

Where's My Date Book?

Our union's handy pocket calendar for 2011-12 will be given to BRs at their October 12 meeting and distributed at schools on **Thursday, October 13**.

We apologize for the extraordinary delay. Four of MTEA's full-time professional staff positions have not been filled. We deeply appreciate your understanding and patience.

Calendars at mtea.org

The traditional, year-round, and IB calendars have been on our website since June - but MPS has made a few changes. You can download a copy of the updated calendars at mtea.org.

We also have a summary of the banking days and the two new professional days, which replace the traditional WEAC convention.

Leadership Candidates

Four members have declared their candidacy for three vacant positions on the MTEA Executive Board:

Kindergarten-Primary (Six-year):

Brenda Pullen-O'Donnell –
Engleburg

Monica Lopez –
WCLL

Intermediate (Two-year):

Michele Hilbert –
Grant

Intermediate (Six-year):

Kelly Dawson Salas –
Spanish Immersion

Additional nominations will be taken from the floor at the Teacher Representative Assembly meeting at Serb Hall **October 12**. You must be present to accept the nomination or have a signed acceptance letter at the meeting.

Collectively, Reinventing Our Union

This week, there are three informal discussion sessions on how **we** might re-imagine and reinvent MTEA:

Monday, **October 3**, 4:30 - 6:00 p.m.
Vincent High School - Library

Thursday, **October 6**, 4:30 - 6:00 p.m.
South Division High School - Library

Saturday, **October 8**, 9:30 - 11:00 a.m.
MTEA Building, 5130 W. Vliet St.

Unable to join a conversation with MTEA President Bob Peterson and your colleagues? Please share your ideas at peterston@weac.org or call Bob at 259-1990. Want more information? Go to mtea.org.

TEAM Helps Tenured Teachers

Our union and the school district jointly offer the Teacher Evaluation and Mentoring (TEAM) program. TEAM provides a fair, workable way to identify and help teachers who need assistance in classroom performance.

Participation is strictly voluntary. TEAM participants receive intensive support from peers (mentors) for two full semesters. Peer assistance includes: planning sessions, observations/follow-up conferences, modeling, coaching, providing resources, and other support.

Before assistance is offered, a TEAM mentor conducts an investigation, talks with the teacher, and presents a confidential, fact-based report to the TEAM Board. The joint board, six teachers and five administrators, decides whether or not to offer assistance to the teacher.

Year After Year, TEAM Gets Results!

The data for the past 14 school years shows consistent success.

Referrals: Prior to this fall, there have been 579 confidential referrals to TEAM - 495 by principals, 35 self-referrals, and 49 by peers.

Participation Offers: Over the years, 310 out of 579 referrals have led to offers of TEAM assistance.

Results: The results of 310 past offers are:

- 82 - teachers successfully completed the program
- 32 - currently participate in the program
- 129 - retired or resigned during the TEAM program
- 51 - teachers refused the offer
- 12 - exited the program unsuccessfully

For information on referrals this fall, please continue on back.



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TEAM Referral Deadline - October 17

Referrals must be received at the TEAM office, housed in the French Immersion School, by 4:30 p.m. on **Monday, October 17**. The deadline is strictly enforced and delivery in person is recommended. Go to mtea.org for a referral form and more information.

Questions? Call Lisa Marie Menefee at 874-8402. Lisa Marie is a teacher, appointed by our union, who coordinates the TEAM program.

Tips on Coverage to Fit Your Needs

Already enrolled in one (or more) of our union's salary protection plans? Applying for the first time? In both cases, the following can help you select coverage based on your income, age, and sick leave accumulation.

With Little Sick Leave

If you have just a few days of sick leave accumulated, you should (at a minimum) enroll in **Plan 2**, the sick leave coordinated plan.

This plan is a very good deal, especially for newer teachers. The premium for **Plan 2** (Schedule B) is only \$5.60 per paycheck and the monthly cash benefit is \$600.

With Lots of Sick Leave

If you want more coverage or if you have a great deal of sick leave accumulated, you should enroll in **Plan 1**. This plan pays benefits whether you are receiving sick leave pay from MPS or not.

Senior Teachers Especially

Plan 1 is a very good option for veteran teachers. As the risk of a disabling illness increases with age, many teachers want the option of **not** using their sick leave - to qualify for Board-paid health insurance during retirement. With **Plan 1**, you receive a monthly cash benefit whether you use your sick leave or not.

Should You Drop Plan 2?

Unless you use up your sick leave, you will **not** receive **Plan 2** benefits. Depending on your age and sick leave accumulation, you may wish to drop sick leave coordinated coverage and increase your benefits under **Plan 1** (and **Plan 3**).

What's Disability Insurance?

The AFLAC duck commercials use humor to explain a serious insurance need. **Disability insurance is protection against the loss of salary income when you can't work due to illness or injury.**

MTEA Group Plans Cost Less

Our union's group disability insurance plans offer salary protection that you can tailor to your individual and family needs - at excellent rates. (You don't pay for expensive TV ads.) Premiums conveniently are paid through payroll deductions, 20 each school year.

Salary Protection Plans

All three MTEA plans pay cash benefits. You may select **Plan 1** and/or **Plan 2**. However, to enroll in **Plan 3**, you must also enroll in **Plan 1**.

Plan 1 pays whether you are on sick leave pay or not.

Plan 2 pays only after your sick leave is exhausted.

Plan 3 pays extended benefits for long-term disability.

October Open Enrollment

Open enrollment means you can obtain coverage within the benefit maximums noted below, *even if you have a pre-existing medical condition*. (However, you can't collect benefits on a pre-existing condition within the first 12 months of coverage.)

Plan 1 - Up to a monthly maximum of \$1,200.

Plan 2 - Schedule A only.

Plan 3 - Up to a monthly maximum of \$600.

You may apply for the MTEA's disability insurance plans any time during the school year. However, to apply on an open enrollment basis, your application must be signed and dated by **October 31**.

Drop-In October 11

If you have questions about this insurance, come to our union's office on **Tuesday, October 11**, from 3:00 p.m. to 5:30 p.m. You'll receive individual advice on plan options that fit your financial needs.

A Healthy Note

If you are in good health, you may enroll for maximum coverage under all three plans - as long as your monthly cash benefits do not exceed two-thirds of your monthly salary rate.

See Booklet for Details and Enrollment Form

The plans are described in detail in the booklet sent with today's Sharpener. **A tear-out enrollment form is on the back inside cover.**