

Not a Routine MTEA Meeting

If you have not participated in prior membership meetings, you should make every effort to join us Tuesday. Two critical items will be discussed, as noted below.

Health Care: Key Issue in Contract Talks

Your substitute teacher bargaining team recently received the School Board's health insurance proposals. Your team will present a detailed explanation of the major concessions MPS is seeking, **specifically from substitute teachers**, at the March 23 membership meeting.

As anticipated, health care is a very contentious issue. Your team wants to answer your questions and listen to your concerns on this issue, as well as other proposals on the table.

Connecting the Dots: Gauging the Future

MPS budget cuts. DPI mandates for MPS, a district identified for improvement (DIFI), under the No Child Left Behind law.

These and other pressures on MPS have resulted in a lot fewer days of work for members who hold a DPI three-year substitute teaching permit.

As the district faces deeper cuts and more requirements next year and beyond, there is a need to seriously examine future prospects for substitute work in MPS. We will start this discussion at the March 23 General Membership meeting, and invite you to join us.

Important Meeting on March 23

Dear Educator:

The Annual General Membership meeting of the Milwaukee Substitute Teachers' Association (MSTA) will be held at 4:30 p.m. on Tuesday, March 23, at the MTEA Building, 5130 West Vliet Street. The meeting will provide a timely update on issues affecting your MPS employment.

All MPS substitute teachers are invited to the meeting. However, by constitution, only MTEA members may vote. Light snacks will be served.

The agenda is as follows:

1. Approval of Minutes (Distributed at Meeting)
2. President's Report
3. Nominations for MSTA Leadership Positions
4. Contract Bargaining Report and Discussion
5. Future Prospects for Substituting in MPS
6. New Business

I look forward to seeing you on March 23.



John Fiandt
MSTA President

Please Note: After the business meeting, you may wish to stay for an informal discussion of "everyday" concerns: calling procedures, discipline support, vacancy pay, and other issues.

First Semester Vacancy Pay

If you were assigned to a teacher vacancy (or vacancies) during the first semester, you should be paid the difference between the daily rate for regular substitutes and your teacher salary schedule daily rate. The payment should be listed as an adjustment on the March 19 check.

If your paycheck does not reflect the correct amount of teacher vacancy pay, please provide us with detailed information (see form on back). We will ask MPS to review your payment and correct any errors.

We strongly recommend that you examine your vacancy payment now and request a review if you have any question about its accuracy. There is a 30 workday deadline for filing a grievance if your contract rights are violated.

More vacancy pay information is on the back.

Details Needed for Vacancy Pay Review

To have your vacancy payment for Semester I of 2009-10 checked, please provide the following data:

Name: _____

Home Phone: _____

Home E-Mail: _____

MPS Employee ID: _____

School* where pay was earned:

1. _____

2. _____

Name of the teacher(s):

1. _____

2. _____

Grade (or subject):

1. _____

2. _____

First day in vacancy:

1. _____

2. _____

Last day in vacancy:

1. _____

2. _____

Your teacher salary schedule division (circle one):

BA BA+16 MA

Your years of experience: _____

*If you worked in two vacancies, use line 2 for details on the second vacancy. Please use an extra sheet for three or more vacancies.

Options for Requesting Vacancy Pay Review

If you'd like to have the accuracy of your March 19 vacancy pay investigated, there are three ways to submit your information:

- ◆ Online at mtea.org (Contracts).
- ◆ Fax us the form (on left) to 259-7801.
- ◆ Mail or bring the form to the MTEA Building.

Reminder: Keep Your STF Copy

At the end of each assignment, you should complete the Substitute Teacher Form (STF) at every school. The school's administrator's signature and your own are required for this documentation.

Be certain you obtain your signed copy before you leave the school and **keep it!** It is your evidence if questions arise about assignments - especially teacher vacancy pay.

Teacher Vacancy Pay Limits

All substitute teachers, including retired teachers who are subbing after long careers in MPS, are limited in their placement on the teacher salary schedule in two ways:

- ◆ The highest division is the earned master's division.
 - ◆ The highest step is Step 8 on the schedule, reflecting a maximum experience credit of seven years.
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Getting Involved in Your Union

If you would like to get involved in working to improve conditions for substitute teachers, you should consider serving on the MSTA Executive Council. The four MSTA Officer positions - President, Vice-President, Secretary, and Treasurer - plus two at-large representative positions on the Council are open for election this April.

If elected, your primary duty will be to participate in monthly meetings of the MSTA Executive Council and MTEA Representative Assembly.

At Council meetings, you will discuss issues and make decisions on negotiations, professional development, and other concerns directly affecting substitutes in MPS.

At RA meetings, you will represent substitute teachers matters affecting all 8,500 MTEA members. You will meet with representatives of teachers and educational assistants to address issues for our entire union.

Additional Nominations at March 23 Meeting

Nominations will be taken from the floor at the March 23 meeting. (See item #3 on the agenda on the front.)

To be nominated, a member must be present to accept the nomination in person or submit a signed statement of acceptance at the March 23 meeting. If you cannot attend, your signed statement should include your home phone number and the position you are seeking.