

MAY 2011

News U Trust

APPRECIATING, DEVELOPING, AND SUPPORTING SCHOOL STAFF

Dorothy Bond: Making A Difference in Haywood High School

Dorothy Bond was featured in the 2011 Make a Difference Principal Video for the huge strides she has made in making Haywood High School a better place to work and learn.



Bond has been in education for over 30 years in Haywood County. Superintendent Marlon King recruited Bond last year to move to Haywood High School from Haywood Junior High School. In one short year, she has changed the culture of the school. She's done it

by building and developing relationships with her students, parents, faculty and staff.

"Mrs. Bond is making a profound difference at Haywood High School and people are noticing. We were at about 200 students being referred to alternative school each year, but since Mrs. Bond became principal only about 15 students have been referred from the school. That's incredible," Superintendent Marlon King said.

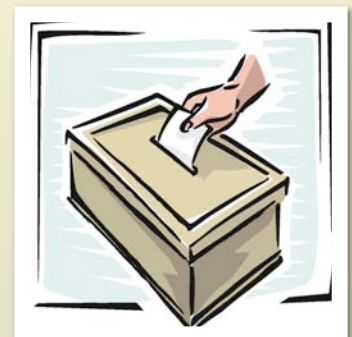
The students at Haywood High School love Mrs. Bond and she loves them. She makes a point to know each and every student by name. She mingles with the students during lunch and relates to them on a personal level. "She's a leader in our school and community, and she strives for students to become somebody in life and achieve their goals," graduating senior, Cory Galbraith said.

Click [here](#) to watch the Utrust video about Principal Dorothy Bond.

Trustee Ballots Due June 1st

Three Utrust trustees are up for re-election for three-year terms. David Jones is the At-Large Representative, Jasper Taylor is the West Tennessee Representative and Regina Waller is the Middle Tennessee Representative.

Ballots have been mailed to school board Chairmen, who are the default voting delegates (unless the board designates another delegate). Please fill out the ballots and return them to Utrust by June 1, 2011.





Rock-n-Roll Teachers Are Honored

Schools around Tennessee were rockin' n' rollin' for Teacher Appreciation Day. Students, parents and even local churches rocked teachers by rolling out loads of appreciation in the celebrations for the day.

At Beech Elementary, the walls throughout the school were covered in rock-n-roll artwork and each grade level had huge posters outside their pod covered in CDs and record albums personalized with teacher's names on them. Long Hollow Baptist Church partnered with Beech to provide a Hard Rock Café theme lunch for the teachers that included Red Hot Chili Peppers Salsa and Chips, Yellow Submarine Sandwiches, Lucy in the Sky Marshmallow Pies and Iggy Pop Sodas.



Throughout the day, special Grammy ceremonies were held in classrooms in honor of the rock star teachers. Several teachers received a Rolling Stone Magazine with a cover page personalized with their photograph and a page for each of the students including a photo and comments of appreciation. First grade teacher Julie Johnson said, "Today was the BEST Teacher Appreciation Day I have ever had. I am still thinking about the great lunch and sweet words, cards and hugs! Wonderful!!!"

Hampton High School's rock star teachers received an invitation to a two-hour lunch and enjoyed spaghetti, bread, salad and desserts. The students created a rockin' poster of appreciation out of records and they dressed in their best 50's rock outfits on Teacher Appreciation Day.

The Elizabethton Chick-Fil-A joined in the efforts to show appreciation to teachers by displaying a message of appreciation on the sign in front of the restaurant and sending out invitations to all Carter County teachers to come enjoy a free chicken sandwich on their special day.



To see pictures from other Teacher Appreciation Day celebrations visit the [Utrust](#) website or the [Utrust Coordinator's Grouply](#) page.



Joseph Rogers Primary's Celebration is a Hit

Joseph Rogers Primary had a celebration fit for a rock star on Teacher Appreciation Day. Even the Rogersville Review (the local newspaper) was in attendance for the special day. The day started with thank you messages read by students over the PA announcement. Students also wrote personalized thank you notes to their teachers and the walls were covered in rock themed posters.

Teachers enjoyed a relaxing lunch provided by Walmart, Kiwanis, Food City and the Women's Business and Professional Group. The school coordinator for the Employee Appreciation Program also enlisted support from East Tennessee Printing, Petal Pushers and the PTO for other items such as flowers arrangements to make the day and the luncheon special. Teachers received umbrellas with the Joseph Rogers Primary logo along with a bag full of treats.



