

WINTER

2022



Advocate

AN INDIANA STATE TEACHERS ASSOCIATION PUBLICATION

A photograph of a woman with dark hair and glasses, wearing a red patterned dress and a pink lei, sitting at a conference table. She is looking towards the right. In the background, there are other people and a sign with the number "18".

Review Representative Assembly Elections

**Vote or learn more about the delegates
who will represent you.**

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Early Career Educator, Miscellaneous

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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.

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.

Fall and winter celebrations share a common element — light.

Not surprising really as shadows grow longer, and days become shorter. Light defies the darkness. It literally becomes a beacon of hope. We celebrate with light — mocking the darkness — and rejoice in knowing that as the seasons change, we will soon see the days grow longer.

Like these celebrations, knowledge and learning are depicted with a lamp or a flame. Knowledge is the light in the darkness of ignorance. We educators carry this light into the world. It is our calling to spread this light.

Our efforts continue to provide positive outcomes. Due to your efforts, bargaining this fall led to contract settlements that, we believe, will have a sustained impact in recruiting and retaining educators. But we still have a lot a work to do.

Too many of our education support professionals still do not make a living wage. This must change!

Teachers are needed to cover classes due to a lack of substitutes. The needs of students and families are greater than ever before. We have come a long way, but there is still more work ahead.



Keith Gambill, ISTA President

Follow Keith on Twitter @istapresident

In the coming weeks, you will have opportunities to advocate for ISTA's legislative priorities. There are many ways to advocate. Write, email or call your legislator. Host a meeting between members in your local and your elected representatives. Attend ISTA's Days of Action virtually or in-person. Check in with your local president for other Red For Ed and advocacy opportunities. And follow **@ISTAmembers** on Twitter for the latest legislative updates.

In this issue, if your membership category has a contested election, you'll also find a ballot to vote for delegates to represent you at a representative assembly. Follow all the directions to ensure your vote is valid.

Thank you for all you do to make the world brighter. ☀

Learn and Relax on Spring Break at These National Parks

Dreaming of warmer weather this spring break? Bring back a tan and educational resources from the National Park Service.



Everglades National Park | Florida

bit.ly/3141D9j

The Everglades aren't just a national park. They're also a World Heritage Site, International Biosphere reserve and a Wetland of International Importance.

Hawai'i Volcanoes National Park | Hawaii

bit.ly/3b67Lis

Need relief from a frigid Indiana winter? You can't get much hotter than volcanoes! The park encompasses two of the world's most active volcanoes. Explore them while melting your spring semester stress away.



Saguaro National Park | Arizona

bit.ly/3nv7qMz

Outside Tucson, you'll find icons of the American West – the giant saguaro cacti. Discover the delicate ecological balance in a desert landscape.

Virgin Islands National Park | U.S. Virgin Islands, St. John

bit.ly/3b7zyzk

Two-thirds of the island of St. John is national park. You can explore and discover history, culture and the marine environment all within reach of the island's white-sand beaches.

NEA Member Benefits has spring break deals and discounts. Visit neamb.com to redeem your savings. 

History of Collective Bargaining

This legislative session ISTA will ask the General Assembly to restore some aspects of bargaining to give teachers a voice in their working conditions. We believe restoring bargaining rights on issues involving healthy and safe schools, manageable class sizes and adequate prep time will not only benefit students' learning conditions, but also address the growing concern of unfair working conditions placed on educators.

The lack of professional respect is one of the top reasons teachers leave the profession. Restoring teachers' right to bargain these working conditions can address some of the causes of educator burn out.

How to Talk About Bargaining

Through effective organizing in our communities, there are opportunities to communicate the importance of restoring bargaining rights. From public polling, we know that many parents and community members support teachers negotiating

for pay and certain working conditions. This support is strongest for teachers negotiating healthy and safe schools, appropriate class sizes and adequate prep time for educators. Giving teachers a voice in schools is as important to parents as the impact on students.

