



MISSISSIPPI
PROFESSIONAL
EDUCATORS

Building Representative
Handbook
2020-2021

RECRUITMENT INCENTIVES!

- Five new members = one year’s free membership
- 6-9 new members = one year’s free membership + \$10 per member*
- 10-14 members = one year’s free membership + \$15 per member*
- 15 or more members = one year’s free membership + \$20 per member*

You will receive \$5 per student member recruited.

Recruitment bonus checks will be awarded at the end of each quarter, with the first quarter beginning July 1 and ending September 30. Credit will be given for each new member who joins or re-joins** between July 1, 2020 and June 30, 2021. Free memberships will be credited towards the next year’s membership.

* credit will be given for each additional member after 5

** member must have previously been made inactive for a period of three months or more

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MPE STATE OFFICE STAFF Toll free (800)523-0269

Kelly Riley, Executive Director.....kelly@mpe.org
Professional advice, member legal issues, legislative and education updates

Barbie Ferguson, Deputy Director.....barbie@mpe.org
Regional trainings, grants and scholarships

Stephanie Miller, Accounts Manager.....stephanie@mpe.org
Bank draft accounts, building rep/recruiting info & supplies, graphic design

Kathy Goldsmith, Office Manager.....kathy@mpe.org
On-line payments, member services

Jessica Ridgeway, Receptionist.....jessica@mpe.org
Member services, invoicing & payments

WHY MPE NEEDS YOU!

MPE works because of members like you. Experience has taught us that the Building Representative is one of the best ways to promote MPE. By just being you and using some easy steps, MPE grows and stays strong in your building and area.

Building Representatives:

- Represent MPE through their professional attitude.
- Promote MPE and follow-up on a one-on-one basis with colleagues.
- Are looked upon as LEADERS at their schools.
- Distribute MPE materials and encourage others to join.
- Answer general questions about MPE, and refer members to the state office when needed.
- Serve as an information conduit, alerting members and future members to important education news and legislative alerts.
- And, most importantly, influence, recruit and sign-up NEW MEMBERS!

Encourage members, as well as potential members, to visit the MPE website! Our website contains MPE News, scholarship and grant opportunities, regional training opportunities, legislative news, professional development, educator resources, and information regarding your member benefits. MPE members may access their MPE profile to update their contact information, pay or update their payment information, as well as to register for trainings and events. You will also find the MPE recruitment video on our homepage!



Visit our site at:

www.mpe.org

STEPS TO SUCCESS

Recruiting new members is the number one priority for building representatives. It should always be at the top of your MPE to-do list. However, just because it is an important job does not mean it has to be complicated. To prove our point, we offer you a step-by-step plan to successfully recruit new members.

STEPS TO SUCCESS

Step 1:

Obtain updated membership materials from the state office or area membership director. They may include:

- A list of prior-year members
- MPE recruitment DVD
- Recruitment posters to display at your school (Each poster contains blank spaces for you to fill in your name and contact information.)
- Membership applications and brochures. Stamp or write your name on the "Recruited By" line on each brochure.

Step 2:

Distribute materials on your campus.

- First, introduce yourself to your principal as the MPE Building Representative and get his or her approval to distribute and display MPE materials.
- Place MPE materials in all employee boxes.

Step 3:

Promote MPE. Here are ideas for when, where and how to do this.

- Make personal contact with all prior-year and potential members.
- Place MPE promotional materials and box-stuffers in employee mailboxes with a note from you, an invitation to join, or a reminder for renewals.
- Attend events for new faculty or host one of your own.
- Ask to address a faculty meeting. Our MPE recruitment DVD is a great tool for such meetings.
- Get to know substitute and student teachers and share what MPE can do for them!

Step 4:

Follow up is crucial to recruit new and retain existing members.

- Speak to each teacher and administrator about the brochure and application.
- Ask if they have questions about the association and our benefits of membership.
- Offer to send their application and payment option in with others you have collected.
- Let them know that you are available to provide assistance or information. For instance, if someone has not received his or her invoice for renewal, offer to contact the state office and check on the status of his or her membership.
- Send any updated member information forms to the state office, ASAP.

Special Tips for Recruiting First Year Teachers and New Hires

- Introduce yourself and MPE to colleagues during your school's new-employee orientation. Set up a table or booth and have MPE information and goodies available.
- Share the MPE recruitment DVD with potential members.

