator
- Local Chapter Secretary/Treasurer
- Active Participant – Lobbying, Letters to Legislators

Dennis D. Keithley

- ISTA-R Lake County President
- ISTA-R Scholarship Committee
- ISTA-R Delegate to ISTA Rep Assembly 2023

Harriet F. Klene

- President – Blue River Retired Chapter
- ISTA-Retired State Council
- Pacesetter Award Recipient

Lisa M. Koester

- Zone 3 Coordinator
- NEA-RA and ISTA-RA 2016-2023
- Past Local President, Issues & Concerns

Dennis Ray Kühlenhoelter

- 15 time NEA Delegate
- 15 time ISTA Delegate
- Past Board Member

Debra L. Marcum

- President of Hamilton County Retired
- Chair of State Communications Committee
- Member of Retired Statewide Council

Rudolph B. Nichols

- Currently Retired Delegate for ISTA RA
- Retired Liaison to District Council
- Past President Southwest Sullivan Education Association

MaryAnn Elizabeth Pollard

- On Retired District Council Liaison for Active District Council
- Chapter President of REECI

Francis B. Riley

- ISTA-Retired Communications Committee
- Vanderburgh County Retired Educators – Secretary
- Former Building Rep – ETA

Juan Jose Rodriguez

- Legal Defense Panel: member, vice-chair, chairman
- Minority Affairs Committee 1970s/1980s and 2020
- Retired Council

Barbara J. Rotramel

- Retired Chapter President – 5 Years
- Served on Legislative, Communications & Scholarship
- ISTA/ISTA-Retired Delegate 30+ Years

Roger F. Sharp

- ISTA-Retired Zone 5 Coordinator
- Legislative Committee Chair – ISTA-Retired
- NEA Representative Assembly Retired Delegate

Joanne J. Solomon

- President of local Greater Indy
- Past Rep

Theresa Tafflinger

- ISTA-Retired Statewide District Council Secretary
- Professional Practices & Standard Committee Member
- Local Chapter 1-B Retired President

Stephen R. Tevebaugh

- RA
- President
- Treasurer

Karen S. Warble

- Zone 6 Coordinator ISTA-Retired
- ISTA-Retired Executive Committee
- ISTA Board of Directors Representing Retired

Donnie Watkins

- ISTA RA multiple years
- NEA RA multiple years
- Issues & Concerns: Retired Liaison

Steve A. Wilson

- ISTA-Retired Legislative Committee
- NEA Retired Legislative Committee
- NEA-Retired Racial & Social Justice Comm.

Elden (Al) J. Wolting

- 15 time NEA Delegate
- 15 time ISTA Delegate
- Past Board Member

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