

## Got Contract?

We distributed copies of the 2007-09 MBSD/MTEA Teacher Contract to MTEA Building Representatives in all schools. However, the initial distribution did not include the following groups of teachers: speech pathologists, DTs, school social workers, nurses, OTs, PTs, elementary guidance counselors, ESL teachers, itinerant DHH and VH teachers, and teachers on day-to-day.

BRs were asked to request copies for teachers in these special groups by name. We are delivering these contracts to the schools, along with Sharpener, to avoid mailing to homes. (Postage alone is \$4.80 per contract.)

### Need a Copy?

If you have not received a contract, please ask the BR at your school to submit a request (or make the request yourself) before noon on Tuesday, June 10. We will deliver it to your school on Wednesday, June 11 – along with the final Sharpener of the school year.

If you prefer, you may stop by the MTEA Building weekdays during business hours to pick up a copy.

### Online at mtea.org

The entire contract is now available at mtea.org and on the MPS portal.

## Important Reminders

◆Banking time voting results are due **June 11**. Along with the May 23 Sharpener on banking time, each BR received a special Q & A sheet which included a form to fax us the specifics of the vote.

◆At the June 3 School Board meeting, many educators, parents, and students voiced support for a 2008-09 MPS budget that puts children, not politics, first.

The final public hearing on the budget takes place at 6:30 p.m. on Thursday, **June 12**, at the MPS central office.

◆Can't get to an evening meeting? Call or e-mail Board members to let them know how more budget cuts will harm your students. (See the May 30 Sharpener or go to mtea.org for details.)

## For Your Good Health, This Summer

We recommend that you take time this summer to do yourself, and your pocketbook, some good. **Please...**

### Complete the PHA, Again

By December 15, 2008, you and your spouse **must complete the PHA again** or pay a \$200 penalty. (\$100 will be deducted from your paycheck once in February and again in March of 2009.)

You should not wait until the deadline to take the PHA. The sooner the better. The results will help you select a voluntary program that fits your health status.

### Start Now to Complete a Voluntary Program(s)

If you want to **earn a \$200 tax-free incentive**, you must complete a voluntary GoodHealth program(s) before December 15, 2008 - to receive the incentive by February 28, 2009.

Some voluntary programs take six months. Many involve three six-week programs - requiring 18 weeks to complete. ***You cannot earn the \$200 incentive unless you start months prior to the deadline.***

### A Healthy and Hefty (\$400) Difference

Your good health is the most important reason for participating, and there's **\$400** at stake. That's the difference if you and your spouse complete the PHA to avoid the **\$200** premium deduction **and** if you complete a voluntary program(s) to earn a **\$200** tax-free incentive.

### Details in April 21 Sharpener

A special, eight-page Sharpener on the joint wellness and health education program was sent to MTEA all members. If you didn't keep your copy, go to mtea.org (GoodHealth link).



## Record Day Use

MTEA and MPS have the following agreement on the use of the record day, which will be **June 16** at most schools this year.

"Elementary teachers will turn in records as they complete them at various times on record day. Records will be completed and checked for accuracy and completeness previous to the teachers being excused for the day. The teacher will continue to be responsible for the closing of the assigned classroom. If it becomes obvious to the local administrator after the beginning of the afternoon session that records may not be completed previous to the end of the normal teacher workday, the principal may establish a schedule for said completion.

"Staff members without classroom responsibilities may be assigned such duties so as to assist in the regular closing of schools following the completion of their own responsibilities. It is understood that staff members without classroom responsibilities will not be required to check the accuracy and completeness of other teachers' records."

## Friend of Public Education Nominations

The MTEA has an annual awards program to recognize individuals or organizations who have made significant contributions to the cause of public education in Milwaukee.

The nomination period is now open for the Thirteenth Annual Don Feilbach Friend of Public Education in Milwaukee award. Nominations must be received at the MTEA Building by **June 30, 2008**.

The nomination form includes guidelines for the categories and the judging criteria. The nomination form is at [mtea.org](http://mtea.org) (Members).

## Notify MPS If Resigning

Teachers who resign from MPS are required to provide written notice to the MPS Human Resources Department at least 30 calendar days prior to "the last day to be worked." For example, if your last day were May 16, your written notice would be due by April 16.

Without timely notice, MPS will deduct **\$500** in liquidated damages from your last paychecks. The penalty is an effort to protect schools from losing teachers without an opportunity to obtain qualified replacements.

### Submit Notice Now If You Can

If you do not plan to return to MPS in the fall, you should provide written notice to the MPS Human Resources Department as soon as possible. The sooner you notify MPS, the better.

### July 28 Deadline for Most Schools

No penalty will be assessed if your notice is received at the MPS Human Resources Department, Room 124 of central office, by 5:00 p.m. on **Monday, July 28, 2008**. This date applies to most teachers because they are on the traditional 191-day calendar, and their first day back to work in the fall would be August 28.

### June 30 Deadline for Year-Round Schools

For teachers (191-day) in a year-round school, **June 30** is their deadline because they start the next school year on July 30.

## Insurance Coverage If You Resign

If you work through the end of this school year, your coverage under the negotiated, board-paid insurances (health, dental, and life) continues through **August 31, 2008**.

You should make your resignation effective at the close of business on **June 16**. There is no advantage to a later effective date.

### Exceptions to Note

If you are not on the regular 191-day calendar, you need to adjust your resignation date to fit your calendar. For example, teachers on a year-round calendar resign at the end of the day on **June 24**.

School social workers are another exception. They should make their resignation effective on their last scheduled workday, **June 20**.

### Cobra Rights

The federal COBRA law provides for continuing insurance coverage, **self-paid**, for at least 18 months after board-paid coverage ends. If you have questions about maintaining insurance coverage, please call an MTEA staff member at 259-1990.

## Thanks to BR's

MTEA Building Representatives deserve a note of appreciation for the support and service they have provided to teachers throughout the school year.

BR's are the cornerstone of the MTEA. Their communication and representation efforts benefit the entire membership. They serve voluntarily, without pay, and their leadership is essential to our union's success in meeting your needs.