Utilize our Building Rep Stipend to host a meeting!

MPE will reimburse you up to \$50 for food and beverages if you would like to host an informational meeting at your school to share our benefits with your co-workers. Simply submit your itemized receipt to our office for reimbursement.

THE PHILOSOPHY OF MPE

Beginning with a dozen members in 1979, MPE's membership and influence have grown substantially, based on the proven premise that teachers, administrators, paraprofessionals, teacher trainees, retired educators, and the public can work as a team to provide quality education for Mississippi school children. MPE fosters, encourages and promotes the highest ideals of the education profession. MPE believes that a positive working environment promotes an improved educational setting for Mississippi's youth, which will, in turn, increase educators' professional recognition and compensation. MPE believes that working together works!

WHY MPE?

Professional liability protection of \$2 million with \$3 million maximum

Legal assistance related to employment or professional matters per MPE policy

\$10,000 in accidental death & dismemberment coverage

\$2,500 assault related property damage

Consistent and economical dues-MPE has not raised dues in 12 years

Identity theft coverage

Graduate & undergraduate scholarships awarded annually

NBCT scholarships

Support personnel scholarships

Student loan payment contest

College scholarships for children of members

Classroom grant opportunities

Free regional trainings offering CEUs to members at no cost

Unlimited professional advice available 24/7

Every dollar of your dues stays in Mississippi for your benefit! MPE does not utilize dues to support political candidates.

And the benefits continue...

Staff monitors legislation at state capitol, with weekly updates provided to membership

Weekly emails notify members of important MPE news/events, as well as state and national educational updates

MPE Journal published three times per year

BrightView Credit Union membership

Member discount program

Optional long-term care coverage at a discounted rate

Group discount on auto/home insurance with SAFECO

Optional vision and dental benefits

**MPE SCHOLARSHIPS AND GRANT INFORMATION
FOR 2020-2021**

All guidelines and applications will be posted on the MPE website (www.mpe.org).

The following scholarships and grants are available only to MPE members.

See scholarship guidelines for details.



\$475 NBCT SCHOLARSHIPS

MPE will award up to 10 National Board Certification Scholarships.

Posted on the MPE website in May/June

Due Date: August 7, 2020, by 4:30 p.m.



\$1,000 CLASSROOM GRANTS

MPE will award up to 40 Classroom Grants.

Posted on the MPE website late May/June

Due Date: September 4, 2020, by 4:30 p.m.



\$1,000 NON-CERTIFIED PERSONNEL SCHOLARSHIPS

MPE will award up to 20 Non-Certified Personnel Scholarships.

Posted on the MPE website in July

Due Date: October 2, 2020 by 4:30 p.m.



\$570 NBCT MAINTENANCE OF CERTIFICATION SCHOLARSHIPS

MPE will award up to 10 National Board Certified Teacher Renewal Scholarships.

Posted on the MPE website in September

Due Date: October 23, 2020, by 4:30 p.m.



STUDENT LOAN PAYMENT CONTEST

MPE will pay one First Year Professional member's student loan payments – up to \$3,000 – for one year. The recipient will be chosen via a drawing in October 2020 of Student Members who transitioned to a First Year Professional membership between January 1, 2020, and September 30, 2020



\$500 LINDA ANGLIN TEACHER PREPARATION SCHOLARSHIPS

MPE will award scholarships to student members who will student teach during the spring of 2020 or during the 2020/2021 academic year. Applications sent to Deans of Education and Directors of Field Experience at colleges & universities.

Due Date: January 22, 2021, by 4:30 p.m.



\$1,000 GRADUATE SCHOLARSHIPS

MPE will award up to 20 Graduate Scholarships.

Posted on the MPE website in December

Due Date: February 19, 2021, by 4:30 p.m.



\$500 HIGH SCHOOL SENIOR SCHOLARSHIPS

MPE will award up to 10 scholarships to high school seniors who have at least one parent who is a member of MPE.

Posted on the MPE website in January

Due Date: March 19, 2021, by 4:30 p.m.



PROVIDING MEMBER ASSISTANCE

If a member has a question that is not covered in the next sections, refer them to the state office or Executive Director of MPE.

For questions relating to membership, such as invoicing, payments or renewals-

- Contact the state office at (800)523-0269, or email jessica@mpe.org.

For help with general recruiting information or to receive recruiting supplies -

- Contact the state office at (800)523-0269, or e-mail stephanie@mpe.org.