1973 Indiana becomes the 25th state to enact a collective bargaining law for teachers. Teachers were granted bargaining rights that included not just salary and salary-related benefits, but hours and a wide-variety of discussable items such as working conditions, curriculum, textbooks, teaching methods, class sizes and much more. These were permitted to be bargained, because they had been in the prior, mutually agreed contract.	1973-2011 Over the decades, there were several administrative and judicial decisions interpreting the enacted law but very few substantive amendments.	2011 In April, then Gov. Mitch Daniels signed into law a statute restricting bargaining to only salary and salary-related benefits. All subjects of bargaining except salary and salary-related benefits were prohibited. Previously bargainable items such as the school calendar, dual credit or other postsecondary credit programs, evaluations and more, including the previously bargained discussable items mainly impacting working conditions, were eliminated.	2015 The Indiana Education Employment Relations Board (IEERB) was given administrative authority and oversight of the bargaining process and content of agreements. Supplemental payments to certain teachers were specifically excluded from bargaining, even though they were clearly wage-related.
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When talking with parents and the community about restoring educator rights to bargain working conditions, talk about giving teachers a voice and how educators are working together to improve schools.

- It's better for both students and teachers when educators have a voice in school conditions.
- Whether we work in a school, factory or office, we should have the right to band together for working conditions that let us do our jobs safely and well.
- In schools, educators should be allowed to work together through their union to get contracts that include class size limitations and prep periods for teachers to prepare lessons and grade work.
- The legislature has blocked educators from having a voice in their working conditions and this has resulted in unmanageable class sizes and unsafe conditions — particularly during the pandemic. ☀

How to Engage

Watch ISTA social media and your inbox for next steps on how to take action. We will also update our Red For Ed website, InvestInEducationIN.org, with the latest actions.

Email your legislator

Find timely and topical pre-drafted emails to start your advocacy. Visit ista-in.org/takeaction.

Request a meeting with your legislator

Share your experiences as an educator and how improving working conditions could help you and your students.

Attend a Day of Action

Join one of our virtual or in-person Days of Action to learn more and connect with your legislator. Visit ista-in.org/our-advocacy.



2016

Further expanded IEERB authority.



2017

Replaced performance grants and stipends with the Teacher Appreciation Grant program as a discussable item, not a bargainable one, even though a stipend is clearly a wage-related issue.



2019

Added the requirement that there be two public hearings related to the negotiations of the bargained agreement.



2021

Excluded payments made under the Student Learning Recovery Grant program from bargaining.

ISTA-Retired Members Share Their Passion for Travel and Learning Through Scholarship

When the world reopens, the Juan J. and Rudee Rodriguez Teacher Travel Fellowship Fund will be waiting to assist professional enhancement travel for classroom teachers in any of Harrison County's three public school districts in Southern Indiana.

Juan José Rodriguez, ISTA-Retired representative to the ISTA Minority Affairs Committee and member of the ISTA-Retired State Council, and his wife Rudee Ann, also an ISTA-Retired Member, have established a teacher travel fellowship fund to assist with transportation, lodging and meals, as

well as to purchase artifacts and teaching materials for use in the classroom. The intent of the fund is to enable teachers to explore and experience other cultures, specifically inland Latin America, Asia or non-Western European areas.

The Rodriguezes retired from the South Harrison Community School Corporation in 2004. In the beginning of their tenure in Corydon, they took students on trips abroad. The responses from the students who benefited from these travel experiences, and from their parents, reinforced what they already knew about the tremendous value of travel toward enlightening perspectives and becoming better citizens of the world.

Through the years, travel in Asia, Africa, Europe and North, Central and South America (41 countries so far) enriched their lives, broadened their worldview and strengthened their teaching.

They consider it a better investment of their funds to enrich the cultural experiences of teachers, who can multiply those benefits throughout their careers by impacting many more students than would be possible by anyone else in any other way.



ISTA-Retired members Rudee Ann and Juan José Rodriguez support teachers through a travel grant.

ISTA member Marjie

Vertrees was a recipient of the travel grant. Vertrees is pictured here in Australia with her husband and a koala.



The 2018 recipient of the Fellowship Fund, Marjie Vertrees, a classroom teacher at North Harrison Elementary School, traveled to Australia where she explored the Great Barrier Reef, viewed penguins, koalas, sea lions and other wildlife. She was able to experience different cultures to enhance her teaching about the country. Vertrees said that every day she brings up something about where she went or what she saw.

