

MNEA-Retired is an affiliate of the
Missouri National Education Association

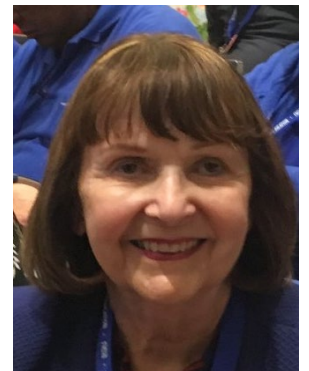
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Terry's Table Talk

Today, we are hearing more and more about states that are restricting what teachers may teach in their classroom. This change in what teachers may or may not teach takes me back to the rules of conduct for teachers in 1872 and 1915.

The rules in 1872 stipulated: Each day teachers will fill lamps, clean chimneys; after ten hours in school, the teacher may spend the remaining time reading the Bible or other good books; and women teachers who marry or engage in unseemly conduct will be dismissed.



The rules in 1915 stipulated: You will not marry during the term of your contract; you are not to keep company with men; you must be home between the hours of 8 p.m. and 6 a.m. unless attending a school function; your dresses must not be shorter than two inches above the ankle; you must keep the schoolroom neat and clean, and you must: sweep the floor at least once daily; scrub the floor at least once a week with hot, soapy water; clean the blackboards at least once a day and start the fire at 7 a.m.

Women teachers couldn't get married and continue teaching even as late as the 1940s. Once they could marry, women weren't allowed to teach past 4 months of pregnancy until the passage of the Civil Rights Act of 1974. In the early 1970's, the dress code for women was dresses, then pants *suits* but not pants and jackets. Teachers were "at will" employees until the passage and institution of the Teacher Tenure Act in July 1970. No special education provisions were available for students with special needs until 1975 when the *Education for All Handicapped Act*, which was the forerunner of today's IDEA was enacted. Title IX – Congress passed this in 1972 to prohibit discrimination in all aspects of education based on gender. Many improvements in our working conditions are a direct result of the intervention of NEA because some things are just too big for state or local associations to handle.

What were some of the gains made by members of the MNEA locals, MNEA, and NEA? Duty free lunch and planning for all teachers; class size limits, grievance procedures, retirement benefits, and collective bargaining rights.

What are some of the issues that have infringed upon the rights of teachers across the U.S.? Some of these rights are worse in some states than others:

- Giving state money to Charter schools and religious schools.
- Not fully funding our public schools.
- Restrictions on what books may be taught or in school libraries.
- Restrictions on what teachers may teach about slavery and other controversial issues.
- Dismiss psychology from the teaching curriculum.



With this kind of behavior on the part of state legislatures and governors, it is no wonder so many dedicated teachers are abandoning the profession.

CHEER Sponsors Wanted

Now that the school year is beginning, there's a lot of excitement on the part of the students and the teachers. As the year progresses, teachers often find that there are things needed to help their students thrive. They often discover that opportunities for out of school experiences are unavailable to their classrooms. It's possible that the district/building doesn't have enough money to fund buses for field trips. It's possible that not all children have the funds needed to participate. This is where CHEER comes in.



Teachers (who are active MNEA members) can apply for a CHEER grant. It's a pretty simple process. Find a sponsor (that's you, a retired MNEA member), fill out the application (be *really* specific about your needs) and wait to learn if you won a grant.



MNEA-Retired sponsors have all the fun and not much of the responsibility. Once a grant has been given to your active teacher, they will purchase whatever they asked for and submit the bill to MNEA for reimbursement. The check comes to you! Make arrangements to meet your teacher and present the check. We ask that you have someone take pictures of the presentation, maybe of the items that were purchased. If you can tell us about the teacher (district, building, grade level, etc.) that would be terrific.

Pictures and other information get emailed to Holly Garrett, the MNEA-Retired Communications Chairperson, and she will post them on the MNEA-Retired Facebook page. Folks like to see what they helped provide. And that's it. Please consider being a sponsor.

PSRS/PEERS Update



Exciting news from Jefferson City. Not only did the Senate pass Senate bills 75 and 20, but the Governor signed them. The provisions of these bills include:

- Reinstatement of a 2.55% benefit factor for PSRS members who retire with 32 or more years of service. Currently, the benefit factor is 2.5%. This provision would result in higher benefit amounts for new retirees who qualify.
- Expansion of the Critical Shortage Employment time period limit from two years (24 months) to four years (48 months).
- Expansion of the potential number of Critical Shortage Employment positions a school district can hire for certificated teaching positions.
- An increase in the salary limit for PSRS retirees working in non-certificated positions. The salary limit for PSRS retirees working in non-certificated positions would change to 133% of the annual Social Security earnings limit for individuals who are under full retirement age from August 28, 2023, through June 30, 2028. The limit would then change again to 100% of the annual Social Security earnings limit for individuals who are under full retirement age thereafter.

Focus Points . . .

- ❖ The US has surpassed 400 mass shooting in 2023, setting the state for a record-breaking year in gun violence without any significant federal firearm legislation on the horizon. A mass shooting has to be four or more people killed. [CNN POLITICS](#)
- ❖ More than 25,000 people were killed in gun violence so far in 2023.
- ❖ America's 400 richest families pay a lower tax rate than the average taxpayer. They paid an average 8.2% federal income tax rate, which is low relative to other taxpayers in 1918. By comparison, average Americans paid an approximately 13.3% tax on their income in 2018.
- ❖ The 50 richest Americans now hold almost as much wealth as half of the U.S. They are worth \$2 trillion according to the [Bloomberg Billionaires Index](#), up 339 **billion** from the beginning of 2020.
- ❖ While the top of 1% of Americans have a combined net worth of \$34.2 trillion, the poorest 50%--about 165 million people--hold just \$2.08 trillion, or 1.9% of all household wealth.



The MNEA-Retired annual fall luncheon will be November 17. Details to follow.

Watch your email and the MNEA-Retired Facebook page for more information.

Gatherings Begin

The regional MNEA-Retired groups are beginning to gather. MNEA President Phil Murray was able to join the Metro folks at their Not Back to School Picnic.



President Phil Murray



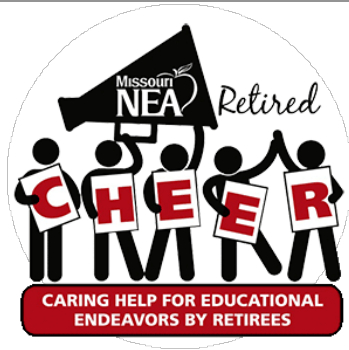
"Thank you" to Alice Ault and Wynne Wiegner



Ready for lunch



Socializing



Contribute to CHEER

Lend a hand to our colleagues working in the classroom by contributing to help fund future grants.

www.mnea.org/CHEER.



Retirement PSRS/PEERS Meeting Report

Missouri NEA Legislative Director Otto Fajen represents MNEA and MNEA-Retired members at the meetings of the PSRS/PEERS Board. Read the report of the latest meeting at www.mnea.org/PSRS.



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