For legal issues in regard to employment -

- Contact the state office, or have the member call our office. In the case of an emergency after hours, you may contact the Executive Director, Kelly Riley, at (601)573-6169.

You may e-mail us anytime with questions at:

mpe@mpe.org

FREQUENTLY ASKED QUESTIONS ABOUT MPE

What is Mississippi Professional Educators?

An independent education association, Mississippi Professional Educators (MPE) is the premier organization for professional educators in the state. As a non-union alternative, MPE serves and represents all facets of the educational community from pre-K through graduate education in public and private schools. Our membership includes teachers, administrators and support personnel. We provide a variety of services for a quarter of the cost of other associations.

What does MPE do?

MPE fosters, encourages and promotes the highest ideals of the education profession. As educators, we encourage respect for our profession through the practice of the highest standards of personal and professional conduct. We do this through a variety of means, including the publishing of *The MPE Journal*, our professional magazine, three times a year. It contains helpful information regarding education policy, events around the state, and professional articles. We also host our annual convention with state and national keynote speakers on issues of importance to educators. Our weekly email updates notify members of important education and MPE news and events, especially during the legislative session. Members may also contact our office through our toll-free number for professional advice and guidance.

Why should I join MPE?

MPE continues to offer its members a premium package of services and benefits for the best price. With almost 13,500 members, MPE is the premier, as well as the largest, association for professional educators in Mississippi. We are also the most respected by many in state government. We boast a large number of Nationally Board Certified teachers.

What benefits do I receive when I join?

In addition to our exceptional liability insurance protection, you receive a complete package of benefits. Regular (professional, first year professional, couples and non-certified/part-time) and

student memberships carry professional liability protection of up to \$2 million per member per occurrence. We also provide legal assistance related to employment or professional matters (i.e., suspension, termination, non-renewal). Added benefits include \$2,500 assault-related property damage, identity theft coverage, scholarship and classroom grant opportunities, free regional trainings, the Working Advantage member discount program and unlimited professional advice available from our Executive Director. Optional benefits with group discounts available include long term care coverage with Great American Life and auto and home insurance with SAFECO, as well as dental and vision benefits. As a MPE member, you are also eligible for membership with BrightView Credit Union.

How much does MPE membership cost?

MPE membership really doesn't cost; it pays when you need it most! Ask someone who has had occasion to use his or her benefits. Dues are structured for professionals at \$120, with couples that teach receiving both memberships for \$200. Non-certified and part-time personnel may join for \$60. Student teachers receive liability coverage for only \$14 and may renew as a first year professional at a discounted rate of \$90 during their first year of teaching. Retired membership is just \$10 yearly, or a one-time charge of \$70 for a "lifetime" membership.

Membership extends twelve months from the joining date. Most benefits are effective from the time your membership is received and dated by the MPE state office. Professional liability coverage commences with your membership, while there is a 60-day waiting period for new or reactivated members seeking legal assistance related to employment or professional matters. Coverage does not extend to events prior to the member's joining date.

Most professional educators find that their MPE membership provides a premium package of services and benefits for the best price!

Is MPE associated with NEA or AFT?

No. MPE is an independent education association. We are not a

union. We strongly support an individual's right-to-work without being forced to join a union, or to surrender their constitutional rights to speak to an employer regarding an educational issue. Mississippi is a "right-to-work" state which means that you cannot be forced to join a "union-like" organization or forced to pay dues to that organization in order to work in your trade or profession.

Does MPE belong to a national group?

Yes. As a member of the Coalition of Independent Education Associations (CIEA), MPE networks with independent associations in fourteen other states. MPE and these other independent associations focus on educational issues at the state level. We do not engage in political campaigns or lobby for non-educational or partisan issues.

Why are your dues so much less than other groups?

MPE is a member organization. We elect officers and board members to oversee the operations and growth of MPE. The board hires an Executive Director to manage the state office on a day-to-day basis. Since MPE is an independent education association, we do not pay dues to or support a national office and staff. In addition, MPE does not contribute toward political campaigns or partisan issues at the state or national level. We focus on educating children.

How does MPE lobby for education?

MPE's Executive Director is a registered lobbyist so as to monitor legislation and share our association's legislative priorities with legislators. We have not made it a practice to try and insert our association into the writing of specific bills. MPE provides valuable legislative updates and information to our members so that they may be educated about legislation under consideration. MPE also empowers our members to become active in contacting their elected policymakers about educational issues of concern.