"I would beg someone to take advantage of this fund, so graciously set up by Juan and Rudee Rodriguez," Vertrees said. "By going on this trip, which they [the Rodriguezes] helped me to go on, I am able to bring the other side of the world into my classroom. I know that so many of them [students] will never get the opportunity to go, or even travel outside of the U.S., but getting that knowledge on how other cultures live is so important."

The travel fellowship has specific requirements set up by the Rodriguezes. Eligible applicants for the funds must be certified classroom educators teaching full time in a Harrison County public school. An additional stipulation is that the recipient must be an active member of the professional teachers' organization representing teachers in the Harrison County school districts. Both of the Rodriguezes are staunch supporters and life members of ISTA and NEA.

The Juan J. and Rudee Rodriguez Teacher Travel Fellowship Fund is administered by the Harrison County Community Foundation in Corydon, Indiana. Further information can be obtained from Heather Stafford, director of programs at heathers@hccfindiana.org. 

Racial and Social Justice in School **Helps All Learners**

**Kristin Lidstrom**

Kristin Lidstrom is a business education teacher at Hamilton Southeastern High School in Fishers, where she is also a DECA advisor and the director of the Finance Academy.

**Katelyn Bertolet**

Katelyn Bertolet is a teacher at Hamilton Southeastern High School. After graduating with degrees in neurobiology and physiology, she has taught since 2016. Her passion is for diversity, equity and inclusion work and combining it with a background in psychology and trauma.

Following the racial and social justice protests in summer of 2020, we saw an uptick in students at schools across Indiana starting social media accounts to share their experiences of racism and the inequalities they experienced in schools. Students shared the xenophobic comments and racist jokes that targeted them, experienced repeated instances of microaggressions and felt so many more overt and subtle ways in which they were made to feel singled out and unwelcome in their schools. Their stories were equally heartbreaking and unsurprising.

These accounts highlight why social justice in education is so important. When students are shamed for a part of their identity, they don't feel safe in the educational spaces where we are asking them to learn. When a person feels unsafe, their brain shuts down. They are

forced into fight, flight or freeze mode and are reacting to the world around them, instead of more thoughtfully responding to it. If a student feels unsafe in the learning environment, the thinking center is entirely unable to function. They can't process math or science, or any topic, because they're too busy trying to figure out how to get back to a safe place.

Our task as teachers and trusted adults is to use culturally responsive practices to ensure that students connect with the material we're teaching and that we give students the space they need to feel safe and able to learn. The goal of racial and social justice education is to help all students develop their critical thinking, reasoning and questioning skills along with developing soft skills such as empathy, compassion, communication and social and cultural awareness.

Common Terms Used in Racial and Social Justice Work

The following definitions of common terms used in racial and social justice work were selected and developed by Lidstrom and Bertolet following their training and through their understanding of this work and the application of it in their schools and classrooms.

Culturally Responsive Practices

Creating educational practices that acknowledge issues of race, class, gender, sexuality, ability and colonialism (among many other forms of oppression) impact our society, and adults have a responsibility to help students navigate these conversations in a positive way.

Identity

An individual's awareness and experience of being a member of a group based on factors such as biological heritage, physical appearance, cultural affiliation, early socialization and personal experience.

Microaggression

Direct and intentional, but sometimes indirect, subtle, unconscious or unintentional discrimination against members of a marginalized group.

Social Justice

The just distribution of wealth, opportunities and privileges within a society.

Social Justice in the Classroom

Distributing resources fairly and treating all students equitably so that they feel safe and secure — physically and psychologically.

Find more terms and definitions from the NEA Center for Social Justice at bit.ly/3AUczCw. ▲



Thank you to contributing editor Wafa' Safi-Hassan, a science teacher at Hamilton Southeastern High school and co-chair of the ISTA Minority Affairs Committee.



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Holly Dunkel

Holly Dunkel is in her 24th year of teaching middle school family and consumer sciences for the Evansville-Vanderburgh School Corporation. She teaches sixth, seventh and eighth grade at Thompkins Middle School. She is also the yearbook designer for her school.

Teaching for the Future: Family & Consumer Sciences

When I began teaching middle-school family and consumer sciences (FACS) more than 24 years ago, I was told to "make it fun." Those words have stuck with me.

