

**Membership Vote  
- May 15 Meeting**

By MSTA Constitution, proposed amendments must be sent to the members 30 days before the vote is taken.

On Thursday, May 15, there will be a General Membership Meeting to consider the seven amendments presented in this Dispatch. For an amendment to be adopted, a two-thirds vote of the members present and voting at the meeting is required.

Please review the proposed amendments and attend the May 15 after-school meeting to discuss the issues and vote based on your views.

**Only Members May Vote**

The May 15 meeting is open to all actively-employed MPS substitute teachers - whether they have signed an MTEA dues authorization card or not. Non-members may attend. However, by constitution, only members have the right to vote.

If you are **not** an MTEA member, you'll find membership materials enclosed. We invite you to join - so that you can vote on issues that affect you and your union.

**Seven Amendments Proposed for Substitute Teachers' Constitution**

**Introduction**

The Milwaukee Substitute Teachers' Association (MSTA) Constitution has not been updated in nearly 20 years. Many things have changed over the years, and the MSTA leaders have worked to rewrite many sections of the Constitution.

This Dispatch presents seven amendments to the MSTA Constitution.

**Amendment #1 - Wording Changes**

Amendment #1 would make many wording changes in the Constitution, but would not substantially change its meaning or the current practices of our union. The language changes would replace terminology with more "member-friendly" wording, making the document easier to understand.

In addition, Amendment #1 would eliminate obsolete language and provide for consistent wording throughout the document. Many of the language changes are simply editorial changes.

The language changes proposed in Amendment #1 are printed on **page two**. Because the new wording does not change the substance of the Constitution and reflects current practices, there are no pro and con statements listed for any of the changes in Amendment #1. The MSTA Executive Council recommends approval of this "editorial" amendment.

**Other Amendments Would Change Substance**

The other six proposed amendments would make changes of substance in our union's substitute teacher constitution. These amendments are on **pages three and four**, and a set of pro and con statements are listed after each amendment - along with the recommendation of the MSTA Executive Council.

**Format Shows the Proposed Changes**

- ◆ Excerpts from the current language of the constitution are reprinted to show the context of the proposed amendments.
- ◆ The proposed new language for the amendments is "underlined."
- ◆ The current language which is being proposed for deletion from the MSTA Constitution is "~~crossed-out~~."

This format allows you to see the old and new language together, for a better understanding of the proposed changes.



## Amendment #1

To update the language and make other changes in the MSTA Constitution to reflect current practices.

### ARTICLE IV Membership

**Section 2. Retired Membership.** Upon retirement members may become retired members of the MSTA, ~~by making payment of the Retired Membership fee shall be set at the Annual Delegate Assembly, fee of two dollars (\$2.00) annually.~~

### ARTICLE VI Duties of Officers

**Section 2.** The Vice-President shall be next in authority to the President, conduct all MSTA meetings in the President's absence and substitute or supplement the President's representation in MSTA affairs. The Vice-President shall serve as an alternate when the President cannot attend an MTEA Executive Board meeting. ...

### ARTICLE VIII Executive Council

**Section 5.** The Executive Council ... shall fill all vacancies which arise between elections, except for the position of President ~~and Vice-President~~ which is provided for in Article VI, Section 2 and Section 3.

**Section 9.** Should a vacancy occur on the Executive Council other than the President ~~or the Vice-President~~, the Council may fill such vacancy until the next scheduled election at which time the position would be filled by an election held for the unexpired term of that office.

**Section 10.** Notice of vacancies other than the President ~~or the Vice-President~~ shall be reported in an official MTEA publication and applications may be taken and reviewed by a committee appointed by the President. ...

### ARTICLE VIII

**Section 12.** ~~The order of business at Executive Council meetings shall be as follows: a) approval of minutes, b) reports, c) unfinished business, and d) new business.~~ follow the agenda sent prior to the meeting, and shall normally start with the approval of minutes and end with new business.

### ARTICLE X

**Section 4.** ~~The order of business at General Membership Meetings:~~ shall follow the agenda sent prior to the meeting, and shall normally start with the approval of minutes and end with new business.

- 1: ~~Call to order~~
- 2: ~~Reading and approval of minutes~~
- 3: ~~Reports~~
- 4: ~~Unfinished business~~
- 5: ~~New business~~

### ARTICLE XII Committees

**Section 6.** Membership campaigns shall be conducted by the membership committee. ~~The annual membership dues obtained for membership and other monies shall be payable by biweekly payroll deductions, remitted to the MTEA Treasurer or his/her agent at the office of the MTEA.~~

### ARTICLE XIII Collective Bargaining

The Collective Bargaining Team shall be appointed by the Executive Council, when the President brings the initial appointment recommendation to the Council. Members of the Collective Bargaining Team will be appointed from the Collective Bargaining Committee, whenever possible.

### ARTICLE XIV Amendment

**Section 2.** Any proposed Constitutional Amendment from the MSTA unit, which has an effect on more than one bargaining unit membership class, must first be approved for submission by the MSTA Executive Council and then shall be submitted to the President of the MTEA no later than January 1 for consideration by the MTEA Joint Constitution Committee of all bargaining unit membership classes. Representation on ~~of~~ the MTEA Joint Constitution Committee for MSTA shall be the same ratio as set forth in Article V, Section 5 of the MTEA Constitution. MSTA shall be entitled to at least one (1) representative on the Joint Constitution Committee. MSTA representatives to the MTEA Joint Constitution Committee shall be appointed by the MSTA President. It shall be the MTEA Joint Constitution Committee's responsibility to draft or present the proposed amendments. The proposed amendments shall be sent to all members of the MTEA at least thirty (30) days before the Annual Delegate Assembly in May.