Does MPE have attorneys on staff to assist me?

We have several attorneys around the state that assist our members with employment or professional matters (i.e., termination, non-renewal). Since most educators do not use attorneys very often, once it has been determined that your situation is eligible for legal assistance under MPE's policy, we work with attorneys who have extensive experience with problems like the one you may face.

Are there things that MPE does not cover?

While we protect our members if legal action is taken against them, we do not provide any assistance for our members to take action against their district or someone else. We do not cover affirmative legal action. For any new member or member who has a "break" in membership due to lack of payment, a 60-day waiting period exists before the member may ask for benefits under MPE's legal assistance policy. MPE will not provide coverage to new or reactivated members for incidents for which member had actual, constructive, or other notice at the time of joining or reactivation.



Please encourage your friends and co-workers who may not be MPE members to watch it, as the video features testimonials from several of our members about the benefits they have received from their MPE membership.

THIS WE BELIEVE

1. The welfare of students must be placed above all other considerations. Our top priority is the education of children.
2. Educators are professionals and must be compensated adequately both with respect and salary commensurate with the training, experience, and the importance of their work.
3. As educators, we encourage respect for our profession through the practice of the highest standards of personal and professional conduct.
4. Teachers, administrators, parents, and students should work together to promote a positive environment to promote learning. Each group must interact with responsibility to and respect for others.
5. Students have the right to an uninterrupted education. Therefore, MPE will not participate in strikes, threats of strikes, walkouts, or other such actions.
6. The teaching and practice of citizenship rights and responsibilities in our democracy should be a high priority for every educator. As individuals, educators should be actively involved in the political process. However, as an organization, MPE does not participate in the campaign of any candidate or political party.
7. Every employee and every group should have the right to appear before the Board of Trustees. No one group should ever be privileged to the exclusion of others.
8. Educators should not be forced to join or pay unified dues to any organization and we will work diligently to keep Mississippi teachers from ever being placed in such a position.



HELPFUL RESOURCES

MPE STATE OFFICE

www.mpe.org 800-523-0269
601-355-5517

COMMUNITY COLLEGE BOARD

www.mccb.edu 601-432-6518

INSTITUTIONS OF HIGHER LEARNING

Academic Affairs:

www.mississippi.edu/oasa 601-432-6501

MAGNOLIA

www.magnolia.msstate.edu 800-647-7542

MISSISSIPPI DEPARTMENT OF EDUCATION

Accreditation:

www.mdek12.org/OA/Accred 601-359-3764

Elementary Education:

www.mdek12.org/OEER 601-359-2586

Secondary Education:

www.mdek12.org/ESE 601-359-3461

Licensure:

www.mdek12.org/OEL 601-359-3483

SPED:

www.mdek12.org/OSE 601-359-3498

Student Assessment:

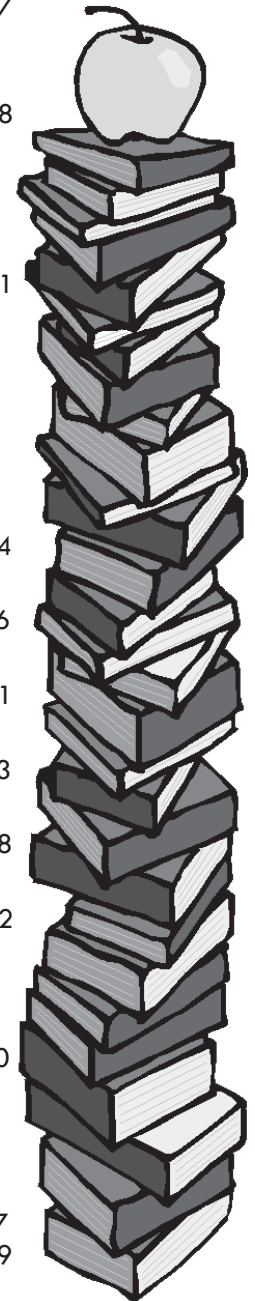
www.mdek12.org/OSA 601-359-3052

MISSISSIPPI LEGISLATURE

www.legislature.ms.gov 601-359-3770

PUBLIC EMPLOYEES' RETIREMENT SYSTEM (PERS)

www.pers.ms.gov 800-444-7377
601-359-3589





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