In FACS, we cover a variety of topics including careers, nutrition, food safety, cooking, financial literacy and more. While we cover topics from home economics such as sewing and cooking skills, the program includes so much more. Technology is used daily in the classroom. Students use Chromebooks to research career possibilities, design clothing, compare food in other countries and investigate nutritional information. They get to experience the ever-changing technology in the kitchen, from new gadgets and appliances to smart appliances that connect to phones.

My seventh-grade students recently did the water glass challenge. After we had studied advertising in foods, their job was to make a glass of water magazine/commercial worthy. They planned their photo shoots, choosing a location within the school. They truly amazed me with their creativity!

My eighth graders do a Shark Tank project where they think of a product they want to sell. They design, create ads and write a script. They have to rely on teamwork to be successful.

Students have also created cooking shows. Some simply film a basic cooking show, but others decide to go all out with accents and costumes. All grade levels complete multiple projects either in a nine or eighteen-week course.

Besides integrating technology and projects, they also learn basic kitchen and food safety



Dunkel's students Emma P. And Lila G. participated in the water glass challenge with this refreshing photo shoot.

and cooking skills. I enjoy teaching them recipes that they can use at home – crepes, cinnamon knots, puppy chow, smoothies, pizza, breakfast casserole. Parents will tell me that their child now cooks at home because of something they learned in my class. The students also learn other life skills in FACS such as doing laundry and organizing, cleaning and sanitizing kitchens.

While we have faced challenges with COVID-19 protocols, my students continue to learn skills that will benefit them in their future endeavors. ☺

REPRESENTATIVE ASSEMBLY DELEGATE ELECTIONS

NEA RA Election Results: Active Members

ISTA active members may elect up to 33 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 15, 2022) to the 2022 and 2023 meetings of the NEA Representative (RA).

Active candidates for Category 1 include NEA active members who are not supervisors and NEA life members who are not supervisors, retired or staff. 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.

2022 & 2023 NEA RA State Active Delegates | Category 1

ISTA received fewer state active NEA Representative Assembly (RA) nominees than allotted to the Indiana delegation. On Nov. 29, the ISTA Board of Directors adopted an amendment to the Active State Delegate Election Guidelines stating:

If, after the nomination period ends, it is determined that there are the same or fewer nominees than available delegate positions, the following will apply:

- The election ballot and process will be waived;
- All nominees in good standing with the Association will be seated as NEA delegates;
- All nominees will be informed of their seating; and
- The names and their local associations will be provided to the general membership.

The active members listed alphabetically here will serve as the 2022 and 2023 NEA RA delegates representing the Indiana delegation.

Teshea C. Barbee New Albany-Floyd County Education Association

- NAFCEA-RA Representative
- Executive team: Event Coordinator
- Head Building Representative

Betty Batliner New Albany-Floyd County Bus Drivers

- ISTA Board of Director
- President NAFC Bus Drivers
- Secretary South Central PAC

Kristine L. Borrelli Duneland Teachers Association

- Local Negotiations Team Member
- ISTA RA Delegate for 15 years
- NEA RA Delegate for 11 RA's

Nicole L. Brubaker Manchester Teachers Association

- District 7 Minority Affairs Chair (3-I-G)
- Local Discussion Team Member
- Voting Member ISTA-RA

Teresa L. Collier Shelby Eastern Classroom Teachers Association

- ISTA Board of Director;
- BMP Committee
- District Council Chair
- Local President;
- Bargaining Chair

Beverly J. Doughty Madison-Grant Teachers Association

- Local President 15 years
- Governance for ISTA 5 years +
- Former NEA-RA for 16 years

Amelia Christine Dusch New Albany-Floyd County Education Association

- ISTA Governance Committee Chair
- District 23 Vice Chair
- District 23 LPAC Vice Chair

Robin L. Endris Michigan City Education Support Professionals

- 17 yr NEA RA Delegate
- 25 yr educator
- 15 yr Local President

Keith D. Gambill Evansville Teachers Association

- President, ISTA
- Vice President, ISTA
- President, Evansville Teachers Association

Julie A. Hyndman
Fort Wayne Education Association

- NEA Board of Directors (2019 - present)
- ISTA Board of Directors
- FWEA President (2014 - 2019)