Your Board Should Become a Five Star Award Board

by Dan Tollett, Trust Administrator



The Utrust Board of Trustees has implemented a Five Star Award Program to recognize school boards that practice excellence in employee management. In order to achieve the award, a school board must meet five standards of excellence that few boards in Tennessee currently meet. The standards were established by the Utrust Board of Trustees in an effort to encourage member boards to adopt high standards for employee management and hold administrators accountable for achieving them. Two primary issues have caused the trustees great concern and have provided the stimulus for the trustees to establish the award.

Non-Renewal of Probationary Teachers. Some Utrust member boards have made it a practice to non-renew all probationary teachers each year. With the change in Tennessee's teacher tenure law moving the probationary period from three to five years, such a practice will result in at least a 40% increase in unemployment compensation costs. Only teachers who have not measured up to the standards used by a school should ever be non-renewed.

Interruptions for Snow and Flooding. Some school systems use employment practices that have caused non-certificated employees to have no income when unplanned interruptions such as snow or flooding occurs during the school year. Not only do such practices create low morale, they also are expensive because these employees, the system's lowest paid employees often living from hand to mouth, have little choice except to file for unemployment compensation. Utrust members have wasted millions of dollars for unemployment compensation benefits which would be entirely eliminated if the system followed Utrust's recommended employee management procedures and earned the Five Star Award for Excellence in Employee Management.

Continued on Page 4



The Five Standards.

1. The system utilizes proper decision-making in the renewal process for probationary teachers, and has non-renewed only those teachers whose performance is not up to the standards established for other teachers.
2. Sets written annual performance objectives and evaluates the performance of each employee based upon these objectives and job description.
3. Provides supervision and employee development for each employee to improve performance.
4. Contracts with non-certificated employees annually for a specific number of days work so that employees are paid throughout the year.
5. Participates in an organized program to recognize and express appreciation of all school employees annually.

To achieve the award, the superintendent simply goes on the Utrust website and completes a short form certifying that the school system has met each standard. Each board that meets all standards will be designated as a Utrust 5 Star School System. An award presented to the board by a trustee at a local board meeting and a news release will be sent by Utrust to the local media.



Monetary Awards. The Utrust Board of Trustees is in the process of determining what monetary award will accompany the Five Star Award. To show that it wants to reward systems that practice excellence in employee management, the board has agreed that future monetary awards will be based on such practices. It will clearly be monetarily advantageous to your board to achieve the Five Star Award.

Financial incentives are reason enough for your board to strive to achieve the Five Star Award. But an even stronger motivation is that it is the right thing to do. The award recognizes boards who value their employees, treat them as professionals, recognize their contributions and express appreciation for what they do. Such boards will see high employee morale and their employees and community will know that the board honors and practices excellence in employee management. Start immediately to be certain that your board achieves the Five Star Award.

Click [here](#) to complete the Five Star Award form.

Words From A Wise Friend

A story from the Marietta Daily Journal

The seniors of Walton High School held their annual "Evening of Inspiration" on Tuesday night at Roswell Street Baptist Church, and the person they invited to deliver the keynote speech was Bill Glass, the school's custodian.

"Mr. Glass was a part of our high school experience. He came to our lacrosse games and supported us, especially our senior year. He got to know a lot of the players and cared for us," senior Tyler Poole said.

Another senior, David Levy, described Glass as "definitely the most genuine man I have ever talked to in my life."

"He has been a friend to me since I started at Walton. You could never tell if anything was bothering him because he is the sweetest he could be whenever he saw you. He came to every one of my home baseball games this year. I'm proud to call him my friend," said Levy, who also invited Glass to be in his baseball signing day picture at Walton.

Please click [here](#) to read the story in its entirety. It is a great example of students showing appreciation to a school employee who has made a difference in the lives of many.



Hamblen County Wins Unemployment Case

A food service employee in Hamblen County filed an unemployment claim after being terminated for using profanity and threatening her supervisor. This employee was awarded unemployment, but the school system appealed the case.

Superintendent Dr. Dale Lynch represented Hamblen County School System. After the hearing by telephone, the appeals tribunal reversed the case, saying, "Her conduct shows an intentional disregard for the employer's interest and amounts to work-related misconduct as provided under the statute." The former food service employee will not only no longer receive unemployment benefits, but she also must repay more than \$1000 that she has already received from unemployment compensation benefits.



1525 Hunt Club Blvd, Suite 300
Gallatin, TN 37066
Phone: (615)452-7761
www.tnuct.com

Board of Trustees

David Jones, Chairman,
At-large Representative
Don Weathers, Vice-Chairman,
Middle TN Representative
Joey Cooper, West TN Representative
Roger Greene, East TN Representative
Norma Tate, East TN Representative
Jasper Taylor, West TN Representative
Regina Waller, Middle TN Representative

Staff

Dan Tollett, Trust Administrator
Kristi Coleman, Director of Finance & Administration
Amy Kellogg, Communication and Media Specialist