

## Finally, a New Contract for Substitute Teachers

After months of stop and start bargaining, our union's negotiators reached agreement with the district on Tuesday, February 15, on three MTEA unit contracts: substitute teachers, educational assistants, and for school accountants/bookkeepers.

Ratification vote meetings for each unit were held Tuesday night. Substitute teacher members voted to approve the new pact by an overwhelming margin.

The School Board ratified the three MTEA contracts later that night, along with seven additional MPS union contracts.

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### Fundamental Change

In bargaining, the district obtained more substantial concessions for substitute teachers than any other group of employees. The reason: MPS decided that it will no longer attract and retain teachers to serve the district as career substitute teachers.

Instead, the district will offer employment on the same basis as other districts. Substitute teaching in MPS will be a job without vital, family-sustaining benefits: sick leave and health, dental, and life insurance. Benefits will be phased out by July 1, 2012 - as outlined in this [Dispatch](#).

The prior superintendent attempted to make this fundamental change by his termination/layoff action last June. The current superintendent completed the job - using today's economic and political conditions as leverage at the bargaining table.

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## Overview of 2009-12 Contract

Many provisions of the 2007-09 contract have been maintained, but there are very substantial changes in pay and benefits. This [Dispatch](#) gives you an initial explanation. We will provide additional information at [mtea.org](http://mtea.org), in [Dispatch](#), and at the general membership meeting in March.

### Pension and Other Provisions Unchanged

The 2009-12 contract maintains due process rights and other important provisions. For example, there are no changes in pension. You will **not** be required to make contributions to the Wisconsin Retirement System (WRS) plan under the new contract.

### Pay Rates/Classifications Eliminated

For decades, substitute teachers have been paid based on three status classifications: day-to-day, regular, and teacher vacancy. On July 1, 2011, these classifications will be eliminated:

- ◆ There will be no more teacher vacancy pay and benefits after the second semester of this school year.
- ◆ Day-to-day status will no longer be an option.
- ◆ Starting July 1, 2011, you will no longer be able to earn or maintain regular status. It won't exist.

### Pay Based on Assignment

Effective July 1, 2011, your daily rate of pay will be based solely on the number of days you are in an assignment:

- ◆ Short-term: \$158/day
- ◆ Long-term: \$180/day

The long-term rate will start on the 20th consecutive day in the same assignment, but will **not** apply to the first 19 days. The \$180 rate will end when you go to a new assignment, at the \$158 rate.

### No Increase in 2008-09 Rates

The daily rates that have been in effect since July 1, 2008 will continue through June 30, 2011. (Day-to-day - \$136.36, and for regular status - \$155.36). This is a two-year pay freeze.

### 1% Lump Sum for 2010-11

You will receive a lump sum amount equal to 1% of your 2010-11 earnings. There will be two lump sum payments, dates to be determined.

### Sick Leave Phased Out

Starting **July 1, 2011**, substitute teachers will no longer earn sick leave. Sick leave accumulated by **June 30, 2011**, may be used until **June 30, 2012**. Thereafter, no substitute teachers will have sick leave.



### **Dispatching by Certification**

Effective **July 1, 2011**, longstanding provisions for assignments will be eliminated:

- ◆ Dispatching will not be done within geographic zones.
- ◆ Because regular status will be eliminated, there will be no priority for those who formerly served as regular substitute teachers.

Dispatching will be done strictly on the basis of DPI licensure. If no substitute teacher has the required certification, the district will decide who has the most appropriate certification.

### **Another Change**

In addition, the district may dispatch you the evening prior to the assignment.

## **Health Insurance Phased Out**

No changes were negotiated for substitute teachers in the PPO plan, administered by Aetna, or the HMO plan, administered by UnitedHealthcare (UHC), for the period from **February 15, 2011** through **August 31, 2011**.

### **For 2011-12**

If you earn Board-paid health insurance for next school year by working 90 or more days this year, the HMO will be the only plan available to you for 2011-12.

You will also contribute 2.5% of the HMO premium via paycheck deductions. Premium contributions will start on **August 1, 2011** - affecting those who substitute in year-round and IB schools during August.

### **When You Retire...**

If you qualify for Board payments toward health insurance in retirement and you retire effective no later than **July 31, 2011**, the Board's payment amount will be based on the PPO plan rate in effect.

If you retire on **August 1, 2011** through **June 30, 2012**, the Board's payment amount will be based on the HMO rate in effect - whether you are in either the HMO or PPO plan.

If you retire on or after **July 1, 2012**, you will **not** be eligible for MPS group health care coverage during retirement.

## **Dental and Life Insurance Phased Out**

There are no changes in dental and life insurance for the period from **February 15, 2011** through **August 31, 2011**.

Starting **September 1, 2011**, only active substitute teachers who earned health insurance for 2011-12 will be eligible for dental and life insurance. For these members, both benefits will be eliminated on **August 31, 2012**.

For all other active substitute teachers, both benefits will be eliminated on **August 31, 2011**.

Substitute teachers who retire on or after **July 1, 2012**, will **not** be eligible for life insurance during retirement.

### **Removal from the Subbing List**

You will no longer be employed by MPS, a.k.a. "off the list" -

- ◆ Upon your fourth assignment refusal.
- ◆ If you do not answer the phone after two calls, at five-minute intervals, after six rings each call, during the time period set by MPS. (The current 5:30 a.m. - 9:00 a.m. block may be changed.)
- ◆ If the dispatcher gets a busy signal on two calls made at a five-minute or longer interval during the time period set by MPS. (The current 5:30 a.m. - 9:00 a.m. block may be changed.)

In addition, effective **July 1, 2011**, MPS will no longer notify you after two refusals.

### **No More Leaves**

Effective **July 1, 2011**, MPS will no longer allow substitute teachers to request a temporary leave for any reason including: jury duty, study purposes, National Guard/reserve active duty training, family illness, pregnancy, child rearing, paternity, and adoption.