Lisa M. Koester
Evansville Teachers Association

- Issues and Concerns Committee
- Evansville TA Board Member & Bargaining Team
- NEA Caucus Educators of Exceptional Children

Hillary M. Kolter
Fort Wayne Education Association

- Elementary Rep - exec. board
- Membership Committee
- District Council Member

Jennifer L. Laughlin
Brownstown Classroom Teachers Association

- Exec. Comm. of Board of Directors
- Board of Directors
- DisCo L PAC

John J. McLaughlin
Greater Clark Education Association

- Member, NEA Board of Directors
- Member, ISTA Board of Directors
- Chair, District 23 LPAC

Teresa Meredith
Shelby Central Teachers Association

- ISTA President 2013-2019
- Currently NEA Constitution and Bylaws Committee
- Currently SCTA Vice-President

Diana Reed
Union Township Teachers Association

- ISTA Board of Directors - 7 years
- NEA RA Delegate - 17 years
- UTTA President - 17 years

DeWayne Richmond
Shenandoah Education Association

- Member of PPS Committee
- District 13 Representative/PAC Chair
- 10 years + RA Representative

Amber L. Seibert
Decatur Education Association

- Local Association Secretary/Treasurer
- Early Career Educators Steering Committee
- Red for Ed Coordinator

Monica Shellhamer
Indianapolis Education Association

- Early Leadership Institute
- Membership Committee
- Member organizer for Easy Pay

Heidi M. Slavkin
Pike Classroom Teachers Association

- Local president (1yr)/VP (10yrs.)
- District Council Rep (7yrs.)
- ISTA PPS Committee (5yrs.)

Jennifer Smith-Margraf
Lafayette Education Association

- ISTA Vice President
- IPACE
- Lafayette Education Association Past President

Sherry Ann Strong
Indianapolis Education Association

- Executive Board Indianapolis EA
- District Discussion Team
- Building AR

Randy Studt
West Lafayette Education Association

- IPACE State Chair
- ISTA District 10 Chair
- ISTA Issues & Concerns - Resolutions

Ronald S. Swann
Indianapolis Education Association

- I am Indianapolis EA president.
- I am on the ISTA MAC.
- I have been to NEA RA.

Doug Taylor
New Albany-Floyd County Education Association

- ISTA Treasurer
- Past President, NAFCEA
- Local Bargaining Team Member

Rosa F. Vazquez
Indianapolis Education Association

- Emerging Leaders Cohort 2020
- Members Organizer since 2016
- Building Association Representative

Tiauna (T) Washington
Richmond Education Association

- Current ISTA BOD - District 13
- District 13 Council Chair
- Richmond EA Building Association Representative (AR)

Kari C. Wilson
North Miami Education Association

- District Council Chair
- Issues & Concerns Committee Member
- NMEA President

RaeAnn Wintin
Seymour Education Association

- ISTA Board Member and Local VP
- Experienced NEA RA Delegate
- High School Special Education Teacher

Ben Yoder
Hamilton Southeastern Education Association

- ISTA Board of Directors
- Hamilton Southeastern Education Association Vice President
- ISTA and NEA RA Delegate

Lori A. Young
Evansville Teachers Association

- Professional Practice and Standards Member
- NEA RA 2009-2021
- President ETA/DisCo 20/LPAC

No eligible Category 2 nominations received.

The delegate names with local association are listed in alphabetical order.

THESE PAGES ARE NOT

A BALLOT. The active state delegate election has concluded.

ISTA received fewer active state delegate NEA RA nominees than allotted to the Indiana delegation. On Nov. 29, the ISTA Board of Directors adopted an amendment seating the active state delegates listed on pages 14 - 15.

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.

NEA RA Election: Retired Members

ISTA retired members may elect up to six delegate positions (final delegate numbers to be determined by NEA membership records on January 15, 2022) to the 2022 and 2023 meetings of the NEA RA.

