



June 12, 2007

Dispatch is published monthly during the school year.

Tentative Dates for Payments

MPS is making every effort to make two sets of retroactive payments to substitute teachers, on the following tentative target dates:

- June 29 - Retroactive salary adjustments for the four substitute teacher raises during the 2005-06 and 2006-07 school years.
- July 27 - Teacher vacancy pay for the Semester II of 2006-07.

During the summer, we will keep you posted in the [Your Contract](#) section of our Web site and through Dispatch.

Insurance Coverage for Next Year

Under the MTEA/MBSD Substitute Teacher Contract, if you worked 80 or more days during the 2006-07 school year and you continue substitute teaching for the 2007-08 school year, you will receive Board-paid health and dental insurance coverage. Based on this provision, one of the three situations below may apply to you.

#1 If Coverage Continues, No Need to Re-enroll

If you currently have group health and dental coverage, you do not need to re-enroll if you again qualify for Board-paid coverage for next school year. Your coverage will continue automatically - as long as you continue working as an MPS substitute teacher next year.

#2 If Not Covered Now But Qualify for 07-08

If you were not enrolled in health insurance and dental insurance during the 2006-07 school year, but you became eligible for Board-paid coverage for the next school year by working 80 or more days during this school year, you should receive insurance enrollment materials from MPS by late July. If you have qualified for insurance benefits for next year but do not receive enrollment materials by August 1, you should call Del Gurzynski (MPS Employee Benefits) at 414-475-8158.

#3 If You No Longer Qualify for Coverage

If you currently have coverage but do not qualify for Board-paid coverage next year, MPS is required by law to offer you the option of continuing coverage on a self-pay basis. Under the federal COBRA law, you can maintain MPS group coverage for up to 18 months by paying the premiums.

Eligibility Questions - Contact Us

For questions on qualifying for health and dental insurance coverage, please call Cheryl Barczak of

the MTEA staff at 259-1990 or e-mail her at barczak@mtea.weac.org.

Footnote for the Future
For several years, substitutes who worked 80 or more days during a school year earned Board-paid health and dental insurance for the following school year - as long as they continued subbing for MPS. Under the 2005-07 contract, the number of days of work required to qualify will increase to 90 or more days in the future. It will be necessary to work 90 or more days during the 2007-08 school year to earn Board-paid insurance for 2008-09.

Final Paychecks

The final regular paychecks of the school year for substitute teachers will be June 15 and June 29.

The June 15 check will include Memorial Day paid holiday for those eligible (see below).

The June 29 check will include the record day on June 14 for those who work that day. In addition, if you are in a teacher vacancy on June 14 and entitled to teacher salary and benefits, you should be paid for June 15 also. (June 15 is a snow emergency make-up day - not necessary to work this year.)

Memorial Day Pay

The holiday pay provision of the substitute teacher contract states: "Where regular substitute teachers are serving in a teaching assignment the last school day prior to a holiday and in an assignment the first school day following the holiday, they shall be paid for the holiday."

If you have regular substitute teacher status, you should receive holiday pay for Memorial Day if you worked on Friday, May 25, and on Tuesday, May 29 - whether you were in the same assignment or not. The holiday pay should be included on the June 15 paycheck.

Reminder: Vote!

Ballots for the election of two substitute teachers to the MSTA Executive Council must be mailed (postmarked) by June 16. MTEA members received ballots with the June 6 Dispatch.

Communications This Summer

The new wellness/health education program, "Learn Good Health, Live Good Health" (GoodHealth) starts July 1. This summer, we plan to provide more information on the new program on our Web site and through mailings. If you have changed your residence or home E-mail address, please e-mail us at hausd@mtea.weac.org, call 414-259-1990, or mail us the form below.

MTEA Summer Hours

The MTEA Building will be open weekdays throughout the summer, except the first week of July. Summer office hours, from 8:00 a.m. until 4:15 p.m., begin on Friday, June 15.

Friend of Public Education Nominations

The MTEA has an annual awards program to recognize individuals or organizations who have made significant contributions to the cause of public education in Milwaukee.

The nomination period is now open for the Twelfth Annual Don Feilbach Friend of Public Education in Milwaukee award. Nominations must be received at the MTEA Building by June 30, 2007.

The nomination form includes guidelines for the categories and the judging criteria. The nomination

form will be on our Web site shortly (Members >>Community Outreach).

First Paycheck in Fall

Teachers will return to work on the organization day, Thursday, August 30. There will be a banking day at most schools on Friday, August 31. Students will start on Tuesday, September 4.

If you work between August 30 and September 7, your first paycheck will be September 21. (It will cover up to seven days, including Labor Day.)

WRS Service Break Required

If you are retiring at the end of this school year, you need to be aware that the Wisconsin Retirement System (WRS) requires a 30 calendar day break in service - before you may work for MPS or another WRS employer. The pension benefits you receive from WRS will be adversely affected if you do not complete the 30 calendar day break in service.

If you retire effective at the end of the day on June 15, you should make certain that you are not employed by MPS or any other WRS employer in any paid capacity. You are also prohibited from entering into any paid employment arrangement (written or verbal) with MPS or any other WRS employer, in any capacity, for 30 days. You will complete the mandatory 30-day break in service on July 16.

Retiring at Age 65 or Older?

If you are age 65 or older and plan to retire at the end of this school year, you need to apply for Medicare coverage now if you have not already done so. You need to enroll so that Medicare coverage takes effect on the first day of the month following your retirement date, which would be July 1 if you retire in June.

For those who retire at age 65 or older, Medicare becomes the primary insurance coverage and Aetna (or your HMO plan) provides secondary coverage starting on the first day of the month following retirement. At that point, your MPS health plan will pay only for the portion of costs beyond the Medicare coverage limit.

If you do not enroll in Medicare in time to start coverage on that date, Medicare will not pay its portion for hospital, doctor, and other medical services. Instead, you must pay the Medicare portion of your medical expenses out-of-pocket until Medicare coverage takes effect.

Phone/Address Changes

If you have not notified us of a change in your name, home address, or phone number during the past school year, please mail the form below to the MTEA Building or fax us at 414-259-7801.

Name _____ Phone _____

Home E-Mail Address _____

Address _____

City _____ Zip _____

MPS Employee ID# _____ SS# _____
(optional)