
Very Important!

We strongly recommend that you attend the meeting on **March 18**. (See the agenda to the right.)

The Wisconsin Education Association Council (WEAC) will present information on the benefits of WEAC/NEA membership. You will have an opportunity to ask questions about dues, professional opportunities, voting rights, insurance programs, etc.

Key Step in Process

The WEAC presentation on March 18 is one of several steps taken by the elected leaders of the MTEA substitute teacher unit - your MSTA Executive Council.

For several months, you have been receiving WEAC's InPrint newsletter and have had access to WEAC's member-only Web site. You have also had the opportunity to attend WEAC's statewide education convention the past few years.

Members Decide

These opportunities to learn about WEAC/NEA will culminate in a vote by substitute teacher members. By constitution, a simple majority vote of substitute teacher members voting - by written, secret ballot - is required to approve unified membership/dues (MTEA/WEAC/NEA).

MSTA Membership Meeting - March 18

The Annual General Membership meeting of the Milwaukee Substitute Teachers' Association (MSTA) will be held at 4:30 p.m. on Tuesday, March 18, at Serb Hall, 5101 West Oklahoma Ave. The meeting will provide a timely update on issues affecting your MPS employment.

All MPS substitute teachers are invited to the meeting. However, by constitution, only MTEA members may vote. Light refreshments will be served. The agenda is as follows:

1. Approval of Minutes (To Be Distributed at the Meeting)
2. President's Report
3. Nominations from the Floor
4. Presentation by WEAC Regarding Unified Membership
5. Vacancy Pay
8. New Business

I look forward to seeing you on March 18.

Mary Ulander

Mary Ulander
MSTA President

Getting Involved in 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.

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.

Seven Leadership Positions Open

There are six leadership positions open for election to **two-year** terms this April: the Officer positions - President, Vice-President, Secretary, and Treasurer - and two at-large representatives on the MSTA Council. In addition, a **one-year** at-large representative position is open.

Additional Nominations at March 18 Meeting

Nominations will be taken from the floor at the March 18 general meeting. (See item #3 on the agenda above.) To be nominated, a member must be present to accept the nomination in person or submit a signed statement of acceptance **at the March 18 meeting**. If you cannot attend, your signed statement should include your home phone number and the position you are seeking.

First Semester Vacancy Pay

If you were assigned to a teacher vacancy (or vacancies) during the first semester, you should be paid the difference between the regular substitute teacher daily pay rate and your teacher salary schedule daily rate on the **March 21** check.

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, complete the form below.

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

Teacher Vacancy Pay - First Semester of 2007-08

Name:

Home Phone:

MPS Employee ID:

School where pay was earned:

Name of the teacher:

Grade (or subject):

First day in vacancy:

Last day in vacancy:

Your step on teacher salary schedule (circle one):

BA BA+16

MA MA+16 MA+32

Your years of experience: _____

Vacancy Pay Targeted for March 21

Unless an unexpected problem arises, MPS plans to include the first semester vacancy pay differential on the March 21 paycheck. 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 make a correction as soon as possible.

New Limit on Teacher Vacancy Pay

As part of the give-and-take process of bargaining the 2005-07 MBSD/MTEA Substitute Teacher contract, a salary concession was made. Starting the first semester of this school year, there is a two-fold cap on teacher vacancy pay.

All substitute teachers, including retired teachers who are now subbing after long careers in MPS, will be limited in their placement on the teacher salary schedule in two ways:

- ◆The highest division is now the earned master's division.
- ◆The highest step is now Step 8 on the schedule, reflecting a maximum experience credit of seven years.

Examples Explain the Two-Fold Cap

The examples below show how the master's division cap and the experience cap will impact teacher vacancy payments on the March 21 paycheck for some members, **mainly retired teachers**.

MA Division Cap Example

For the first semester of 2007-08, suppose you have: ◆An earned master's degree and enough credits to place you in the MA+32 division on the teacher salary schedule. ◆Three years of experience substituting in MPS, which places you at Step 4 on the teacher schedule. ◆You worked in a teacher vacancy for 50 days.

Based on the master's cap, your teacher salary differential payment (pre-tax) would be \$4,172. Without the master's cap, the teacher vacancy payment in this example would have been \$5,143.50.

Experience Credit Cap Example

For the first semester of 2007-08, suppose the following: ◆You started subbing after you retired with 25 years as a contract teacher in MPS. ◆You have a bachelor's degree plus enough credits to be in the BA+16 division on the teacher salary schedule. ◆You worked 50 days in a teacher vacancy.

With the cap of seven years of experience credit, your placement on the teacher salary schedule is Step 8. In this example, your teacher vacancy payment would be \$5,094.50.

Without the new cap on experience, your placement would have been at Step 13, the top in the BA+16 division (the salary schedule step you reached prior to retirement). Your teacher vacancy payment would have been \$7,024.

Experience Cap Not New for Most Substitutes

Substitute teachers, who have **not** worked as career contract teachers in MPS, have always been limited to seven years of MPS subbing experience for placement on the teacher salary schedule. For example, if you have been subbing for 12 years, you reached the Step 8 limit on the teacher schedule five years ago - after seven years of subbing.