2022 & 2023 NEA RA Retired Delegate Candidate List

Sarah Borgman

- NEA-Retired President 2017-2023
- Past NEA/ISTA Board; ISTA Retired President
- Committees: Resolutions, Governance, Archives, ISTA Executive

Deborah Kay Brogan

- ISTA/NEA Delegate
- Local President
- ISTA Board of Directors

Ginger Lee Calhoun

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

Sandra Yvette Collins

- lobby legislators to protect retiree benefits
- join in support for classroom teachers
- advocate for racial and social justice

Rodney Elcessor

- Retired State Chair
- NEA & ISTA Delegate
- IPACE Member

Gerald R. Ervin

- ISTA-Retired Executive Board
- ISTA-Retired Zone 1 Coordinator
- ISTA-Retired Local President St. Joe Co.

Janet L. Hayes

- Zone 2 Coordinator for 4 Chapters
- "Chalkboard" Retired Newsletter Editor
- Local Retired Secretary/Treasurer Officer

Damon P. Moore

- Past President ISTA 1982-88
- ISTA-R State delegate to NEA-RA 1988-92
- Local delegate ISTA-R council 1988-92

THIS PAGE IS NOT A BALLOT.

Each retired and retired life member, who have retired from their education positions, 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.

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

ISTA RA Election Results: Retired Members

ISTA retired members may elect 32 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 2022 and 2023 meetings of the ISTA RA to be held April 23 and April 22, respectively.

ISTA-Retired received fewer ISTA RA delegate nominees than allotted to retired members. The retired members listed on page 17 have been seated as delegates for the ISTA RA.

THIS PAGE IS NOT

A BALLOT. The ISTA RA retired delegate election has concluded.

ISTA received fewer retired delegate ISTA RA nominees than allotted to the retired delegation. The retired delegates listed on this page have been seated.

2022 & 2023 ISTA RA Retired Delegates

Sarah Borgman

- NEA-Retired President 2017-2023
- Past NEA/ISTA Board; ISTA Retired President
- Committees: Resolutions, Governance, Archives, ISTA Executive

Deborah Kay Brogan

- ISTA/NEA Delegate
- Local President
- ISTA Board of Directors

Ginger Lee Calhoun

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

James R. Clauer

- State council/ executive secretary
- Archive Committee co-chair
- District 8 PAC

Sandra Yvette Collins

- lobby legislators to protect retiree benefits
- join in support for classroom teachers
- advocate for racial and social justice

Rodney Elcessor

- Retired State Chair
- NEA & ISTA Delegate
- IPACE Member

Sarah E. Elcessor

- Chapter vice president
- Chapter secretary
- Chapter executive board member

Gerald R. Ervin

- ISTA-Retired Executive Board
- ISTA-Retired Zone 1 Coordinator
- ISTA-Retired Local President St. Joe Co.

Janet L. Hayes

- Zone 2 Coordinator for 4 Chapters
- "Chalkboard" Retired Newsletter Editor
- Local Retired Secretary/Treasurer Officer

Deb L. Marcum

- Experienced RA retired delegate
- District Liaison
- Retired Communications Committee

Damon P. Moore

- Past President ISTA 1982-88
- ISTA-R State delegate to NEA-RA 1988-92
- Local delegate ISTA-R council 1988-92

Rosemary H. Moore

- President, East Central Chapter
- Executive Committee Member/Officer
- Delegate, Numerous Pre-Retired and Retire

Rudolph B. Nichols

- Retired Board
- Retired liaison for Active Teacher Council
- Past NEA and ISTA Delegate

MaryAnn E. Pollard

- R.E.E.C.I. Chapter President
- Liaison to District Council
- Member of Retired District Council

Nancy C. Porter

- 1-B Retired Local Secretary/Treasurer
- 1-B member 7 years
- 1-B Retired Local Program Planning

Mara-Le Quarles

- Scholarship for Students

Francis (Fran) B. Riley

- ISTA-Retired Communications Committee
- Secretary Vanderburgh County Retired Educators

Barbara Rotramel

- State Council Rep; Communication Committee Member
- President, Sullivan-Knox Chapter 6 years
- ISTA-NEA Delegate, numerous years

Roger Sharp

- ISTA-Retired Executive Committee
- Hamilton County Chapter President
- ISTA RA and NEA RA Delegate

Joanne L. Solomon

- Chapter president Greater INDY
- Former Building Rep - 36 years

Theresa Tafflinger

- 1-B Retired Local President
- Retired Liaison to Active PPS Committee
- NEA and State Membership Committees Member

