

### **MSTA Is You!**

The Milwaukee Substitute Teacher Association is the organization for the substitute teachers within the Milwaukee Teachers' Education Association. MSTA focuses on the issues and concerns that impact your professional work in MPS classrooms and your financial well-being.

### **Details on MTEA Union Leadership**

Considering becoming a candidate for an MTEA substitute teacher leadership position? Would you like more information on the duties, activities, or expectations?

Please contact MSTA President Mary Ulander if you have questions or would like to chat about serving on the MSTA Executive Council. You may call her at home at 962-9534 or e-mail her at mulander@uwm.edu.

### **Inservice on January 25**

MPS is offering substitutes a half-day workshop on "Classroom Management and Organization" on January 25, a record/staff planning day in most schools. You may sign up to attend either the morning or afternoon session.

MPS has mailed a detailed letter with an enrollment form to the homes of substitute teachers.

In contract bargaining, our union obtained an agreement with the School Board that it would offer substitute teachers **paid** inservices during 2007-08. The focus is on classroom management, lesson plans, and other professional development areas.

## **Getting Involved in Our Union**

What's the best way for our union to meet the needs of members like you? Through the active participation of members, **like you**. Whether it's contract talks or professional development, we need informed and involved members to lead our union.

If you would like to learn more about our union and get involved in working to improve conditions for substitute teachers, you should consider serving as an MSTA Officer or Executive Council member. You can play an important leadership role within our union because of your unique background, views, and experience working in MPS.

### **Brief Description of MSTA Leadership Duties**

MSTA Officers and Executive Council members have important policy-setting responsibilities within our union.

If elected to a union leadership position, your primary duty will be to participate in monthly meetings of the Executive Council. You will discuss and make decisions on negotiations, professional development, and other issues and concerns that directly affect substitutes in MPS.

### **Six Positions Open**

There are six leadership positions open for election to two-year terms this April: the four Officers - President, Vice-President, Secretary, and Treasurer - and two at-large representatives.

### **Members Invited to Declare Candidacy by January 30**

If you would like to become a candidate, you need to submit the form below by **Wednesday, January 30**. Your form should be mailed to: MSTA Nominating Committee; 5130 West Vliet Street; Milwaukee, WI 53208. You will automatically become a candidate when your form is received.

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### **MSTA Leadership - Candidate Declaration Form**

Name \_\_\_\_\_ Phone \_\_\_\_\_

Home Address \_\_\_\_\_ Zip \_\_\_\_\_

I would like declare myself a candidate for the following MSTA Officer or Executive Council representative position:

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This form must be received at the MTEA Building by **5:30 p.m. on Wednesday, January 30, 2008**.

## Join the MTEA Book Club

Join the MTEA SpeakOut! Committee for an engaging book club event! We are reading **The New Teacher Book**, a collection of essays by multiple authors, published by *Rethinking Schools*. The essays will resonate with new and veteran teachers alike, offering practical advice on how to:

- ◆ Effectively navigate the school system.
- ◆ Form rewarding, professional relationships with peers.
- ◆ Connect with students and families from all cultures and backgrounds.

Two discussions, facilitated by essay authors will take place at the MTEA Building. The first is on **Monday, February 4**; the second is on **Monday, March 3**. Both are from 4:30 p.m. until 6:00 p.m.

### Books Available Here

Copies of the book (a limited supply) are available at the MTEA Building. Members planning to join the discussions will pay \$15 for the book up front and receive a partial rebate at each session.

For questions, contact Kris Collett of the MTEA staff at [kcollett@mtea.weac.org](mailto:kcollett@mtea.weac.org) or 259-1990.

## Claiming a Union Dues Tax Deduction

If you itemize deductions on your federal income tax return, you can include a portion of your union dues along with other expenses that are defined by the IRS as "miscellaneous deductions." The IRS allows a deduction for miscellaneous expenses which, in the aggregate, exceed 2% of your adjusted gross income.

For example, suppose your 2007 adjusted gross income was \$18,000, and the aggregate amount you spent on items which qualify as miscellaneous deduction expenses was \$600. On Schedule A of your federal tax form, you would detail the \$600 in expenses and then subtract \$360, which is 2% of your \$18,000 income. The result would be a net "miscellaneous" deduction of \$240.

### A Few Union Expenditures Are Not Deductible

Under the federal tax code, union dues spent on legislative lobbying and political action are not deductible expenses for income tax purposes. In fact, the IRS requires unions to notify their members of the portion of union dues which are deductible.

To comply with the IRS notice requirement, our attorney has calculated MTEA lobbying and political action expenses for 2007. After deducting these expenses, our attorney has determined that 98% of the dues substitutes paid in 2007 qualified as miscellaneous deduction expenses.

### Typical Allowable Union Dues Amount - \$288.98

For many substitute members, the total amount of union dues deducted during 2007 was \$294.88. If you paid this amount, IRS allows you to claim **\$288.98** in union dues as a miscellaneous deduction expense ( $\$294.88 \times 98\% = \$288.98$ ).

### Determining Your Amount for 2007

To claim the allowable portion of the union dues you paid during 2007, you should take two steps:

1. Check your December 28, 2007 paycheck to find the total amount deducted for union dues during 2007. It will be in the "After-Tax Deduction Box," noted "YTD" (Year-to-Date).
2. Multiply your amount by 98%.

### Additional Step Required If You Requested a Rebate

If you requested a rebate for your 2007-08 MTEA PAC contribution, you must subtract the \$4.40 rebate amount you received in 2007 **before** you multiply your 2007 dues deduction total by 98%.

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## Healthy Women Sought for Research Project

Interested in learning more about bone health? Healthy women, ages 40 to 60, are being sought for the Healthy-bones Research Project, to evaluate an osteoporosis education program. Polly Ryan, Ph.D., R.N., is seeking 160 volunteers.

Eligible women will be randomly divided into two groups. One will receive printed osteoporosis educational materials and the other will receive information via a computer and will complete activities on a pocket computer over an eight-week period of time. Participants will meet with a nurse researcher once at the start of the study. They will complete three surveys over six months, at home, and return them by postal mail.

For details on the project, contact Dr. Ryan at [healthy-bones@uwm.edu](mailto:healthy-bones@uwm.edu) or 414-229-2597.

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## Save Your MPS Paycheck Statements

We recommend that you retain your biweekly MPS paycheck statements. Your records may be needed to correct an error related to days paid, teacher vacancy pay, your sick leave accumulation, etc.

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