

### Justifiable Anger!

Most of us were angered when the previous MPS administration wrongfully laid off/terminated nearly the entire unit last June.

The new administration quickly reversed that ill-conceived bargaining tactic. However, it too has now attacked the job security and benefits of career substitute teachers.

The district forced our union to agree to significant concessions in the 2009-12 contract with the School Board. As a result, many members will be in a very difficult situation for the next school year.

On July 1, 2012, when Gov. Walker's bargaining law will destroy collective bargaining and the contract, it will be even worse for all members.

### Budget Battles

The battle for bargaining rights is now in court.

The battle for justice in the proposed state budget for the next two fiscal years is heating up.

### Take Action Now!

Please complete the enclosed Take Action Now! sign-up sheet and return it by mail or bring it to Tuesday's meeting (save on postage).

All of us need to fight for the future of public education in MPS and the entire state.

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## Annual Meeting on March 29

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 29, at Serb Hall, 5105 West Oklahoma Ave.

All MPS substitute teachers are invited to the meeting. However, by constitution, only MTEA members may vote.

Light snacks will be served during registration, which starts at 4:00 p.m.

The agenda is as follows:

1. Welcome
2. Approval of Minutes (Distributed at Meeting)
3. Nominations for MSTA Leadership Positions
4. Contract Bargaining: History/Overview of the 2009-12 Pact
5. Health Insurance
6. What Does the Future Hold?
7. Closing Remarks

I look forward to seeing you on Tuesday.



John Fiandt  
MSTA President

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## Give Us Your Questions in Writing

Prior to the March 29 meeting, you will have an opportunity to submit questions on any topic of concern to you. All questions will be addressed as follows:

◆**Common concerns**, of general interest to the audience, will be addressed by your union leaders and staff during the meeting when these three agenda topics are discussed: bargaining, health insurance, and the future.

◆**Unique questions**, which require an individual one-on-one response, will be personally addressed after the business meeting adjourns. Vacancy pay is an example of a topic that will **not** be discussed during the business meeting.

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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. 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 the future of substitute teaching in MPS.

**At RA meetings**, you will represent substitute teachers on matters affecting nearly 8,000 MTEA members. You will meet with representatives of teachers and educational assistants to address issues for our entire union.

### Nominations at the March 29 Meeting

Nominations will be taken from the floor at the March 29 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 29 meeting. If you cannot attend, your signed statement should include your home phone number.

### Please Step Forward

At this time, no one is running for either position. More than ever, the membership needs the MSTA Council at full strength.

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## Requesting Vacancy Pay Review

If you'd like to have the accuracy of your March 18 first semester vacancy pay investigated, please submit your information at [mtea.org](http://mtea.org) (Contracts).

### 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.