
Special Education Cadre Opportunity

For the 2007-08 school year, the contract established a cadre of 25 special education substitutes. The substitutes whom MPS selected for the cadre cover special education teacher absences and vacancies **exclusively**. They are paid a daily rate of \$181 (and teacher equivalency pay for covering a teacher vacancy).

This first year of the cadre was very successful, and MPS plans to increase the number next year.

New Applicants

On Tuesday, **May 13**, MPS is posting application details for the 2008-09 cadre positions on the MPS portal (Employment).

In addition to completing the downloadable application form, you need to submit recommendation letters from three principals, from any schools where you worked a day or more this year. Your application form, along with the three letters should be sent to Maria Ayala-Smith in the MPS Human Resources Department at central office. The deadline for new applicants is **June 5**.

Renewal Procedure

Those currently serving as cadre substitutes need to submit a letter stating their intent to continue for next school year. They also need to submit a recommendation letter from a principal at one of the schools they worked at this year. The two renewal items must be submitted to Ms. Ayala-Smith by **May 31**.

May 15 - Substitute Teachers General Membership Meeting

All MPS substitute teachers are invited to a special meeting to consider:

1. Proposed amendments to the Milwaukee Substitute Teachers' Association (MSTA) Constitution (action item).
2. Unified MTEA/WEAC/NEA Membership (information only).

When: **Thursday, May 15, 2008**
4:00 p.m. Registration and new member enrollment
4:30 p.m. - 6:00 p.m., Thursday, May 15, 2008

Where: MTEA Building, 5130 West Vliet Street

Who: All substitute teachers are invited.
 By constitution, only MTEA members may vote.

MSTA Constitution - Proposed Amendments

The April 11, 2008 Dispatch presented seven proposed constitutional amendments in detail - the new wording, pros and cons, and the recommendation of the MSTA Executive Council on each proposal. That issue is available at mtea.org ("Newsletters" quick link) in the **archive** section, along with issues as far back as June of 2007.

Only Members May Vote

Members present at the May 15 meeting will have an opportunity to discuss each amendment. A two-thirds vote of members voting at the meeting is required to approve a constitutional amendment.

If you have not joined the MTEA by signing a union dues deduction authorization card, you can join during registration, prior to the meeting.

May 15 Information Meeting - Prior to Mail Vote on WEAC/NEA Unification

Throughout this school year, you have received WEAC publications and have had access to the members-only pages of the WEAC Web site.

WEAC presented information on unified membership at the March 18 General Membership Meeting of substitute teachers.

On May 15, you will have another opportunity to receive the details on the benefits of unified MTEA/WEAC/NEA membership. A WEAC representative will also explain the unification process and answer your individual questions.

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WEAC Dues

Phase-In Explained

If unified membership is approved, WEAC has agreed to phase-in dues payments over four school years. In 2008-09, substitute teacher members would pay **30%** of the WEAC dues; in 2009-10, **70%**; in 2010-11, **90%**; and **100%** in 2011-12.

Dues increase each school year, and it is not possible to predict what the exact amounts will be after the phase-in is completed in 2011-12.

WEAC and NEA Dues for 2008-09

The annual WEAC dues amount for substitute teachers in 2008-09 would be \$145.50. However, MTEA members would pay only 30% next school year - \$43.60, which is \$2.18 per paycheck.

In addition to WEAC dues, substitute teacher members voluntarily contribute \$10 statewide for political action each year. This amount is refundable, but would not be phased in. The biweekly PAC deduction amount is \$0.50.

The annual NEA dues for substitute teachers will be \$47.20 in 2008-09. NEA dues would **not** be phased in. The biweekly NEA dues deduction would be \$2.36.

The total for WEAC dues (30%), WEAC PAC, and NEA dues for 2008-09 would be **\$100.80** - **\$5.04** per biweekly paycheck.

MTEA/WEAC/NEA Dues

If unified membership is approved, the WEAC/NEA dues would be added to the MTEA dues. The proposed MTEA dues (plus PAC) amount for 2008-09 is **\$308.80** - **\$15.44**/paycheck.

The total amount of unified dues would be **\$409.60**, which would be **\$20.48** for 20 paychecks.

Unification Voting Timeline

A ballot on MTEA/WEAC/NEA unification will be mailed to the home of each MTEA substitute teacher member on **May 19**, along with a special return envelope.

Ballots must be postmarked no later than **June 3** to be counted.

The MSTA Balloting Committee will count the unification ballots after school on **June 6**.

Simple Majority of Members Voting Will Decide

The MTEA Constitution specifies that a simple majority vote of active MTEA substitute teacher members voting is required to approve unified MTEA/WEAC/NEA membership.

There are currently over 300 MTEA substitute teacher members. Suppose 199 members return their ballots by the June 3 postmark deadline. If 100 members vote "yes" in favor of unification (which would be a simple majority of those voting), **all** substitute teacher members would have unified membership starting September 1, 2008.

Unified Membership Would Be Required

If unified membership is approved, you will **not** have the option of joining just MTEA, or just MTEA and WEAC, but not the NEA. Unified membership at all three levels - local, state, and national - would be required of **all** members.

Just like teachers and educational assistants, substitutes who chose not to join the union would pay fair share to all three levels - MTEA, WEAC, and NEA.

You Are Asked To Examine and Decide

The substitute teacher leaders on the MSTA Executive Council are **not** making a recommendation to the membership on WEAC/NEA unification. Based on carefully examining this issue, the Council wants members to consider the benefits and cost - and make their own informed choice.

Members are strongly encouraged to attend the May 15 meeting. It is a good opportunity to have your questions answered by a WEAC representative before ballots are mailed on May 19.

To Honor Our Retiring Educators

The 24th Annual MTEA Retiree Recognition Dinner will take place on Tuesday, **June 3**, at the Italian Conference Center. Educators who retired during 2007-08 or plan to retire at the end of this school year will be our guests for dinner. A brief program will recognize their years of dedicated service to MPS students.

Unfortunately, our union office is not informed when career substitute teachers decide to retire from MPS. If you are retiring this school year, please call Annie, the MTEA's retiree membership administrative assistant, at **259-1990**. Annie will gladly handle your reservation.

