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## Substitute Teacher September 22 Workshop

Do you have questions about the bargaining process for a new substitute teacher contract?

Do you know how the negotiated wellness and health education program - GoodHealth - can benefit you and your family?

You'll have an opportunity to get the answers at a workshop planned exclusively for substitute teachers.

### The Details

The workshop sessions will take place from 4:30 p.m. until 6:00 p.m. on Tuesday, September 22, at the MTEA Building, 5130 West Vliet Street.

Registration starts at 4:00 p.m. and refreshments will be served.

### Pre-Registration Please!

You may pre-register at [mtea.org](http://mtea.org) (Events) or call us at 259-1990. If you plan to attend, please let us know by Friday, September 18.

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### Meet Linda Gaston-Mounger

Members who attend will have a chance to meet Linda Gaston-Mounger. Linda is the MTEA staff member who now works with the substitute teacher unit.

For many, there is no need for introductions. Linda has been an MTEA Assistant Executive Director since 1990. She is highly respected within your union - not only for her wealth of experience in contract enforcement and member advocacy. Linda has also served in other key roles including legislative lobbying, community outreach, and political action.

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## September Enrollment for Insurances

September 30 is the deadline to:

- Switch to a different health or dental plan if you wish.
- Add dependents to your insurance plans and change any other information that is not up-to-date.
- Re-enroll for coverage if you're returning from leave, or enroll for the first time.

### Important: MPS Packet Mailed to Your Home

Since mid-August, the district has been mailing packets to the homes of employees and retirees. The packet includes:

- ◆ An application form listing your individual data currently on file with MPS, such as your covered dependents.
- ◆ A 2009 MPS Open Enrollment booklet for health and dental insurance.

**We strongly recommend that you carefully review your data and update it if necessary, by the September 30 deadline.**

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## MTEA Retirement Workshop

Each fall, the MTEA presents a workshop for teachers who are considering retirement. The workshop is especially valuable to those planning to retire at the end of the current school year.

Substitute teachers are invited to attend because they are covered by the same state pension plan as teachers - the Wisconsin Retirement System (WRS). A large portion of the workshop is devoted to explaining WRS benefits.

However, information on topics such as severance pay, group health insurance eligibility, and the teachers' supplemental retirement plan will apply only to teachers. If you have questions on eligibility for MPS group health insurance as a retired substitute teacher, please contact Linda Gaston-Mounger of the MTEA staff at 259-1990 or [gastonmoungerl@mtea.weac.org](mailto:gastonmoungerl@mtea.weac.org).

### Workshop Dates and Details

If you are considering retiring in June of 2010, you and your spouse should attend on Thursday, **September 24**, or Tuesday, **October 6**. The workshop will be held from 7:00 p.m. until 9:30 p.m. at **Serb Hall, 5105 West Oklahoma Avenue**. Don Ernest of the MTEA staff will present the seminar, and there will be ample time for questions.

We urge you to bring your spouse. If you plan to attend, please call the MTEA at 259-1990 to register by giving your name, number attending, and your choice of workshop date. If you prefer, register online at [mtea.org](http://mtea.org) (Events).

## Are All of Your Dependents Covered?

New dependents are **not** automatically added to your health and dental coverage, even if you have family coverage. If you did not add a dependent at the time of birth or marriage, you should apply for coverage during this September's open enrollment period.

### Review MPS Data

Check the dependent information on the "MPS Employee Benefits Application Form" mailed to your home with the MPS open enrollment booklet. Be sure to add any dependents not listed.

**To add a child**, you must provide MPS with a copy of the birth certificate. **To add a spouse**, you must send a copy of your marriage certificate to MPS. If possible, documentation should be sent with your application.

### Do Not Opt Out of Health Insurance

By contract, those who choose not to enroll in MPS group health care coverage can receive a \$500 payment, prorated over the course of the school year. This option was initiated by the school board for those who have coverage under a spouse's family plan with another employer - as an incentive to decline MPS coverage.

However, the benefits under the MTEA-negotiated plans are more comprehensive than most of the plans offered by private employers. If an illness or accident occurs, you may find that you need the coordination of benefits with your spouse's plan. The out-of-pocket costs that may occur with one hospital stay or surgical procedure can far exceed the \$500 annual opt-out amount.

We strongly recommend that you do **not** opt out of health care coverage!

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## Mayoral Control: Initial Q & A

On August 13, Governor Doyle, Mayor Barrett, and Superintendent Evers publicly proposed mayoral control of MPS. A few initial questions are addressed below. We will keep you informed of any developments.

### Q. What would happen to our union contract with the Milwaukee School Board if the mayor appointed the board members?

A. We asked our attorneys for a legal opinion, summarized below:

"Changes in state law that eliminate the elected Milwaukee school board and replace it with a board appointed by the mayor of Milwaukee will not create a new employing entity for MPS employees and thereby abrogate existing labor contracts.

"It is possible that legislation which creates an appointed board could carve out certain subjects of bargaining as prohibited issues. While such changes in the bargaining laws likely cannot abrogate existing contractual rights, they could foreclose bargaining rights in subsequent agreements, and significantly strengthen the Mayoral-appointed board's negotiating position.

"Finally, we have to further examine the bargaining experiences of employees and their unions in other urban school districts who have dealt with Mayoral-appointed boards."

### Q. Are there any details available?

A. No. In fact, at the August 31 news conference affirming support for a change in governance, Mayor Barrett said different appointed board models were still being investigated.

### Q. When will the specifics become public?

A. When the state Legislature convenes on September 15, Governor Doyle is expected to introduce an education reform package that will include a change in the state law to transfer the governance of MPS to some form of mayoral control.

### Q. Why does my union oppose a mayoral takeover?

A. The primary reason is that mayoral control would take away the right of citizens to elect their school board representatives. The democratic election process gives the community a direct voice and engagement with its schools - a connection that can't be achieved with mayoral control.

A secondary reason is that changing the governance structure does not provide city schools with adequate funding needed for the basic elements of a quality education such as smaller class sizes, a safe learning environment, highly qualified teachers and support staff, etc.

### Q. How can members get involved?

A. Join the membership work group which is being formed to oppose a mayoral takeover. If you're interested, please sign up at [mtea.org](http://mtea.org) or call MTEA President Mike Langyel at 259-1990.

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