
Membership Meeting Set for March 24

You are invited to the general membership meeting of MPS substitute teachers at 4:30 p.m. on Tuesday, March 24. The meeting will be held at Serb Hall, at 51st and Oklahoma.

Contract negotiations will be the main item on the agenda.

Your Contract Bargaining Team

Three substitute teachers serve on the team that represents you in 2009-11 contract talks:

- ◆ John Fiandt -
MSTA President
- ◆ Doris Cahn -
MSTA Vice-President
- ◆ Mary Ulander -
MSTA Past-President

Your Issues

Your team would like to hear your contract bargaining concerns at the March 24 meeting.

Your ideas and suggestions will help your team at the bargaining table. The discussion may result in additional proposals to meet the needs of substitute teachers.

Nominations Will Be Taken

There will also be an opportunity for nominations for positions on the MSTA Executive Council open to election this spring.

Look for the Agenda

The agenda will be mailed a week prior to the meeting date. We hope you will be able to join us!

Tentative Agreement Reached on 2007-09 Substitute Teacher Contract

Your MTEA substitute teacher bargaining team has reached agreement with the School Board's team on a two-year contract. The new pact will provide a 2.25% raise retroactive to July 1, 2007 and a second 2.25% raise retroactive to July 1, 2008.

Old and New Daily Rates

Category	Jan. 1, 2006 - June 30, 2007	July 1, 2007 - June 30, 2008	July 1, 2008 - June 30, 2009
Day-to-Day	\$126.60	\$129.45	\$132.36
Regular	\$148.60	\$151.94	\$155.36
Special Education Cadre	\$181.00	\$185.07	\$189.23

Rest of Contract Unchanged

No other changes were bargained. For example, health insurance provisions will remain the same as in the 2005-07 contract.

Ratification Timeline

The tentative agreement is subject to ratification by both parties.

The MTEA Executive Board and MSTA Executive Council will vote on recommending ratification at their monthly meetings, March 4 & 5. Shortly after these meetings, ballots will be mailed to substitute teachers - so that voting by the membership can be completed by the end of the third week of March.

The School Board is expected to vote on ratification at its regular monthly meeting, scheduled for March 26.

No Dates for Implementation

After the new pact is ratified by both parties, MPS will develop a timetable for implementing the new salary rates and retroactive pay. We will publish the timeline as soon as MPS determines it.

Talks Starting on Next Contract

Background: As previously reported in Dispatch, there were many delays in starting the bargaining process for the 2007-09 substitute teacher contract. The initial exchange of proposals did not occur until January 20, 2009 - almost a year and six months after the date the 2007-09 contract should have taken effect.

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Strict Limits on the Use of Physical Force

Physical force may be used only in student discipline situations narrowly defined by the teacher contract, quoted below:

"Any reasonable and appropriate means, including the use of physical force, may be used by school personnel to prevent a threatened breach of discipline or to stop a continuing breach of discipline. It is expected that physical force will be used **only when other means for preventing a breach of discipline or stopping its continuance have been ineffective.**"

No Corporal Punishment

Corporal punishment may never be used. Once a breach of discipline is completed, you may not use physical force as a form of punishment.

Self-Defense Situations

The teacher contract spells out the limits on using force for self-defense. "... reasonable physical force may be used in self-defense. Self-defense is permissible where a teacher finds it necessary to defend himself/herself or a third person, where a teacher reasonably believes that such action is necessary for the safety of himself/herself or a third person. Self-defense means the **use of such force as is necessary to protect oneself.** It does not mean that any additional force may be used or that force may be used after the individual is no longer in danger."

Our Advice: If you are in doubt as to whether the use of physical force is appropriate in a student discipline situation, do **not** use it.

In reaching an agreement on the 2007-09 contract, your bargaining team pressed hard to start talks on the next contract as soon as possible. As a result, initial bargaining proposals for the 2009-11 contract will be exchanged on **March 2.**

Same Initial Proposals

On March 2, your team will present the same initial proposals it made to the School Board's team on January 20. These "re-introduced" proposals are outlined below.

- ◆ Provide teacher pay and benefits to substitutes assigned to teacher vacancies occurring between the first day of the first semester and October 1. (The contract language currently covers first semester vacancies occurring between October 1 and November 15.)

- ◆ Pay an additional \$20/day for substitutes in long-term assignments that are not teacher vacancies. For example, an assignment for a teacher absent for seven weeks due to surgery.

- ◆ Provide teacher pay and benefits to substitutes filling positions of teachers who temporarily assume administrative dates - starting on the first day after completing 45 days in such assignments.

- ◆ Allow regular substitute teachers who have earned the contractual maximum of 60 full sick leave days to earn half-pay sick leave days, with no limit on the number of half days accumulated.

- ◆ At retirement, allow substitute teacher who earn half pay days of sick leave to convert them to full-day equivalents in determining eligibility for Board-paid health insurance in retirement.

- ◆ Continue MPS group health plan coverage for the surviving spouse of a substitute who retired with coverage for that spouse.

- ◆ Increase the Board's share of the premium for the prepaid dental insurance plan to 95% of the premium for family and single coverage. (Currently the Board's monthly payment is \$38 for family and \$12 for single.)

- ◆ Establish a new provision that defines seniority as the last date of hire into the substitute teacher bargaining unit.

- ◆ Modify the dispatching procedures to make assignments by systemwide seniority within the present sequence of assignment steps currently in the contract.

Additional Proposals Will Be Made

Your substitute teacher bargaining team is opening the 2009-11 contract talks with the proposals summarized above because there was little discussion of them when the 2007-09 agreement was reached. The School Board's team also had proposals for the 2007-09 contract which it will probably bring back to the table.

However, both teams have the right to introduce additional proposals during negotiations. For example, your team will present a specific salary proposal later during the bargaining process, but not on March 2.

We urge you to attend the March 24 substitute teacher meeting to discuss negotiations, including ideas for additional proposals.