

## MTEA Legislative Breakfast - May 2

Would you like to discuss issues such as school funding reform, making teacher prep time a mandatory subject of bargaining, accountability for voucher schools, and the city residency requirement? The MTEA's Second Annual Legislative Breakfast will give you a chance to talk with Milwaukee-area state legislators about issues that matter to you.

### The Details

This year's dialog and breakfast buffet (free) will take place on Saturday, **May 2**, from 8:00 until 11:30 a.m. The event will be held at the Radisson Hotel, at North Avenue and Mayfair Road.

### The Purpose

Legislators need to hear directly from educators who work with students in the city's public schools. The educators in MPS know what the district needs to improve student achievement.

The informal, roundtable setting is a great way to share your stories with lawmakers, and learn their views.

### Please Pre-Register

If you plan to attend, please pre-register now at [mtea.org](http://mtea.org) (Events) or call us at 259-1990.

### E-Dispatch

If you would like to receive Dispatch via e-mail, please sign up at [mtea.org](http://mtea.org).

## Vote Now for MTEA Leaders!

For the first time in over a decade, all four MTEA Officer positions are contested.

**All active, dues-paying members - teachers, educational assistants, substitute teachers, and school accountants/bookkeepers - are eligible to vote in this election.**

### Official MTEA Publication and Ballots

TEAM, a 16-page publication presenting the qualifications and views of the candidates, was mailed to the homes of substitute teacher **members only** on Friday, April 17. The large envelope included a ballot for each of four MTEA Officer positions, voting instructions, and a special return envelope.

### Members Should Have Received Ballots Mailed

By constitution, only members are eligible to vote in your union's internal elections. If you're a member, you should have already received your voting items. Members who did not receive their packet should contact Diane, the administrative professional who works with the substitute teacher database. You may call her direct line, 256-6762, or e-mail her at [hausd@mtea.weac.org](mailto:hausd@mtea.weac.org).

### Join Now to Participate

Some substitute teachers assume they are MTEA members because of the automatic fair share deductions from their paychecks. (The biweekly amount is almost the same as member dues.) However, to become a member, you need to sign a dues authorization card. If you would like to join now to vote in this special election, please call Diane to expedite the sign-up process.

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## Preparing to Mail Contracts

We are preparing to mail a bound copy of the 2007-09 contract to all substitute teachers. The target date for this mailing is May 1.

To save on postage costs, we will send it via third class mail - which is **not** delivered as quickly as first-class and is **not** forwarded if an address has changed. If your address is not what's printed on the envelope for today's Dispatch (first-class mailing), please call Diane at 256-6762 or e-mail her at [hausd@mtea.weac.org](mailto:hausd@mtea.weac.org).

The contract is available at [mtea.org](http://mtea.org) (Contracts) in a PFD format. The online edition has a convenient search (find) feature.

If you prefer to **not** receive a paper edition, please notify Diane prior to May 1.

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### **Special Education Cadre on Hold**

By contract, MPS has had a cadre of substitute teachers "dedicated exclusively to covering special education classroom teacher absences and vacancies," for 2007-08 and 2008-09. This contract provision will sunset on June 30, 2009.

MPS is planning to evaluate the effectiveness of the cadre program. Until its assessment is completed, MPS is **not** accepting new applicants.

Those who are now in cadre positions will continue to serve in this role until further notice.

### **Clarifying: Worked 90 Days or More**

By contract, "substitute teachers who worked 90 days or more" during a school year will receive Board-paid health insurance for the following school year - if they continue subbing for MPS.

A question has arisen as to how a half day (four hours) of work applies to the 90-day requirement. The answer is: It depends on whether or not the hours you work total **720 hours or more**.

### **Examples on How Partial Days Apply**

Two examples explain the impact of working partial days.

Suppose you worked 88 full days and two half days. You would not qualify because the total number of hours worked was only 712. ( $88 \times 8 = 704$ ;  $2 \times 4 = 8$ ;  $704 + 8 = 712$ .)

On the other hand, suppose you worked 88 full days and four half days. You would qualify because the total number of hours you worked was 720. ( $88 \times 8 = 704$ ;  $4 \times 4 = 16$ ;  $704 + 16 = 720$ .)

## **Updates: Pay Rates and Retro**

During the spring break, we learned that MPS was able to implement the 2008-09 daily rates on the April 17 paycheck. (Notice was posted at [mtea.org](http://mtea.org) a few days prior to the payday.) The new rates are:

- ◆ Day-to-Day - **\$132.36**
- ◆ Regular - **\$155.36**
- ◆ Special Education Care - **\$189.23**

### **Tentative Date for Retroactive Pay - May 15**

MPS is working to include retroactive payments for the 2.25% raises for 2007-08 and 2008-09 on the May 15 paycheck. The date is a target, and we will post a firm date at [mtea.org](http://mtea.org) when MPS sets it.

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## **Serious Analysis and Discussion Needed on the McKinsey Report**

**Background:** Last fall, Governor Doyle and Mayor Barrett obtained private foundation funding for an independent evaluation of MPS finances and operations. McKinsey & Company, an international management consultant firm with education experience, issued a 103-page report, made public on April 9.

### **Report Finds MPS Management Lacking**

The executive summary outlined findings on the need for fundamental MPS management changes - including these excerpts:

"As part of this study, the team conducted a performance management diagnostic... That diagnostic revealed that MPS lacks the skills and tools needed to successfully manage for performance."

The summary cited examples including a finding that MPS "uses incomplete performance metrics and targets, without which it is difficult (if not impossible) to evaluate success or identify necessary changes."

"MPS appears capable of developing initiatives, but it currently lacks the management systems and processes needed to successfully implement and manage the initiatives after they are launched. In order to capture and sustain savings in the non-instructional area, and to set the stage for improvements throughout the district, MPS must have a robust performance management system."

### **Next Steps Are Critical**

When the McKinsey Report was released, Governor Doyle and Mayor Barrett, joined by State Superintendent Elizabeth Burmaster, issued an announcement on next steps. They are going to lead the MPS Innovation and Improvement Initiative, which they describe as "a broad effort to drive innovation, school improvement and fiscal responsibility in the Milwaukee Public Schools."

There will be much more discussion and debate in the weeks ahead. For access to the McKinsey Report and to learn more about initial plans for next steps, go to [mtea.org](http://mtea.org).

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