

Final Paychecks

The final regular paychecks of the school year for substitute teachers are:

June 26 - Up to 10 days paid.

July 10 - Up to 3 days paid for June 15-17.

MSTA Leader Elections

Each spring, there is an election for Milwaukee Substitute Teachers' Association (MSTA) Executive Council leaders. The four MSTA officers and two Council representatives, seats A & B, are elected in even-numbered years. Two representatives, seats C & D, are elected in odd-numbered years. All positions are two-year terms.

Election Unneeded

This spring, seats A & B were vacant. An election was scheduled to fill the second year of both seats - along with seats C & D. However, no seats were contested, and an election was not needed.

New Council Members

The four new representatives on the MSTA Council are listed below.

One-Year Terms

Seat A - **Joseph Zeise**

Seat B - **Jennifer Hoskin**

Two-Year Terms

Seat C - **Barbette Huxley**

Seat D - **Gary Sapiro**

MTEA Vice-President

Runoff Election Results

The results of this May's runoff election for Vice-President are:

Rozalia Harris - 1,876

Kim Schroeder - 1,826

Rozalia and the other new officers took office June 3.

Still No Calendar Agreement

When Dispatch went to press, there was no resolution on the school calendars for 2009-10 (traditional, IB, and year-round). We will keep you posted this summer at mtea.org.

For Your Good Health, This Summer

We recommend that you take two steps this summer to do yourself, and your pocketbook, some good. Please take the PHA to avoid a **\$200** financial penalty **and** start the voluntary Internet-based programs to earn a **\$250** financial incentive.

To access information on taking the PHA and the voluntary "Healthy Living" programs, go to mtea.org and click on the "Take the PHA" link.

Complete the PHA, Again

By December 15, 2009, you and your spouse **must complete the PHA again** or pay a \$200 penalty. (\$100 will be deducted from your paycheck once in February and in March of 2010.)

Keep Proof of PHA Completion

Be sure to print and retain your confirmation number if you and your spouse take the PHA online.

If you send the paper version, be certain to retain the results mailed to your home. (If you don't receive your PHA results in the mail within three weeks, call GoodHealth at **1-866-904-2615**.)

Start Now to Complete Voluntary Programs

If you want to **earn a \$250 tax-free incentive**, you must complete a voluntary GoodHealth program(s) before December 15, 2009. The incentive which employees may earn has increased from \$200 for 2008, to \$250 for 2009.

Many voluntary programs involve three six-week programs - taking 18 weeks to complete. To earn the \$250 incentive:

◆ You may take the same six-week program three times **or** three different programs **or** the same program twice and another one.

◆ However, you may **not** take three Internet programs concurrently. You must complete one before you start another.

You cannot earn the \$250 incentive unless you start months prior to the deadline. If you start the week of June 21-27 and take a one-week break between three Internet-based programs, you could finish before Thanksgiving.

MTEA Summer Hours - The MTEA Building will be open week-days throughout the summer, except for the week of June 28 - July 3. Starting June 19, summer office hours are from 8:00 a.m. until 4:00 p.m. Starting June 26, the office will close at 3:00 p.m. on Fridays.

Investigating Vacancy Payment Concerns

If you believe that you are entitled to vacancy pay but do not receive it or do not receive the correct (or full) amount of vacancy pay, please complete the form below.

You may either mail or fax it to us. Our fax number is 259-7801.

Teacher Vacancy Pay - Semester II of 2008-09

Name: _____

Home Phone: _____

MPS Employee ID: _____

School* where pay was earned: _____

Name of the teacher(s): _____

Grade (or subject): _____

First day in vacancy: _____

Last day in vacancy: _____

Your teacher salary schedule division (circle one):

BA BA+16 MA

Your years of experience: _____

*If you were in two or more vacancies during the second semester, please send the details (school, teacher, and start/end dates) along with this form.

Semester II Vacancy Pay

If you were assigned to a teacher vacancy (or vacancies) during the second semester, you should be paid the difference between the regular substitute teacher daily pay rate and your teacher salary schedule daily rate.

MPS is working to process teacher vacancy pay for the second semester of 2008-09 in time for the July 24 paydate. If MPS can't meet its target date, we will post a notice at mtea.org no later than July 21.

If your paycheck does not reflect the correct amount of teacher vacancy pay, please complete the information in the left-hand column. When we receive these details, we will ask MPS to review your payment individually and correct any errors as soon as possible.

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 salary schedule, reflecting a maximum experience credit of seven years.

Insurance Coverage for Next Year

Under the MTEA/MBSD Substitute Teacher Contract, if you worked **90** or more days during the 2008-09 school year and you continue substitute teaching for the 2009-10 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 09-10

If you were **not** enrolled in health insurance and dental insurance during the 2008-09 school year, but you became eligible for Board-paid coverage for the next school year by working **90** or more days during this school year, you should receive insurance enrollment materials from MPS by late July. If you qualified for insurance benefits for next year but do not receive enrollment materials by **August 11**, you should call MPS Employee Benefits at 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 Sandra Wilant of the MTEA staff at 259-1990 or e-mail her at wilants@mtea.weac.org.

Contract Talks

Progress has been slow in bargaining for a new substitute teacher contract. Any news this summer will be at mtea.org.