Stephen R. Tevebaugh

- Local treasurer
- ISTA Rep Assembly
- NEA Rep Assembly

Karen S. Warble

- ISTA-R Executive Committee
- ISTA-R Zone 6 Coordinator
- ISTA-R Communications Committee

Steve A. Wilson

- ISTA-Retired Legislative Committee
- NEA-Retired Legislative Committee
- NEA Leaders of Color Fellow

Learn About the Candidates for ISTA State Office

At the 2022 ISTA Representative Assembly (RA), an election will be held for the positions of NEA Board Director, ISTA president and ISTA vice president. The following candidates submitted their intention to run in time for publication in the *Advocate*. Interested candidates may complete a candidate form by March 1 to be eligible for candidacy at the RA on April 23. All candidates will be featured on ista-in.org/blog and ista-in.org/ista-ra prior to the RA.

The candidate statements were prepared by candidates for the offices of NEA Board Director, ISTA president and ISTA vice president. Each statement has been printed in its entirety, unabridged, as it was received, but limited to 200 words or fewer. 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.



Are you an interested candidate?

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

CANDIDATE FOR NEA DIRECTOR



Jessica Ramirez

I am Jessica Ramirez, a special education/math teacher at North Side Middle School, where I have spent over a decade advocating for Elkhart educators.

The first day of membership in the Elkhart Teacher Association I was voted onto the Board of Directors as the Minority At Large member. I have been advocating ever since.

Serving in various leadership roles including Indiana's Minority Affairs Committee and Board of Directors, and NEA's ELL Pilot Cohort I advocated for underserved populations. Working at the local, state, and national levels has

made me want to improve perceptions of public education and working conditions for educators.

Only an experienced educator with a strong, passionate voice can bring about necessary change. Following recent court rulings our situation is dire. Students and educators deserve better. The general public must be informed about the need for increased social and racial justice in schools. As NEA Director, I will fight to increase educators' salaries, advocate for better working conditions and increase minority educator voices at all levels.

Gandhi once said, "Be the change you wish to see in the world." I would like to be that change for Indiana and you. Vote for me, Jessica Ramirez for NEA Director.

CANDIDATE FOR ISTA PRESIDENT



Keith Gambill

Just eight months into my term, our world changed dramatically. In the midst of this chaos, members adjusted and adapted to ensure the care of all of our students. Zoom meetings, graduation parades, masks, air hugs all became a part of our world. Likewise, ISTA made the changes needed to provide for our members and continue our great work.

It's been rough. Our cumulative loss of loved ones, time, sleep and energy is unmeasurable. Through it all, our will and

desire to persevere has sustained us. We have continued to lobby, rally, march and advocate for public education. We have made great strides under unimaginable circumstances, and we have much to celebrate.

It is my belief in public education and the great work of the Association that drives my work as ISTA President. For more than 30 years, I have sought to be the best teacher for my students inside the classroom and the best advocate for them outside the classroom. I have faith that collectively we can make a brighter future. As your president, I pledge to work in solidarity to advance public education in Indiana and I thank you for your support.

CANDIDATES FOR ISTA VICE PRESIDENT

**Jennifer
Smith-Margraf**

Leadership matters. From the rally at the State House to the relentless advocacy that resulted in the largest ever investment in public

education in the state of Indiana, we have proven that we not only have the ability to change the narrative, but also the reality on the ground for our members on the issues that will determine the course of public education for years to come.

Challenges still lie ahead of us. We know

that to recruit and retain educators we need to continue to see funding increases, restore the ability to bargain working conditions, and create an environment where educators of all races and ethnicities are seen, heard, and respected. Yet, each of these challenges presents us with profound opportunities to significantly improve working conditions for teachers and therefore learning conditions for students.