**The MSTA Executive Council recommends approval of all the wording changes contained in Amendment #1.**



## Amendment #2

To change the nominating committee's role to strictly recruiting candidates.

### ARTICLE VII Nominations and Elections

**Section 1.** In January of each year the President shall announce the appointment of a nominating committee which shall include at least three substitute teachers. This committee shall ~~recommend~~ recruit at least one (1) candidate for each elected position which will be open for election in April.

**Section 2.** ~~The~~ nominating committee shall report its recommendations at the February Executive Council meeting. ~~The nominating committee shall interview all candidates for all positions before recommending a candidate. It shall be the duty of the nominating committee to recruit at least two (2) candidates for interview wherever possible.~~

#### Pros

1. This amendment would enable the nominating committee to be more encouraging in helping members become more involved in our union.
2. This change would eliminate interviewing from the nominating committee's responsibilities, making the process much less intimidating for members.
3. This change would relieve the nominating committee from the burden of judging each candidate, and allow the members to make their own decisions on leadership through the voting process.

#### Con

1. Without interviews, members would lose one of their opportunities to learn about the responsibilities of union leadership positions.

**The MSTA Executive Council recommends approval of Amendment #2.**

## Amendment #3

To change the date that newly elected MSTA representatives take office.

### ARTICLE VII Officers

**Section 4.** Newly elected Council representatives shall assume their duties ~~June 1~~ after the conclusion of business at the final MSTA Executive Council meeting of the regular school year.

#### Pro

1. This amendment would allow the incoming Officers and Executive Council members to start their terms after the outgoing leaders complete their business for the school year.

#### Con

1. The Constitution currently provides the consistency of a permanent date, year after year, for new Officers and Council members to start their positions.

**The MSTA Executive Council recommends approval of Amendment #3.**

## Amendment #4

To direct candidate recruitment efforts toward the goal of obtaining a mix that best reflects the membership.

*Add a new paragraph to Section 1 of Article VII, Nominations and Elections, as follows:*

### ARTICLE VII Section 1

To the extent feasible, recruitment efforts shall be aimed at achieving a mix of at-large representatives on the Executive Council consisting of one elementary and one secondary representative from both the north and south MPS dispatch zones.

#### Pros

1. A mix of school levels and geographic dispatch zones on the Council could facilitate better representation of all members.
2. Including this goal in the Constitution conveys its importance to members of the nominating committee.

#### Cons

1. Recruiting should be aimed at achieving the best candidates, regardless of their teaching level or dispatch zone.
2. This concept should be adopted as a policy so that it can be more easily modified or deleted based on how well it works.

**The Executive Council does not recommend approval of Amendment #4.**





## Amendment #5

To align ballot pairings toward the goal of obtaining a mix of the candidates that best reflects the membership.

*Add a new Section 4 under Article VII as follows, and renumber the current sections:*

Section 4. Whenever there are more candidates for the at-large representative positions open to election, the contests shall be aligned to maintain or enhance a representative mix consisting of one elementary and one secondary representative from both the north and south MPS dispatch zones.

When such alignment is possible, the President shall recommend the contest pairings at the March General Membership Meeting. If approved by a majority of the members present and voting at the March meeting, the pairings will be followed.

### Pros

1. A mix of school levels and geographic dispatch zones on the Council could facilitate better representation of all members.
2. Including this goal in the Constitution conveys its importance to the membership.

### Cons

1. The alignment of contested races should focus on obtaining the best leaders, regardless of their teaching level or dispatch zone.
2. This concept should be adopted as a policy so that it can be more easily modified or deleted based on how well it works.

**The Executive Council does not recommend approval of Amendment #5.**

## Amendment #6

To set a higher standard for attendance at MSTA Executive Council meetings.

**Section 11.** The Executive Council members are expected to attend all regularly scheduled Executive Council meetings called by the President. Upon absence from three (3) ~~consecutive~~ regularly scheduled Executive Council meetings within a school year, the Council member shall be considered resigned unless excused by the President.

### Pros

1. With only ten meetings each school year, three unexcused absences are unacceptable.
2. Automatic resignations will enable the Council to replace a representative who is absent without an excuse with a member who may attend more consistently.
3. With only nine substitute teachers on the Council, it is important to have as many representatives as possible at every meeting.

### Cons

1. This amendment would place pressure on members who have volunteered to serve on the Council.

**The MSTA Executive Council recommends approval of Amendment #6.**

## Amendment #7

To increase the time for returning election ballots mailed to the homes of members.

### ARTICLE VII

#### Nominations and Elections

**Section 6.** ... Ballots cast in the elections shall be returned to the MTEA Building no later than ~~seven~~ ~~(7)~~ ten (10) days after the date the ballots are distributed. ...

### Pros

1. The amendment would give members three extra days to return ballots, thereby reducing the risk of their votes not being counted because of postal delays.
2. The amendment would give members more time to call the union office if they do not receive their ballot in the mail.

**The MSTA Executive Council recommends approval of Amendment #7.**