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# **We Couldn't Have Said it Better!**

From the Milwaukee Journal Sentinel  
January 17, 2012

This is an 11.29 communication with NTU/WEAC members,  
Federal Statute CFR 100.8 (b)(4).

*Thanks to Public Employees*

*I paid my property taxes the other day. I "saved" \$150, or about 3% over 2010. I could get on the bandwagon and thank Gov. Scott Walker, but I won't. All he did was ram a bill through a friendly majority.*

*I will, however, thank my local teachers, educators and public workers. They are the ones who sacrificed about 10% of their middle-class incomes so I could save a few bucks. My local educators are the ones who dedicated their lives to helping me raise and educate my successful children. Sorry, but I can't think of a single legislator who has had any impact on that effort.*

*The sad part is that outstanding leaders would have accomplished the same budget savings without the bullying, rancor, cost of a recall or negative publicity for Wisconsin. Most union members I know knew the state was having fiscal problems due to the recession and were willing to pay their fair share. The governor and legislators could have amended the "3.8%" law to "0%" for a year or two until things were back to normal, for example, and most would have understood.*

*Instead, Walker destroyed 50 years of bargaining rights legislation, gave the rich a megamillion-dollar tax break and denigrated educators and other public service workers. Now I see him on TV taking credit for saving me \$150 instead of thanking our public workers for their financial sacrifice. He has no one to blame but himself for the recall effort.*

*We deserve better leadership.*

Thomas Balliet  
Mequon

## **How To Protect the Wisconsin Retirement System**

"As a result of the war, corporations have been enthroned and an era of corruption in high places will follow, and the money power of the country will endeavor to prolong its reign by working upon the prejudices of the people until all wealth is aggregated in a few hands and the Republic is destroyed."

Abraham Lincoln

Betsy Kippers, WEAC Vice-President, will be making a presentation about the preservation of the Wisconsin Retirement System (WRS) on Monday, February 6<sup>th</sup> at the Goodman High School and also on Wednesday, February 8<sup>th</sup> at the Lakeland Union High School. These meetings will begin at 6:00 p.m. and will conclude at 7:30 p.m. Flyers with additional details have been sent to your Local President.

Anyone who has an interest in or has a retirement account with the Wisconsin Retirement System is welcome to attend. Please RSVP to the NTU-Rhinelander office at 1.800.367.4901, 715.369.2222, or e-mail [bonnie@ntu1.com](mailto:bonnie@ntu1.com).

# Teacher Non-Renewal ~ Know Your Rights and Be Prepared

## Current Law

By law, if a Board is considering non-renewing the contract for the next school year of any public school teacher (including counselors, school psychologists, and others licensed by the Department of Public Instruction) in Wisconsin, they must give notice of contract non-renewal by **February 29, 2012**. This non-renewal process affects teachers, not support staff, and fortunately affects only a small percentage of teachers each year.

If you are a teacher who is affected, it can be a traumatic event. Wis. Stat. § 118.22 is the law which spells out the time table for non-renewal decisions. In order to non-renew a teacher, a Board of Education must take three (3) steps in the following order: Step 1 - The Board must send a written preliminary notice of consideration of non-renewal to the teacher by February 29, 2012. Step 2 - The preliminary notice must inform the teacher that he or she has a right to a private conference with the Board if requested in writing within five calendar days, and the Board must grant the conference if it is requested. Step 3 - If after the private conference, the Board decides to non-renew the teacher, the Board must give the teacher written final notice no later than March 15, 2012.

If you receive a notice of consideration of non-renewal, take immediate action to protect your job and your employment records by doing the following:

1. Tell your Local Union President and/or Building Rep about the notice the SAME day you get the notice. If you cannot reach either one of them, call the NTU office the SAME day you receive the notice. (1.800.367.4901- Rhinelander NTU office or 1.800.390.6007 - Hayward NTU office)
2. Give a copy of all correspondence pertaining to your pending non-renewal to your Union Rep or mail/fax it to the NTU office the SAME day you receive it.
3. Do NOT discuss the non-renewal with your Administrators or Board Members unless you have a Union Rep with you. (Sometimes Administrators try to persuade teachers to resign without explaining their legal rights and the significant implications of a resignation.)
4. Do NOT agree to anything without first consulting your Union Rep or contacting the NTU office!
5. If you are forced to give an immediate response, explain that you will be represented by NTU and they have advised you not to discuss the issues without them present.
6. You have a legal right to have union representation present at all administrative meetings or board hearings concerning the non-renewal, but you must request it!

A growing number of non-renewals are for budgetary reasons rather than disciplinary reasons, but do your best to stay positive and work with your Union Representatives. Remember, your receipt of a non-renewal notice represents the opinion of, perhaps, one Administrator and not necessarily the opinion of all.

If you do not receive written notices as described in this article and if you do not receive a contract (or Letter of Intent) by March 15, 2012, you must accept contract renewal by April 15, 2012. You can self-renew your contract by providing the District Administrator with a written statement saying, "I hereby accept the renewal of my teaching contract for the 2012-2013 school year."

## Currently **Proposed** Before the Legislature

The date of March 15<sup>th</sup> referred to above would be changed to May 15<sup>th</sup> and the date of April 15<sup>th</sup>, referring to contract renewal, would change to June 15<sup>th</sup>, if these proposals would become law. Watch future newsletters for the latest developments regarding this issue.