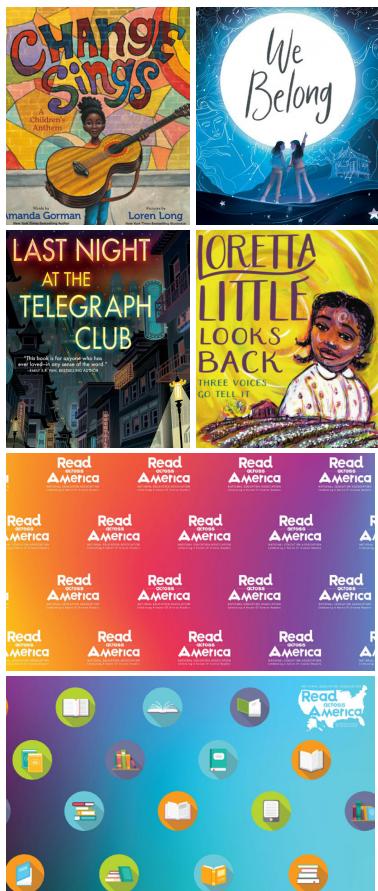
We stand ready to meet the challenges we know we face and the challenges yet to be revealed. Leadership matters. For that reason, I ask for your vote for re-election as ISTA Vice-President.

**Ben Yoder**

My name is Ben Yoder; I am the Director of Orchestras at Hamilton Southeastern Intermediate & Junior High School and

I've been an educator in Indiana's public schools for 15 years. In addition to my teaching role, I take an active leadership role with my local association and ISTA. I've served as Association Representative, Vice President of Community Engagement and Organizing, and currently, as Executive Vice President. I also serve on the ISTA Board of Directors representing District 12, and was elected to a second term of service in 2020.

I am running for ISTA Vice President because I know how important an inclusive, supportive, and strong public education system is, and I know that all of our Hoosier educators and learners deserve nothing less. Unfortunately, the current reality is that public education in Indiana is in trouble with divisive legislation, inequitable funding, and misinformation campaigns. I commit to unifying ALL stakeholders around our common goals, growing and strengthening our membership, and amplifying the voices of those that are often quieted or unheard. I ask for your support in this election, and I look forward to working collaboratively to protect the future of Indiana's Public Schools. Our time is now! ☮



Have Your Class Participate in Read Across America

Celebrate **March 2** and throughout the school year.

Read Across America is the National Education Association's premier literacy program. It empowers young readers by bringing diverse stories, characters and authors to kids, families and educators across the country.

Read Across America offers educators the tools they need to read and grow with their students, including 12 months of recommended books, authors and teaching resources that promote diversity and inclusion. ☀

NEA's 2021 - 22 Read Across America Calendar | bit.ly/3vTj8nV

Find virtual backgrounds, sample social media posts and graphics | bit.ly/3BgPtGc

Watch for More Details



ISTA aims to host Read Across Indiana celebrations in every Indiana county this March. Watch your inbox to see how you and your students can participate.

Use the hashtag **#ReadAcrossAmerica** to share your celebrations.

Free or Low-cost Books for Your Classroom



First Book Marketplace:
fbmarketplace.org

Social Media Famous Educators

Follow these fellow educators on social media.



Nita Creekmore

Creekmore has been in education for 17 years and holds degrees in elementary education, educational leadership and has an endorsement in reading and coaching. Creekmore spent 13 years teaching in the elementary classroom and is now an Elementary Instructional Coach. She uses her platform to discuss self-care, literacy, diversity and inclusion and more.

Facebook: Love Teach Bless

Instagram: @LoveTeachBless



Gerry Brooks

Brooks is a veteran educator with more than 20 years in the profession. A highly sought-after speaker, Brooks encourages educators through humor.

Facebook: Gerry Brooks

Instagram: @gerrybrooksprin

TikTok: @gerrybrooksprin



Nicholas Ferroni

Ferroni is a teacher in New Jersey. He's been an advocate for teachers during the pandemic. His social media bio reads, "As a kid, I wanted to be a superhero, psychologist, philosopher, actor and comedian... So I became a teacher."

Twitter: @NicholasFerroni

Instagram: @nicholasferroni

TikTok: @mrferroni



Mrs. Frazzled

Mrs. Frazzled is an Early Career Educator who shares classroom management ideas and mental health advocacy.

Instagram: @mrs.frazzled

Tiktok: @mrs.frazzled



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For more information contact:

Frank Vargo

Indiana State Director, Security Benefit

Frank.Vargo@SecurityBenefit.com

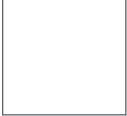
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