



MEAA Leadership Election in April

Fourteen EA union leadership positions will be open for election this April.

Four Officers

The four MEAA Officer positions of President, Vice-President, Secretary, and Treasurer will be open for election to two-year terms.

Ten Representatives

Representative positions on the MEAA Executive Council will be elected.

Five positions are **four-year** terms: two elementary seats; two at-large positions; and the special education position.

Five positions are open to election for **two-year** terms: one elementary seat, two at-large positions, the senior high position, and the bilingual position.

Who Is Eligible

All EA members, regardless of their position or school level, may run for the MEAA Officer and the at-large positions.

For the other positions, you must currently work within the category you wish to represent. For example, to represent senior high EAs, you must work at the senior high level.

When the Going Get's Tough...

For over 40 years, the MTEA has fought for your rights, salary, and benefits at the negotiations table. After this school year, our union will continue to fight through **collective action** - instead of collective bargaining.

We will need very effective EA leaders citywide for the challenges ahead. This spring's leadership election is extremely important for all EA members.

Now Is Your Time to Step Forward

You can play an important leadership role within our union because of your unique background, experience working in MPS, and **your** views.

Self-nominations will be accepted from now through **January 27**.

Brief Description of MEAA Leadership Duties

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

If elected, your primary duty will be to participate in monthly meetings of the 16-member Executive Council and the MEAA Chairpersons. You will discuss and make decisions on issues and concerns that directly affect EAs throughout MPS.

Declare Your Candidacy by January 27

If you would like to become a candidate, you need to submit the form below to the Nominating Committee by **Friday, January 27**. Your form should be mailed to: MEAA Nominating Committee; 5130 West Vliet Street; Milwaukee, WI 53208. You will automatically become a candidate when your statement is received.

MEAA Leadership - Candidate Declaration Form

Name _____ Phone _____

Home Address _____ *MKE* Zip _____

Home Email _____ Cell _____

School _____ Phone _____

I would like declare myself a candidate for the following MEAA Officer or Executive Council position (see box to the left):

This form must be received at the MTEA Building by **5:30 p.m. on Friday, January 27, 2012**.



Consider Retiring?

Are you eligible to retire before the EA contract expires? What pension benefits will you have? What are your options - now and after June 30, 2012?

Our union is holding a workshop to help members make an informed choice about when to retire. Two members of our staff will make presentations and answer questions.

Cheryl Barczak will explain the EA contract provisions and the steps for obtaining an estimate of your pension benefits. Joan Heithoff will explain health insurance options.

What: Retirement Planning Workshop for EAs

When: 1:30 p.m. - 3:00 p.m. Friday, **January 16.**

Where: MTEA Building

Please Pre-Register

If you plan to attend, please pre-register at mtea.org or call us at 259-1990.

Save Your MPS Paycheck Statements

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

Reinventing MTEA: Transition Underway

Our union is taking steps now to prepare for the post-contract "Walker World," which EA members will experience when the contract expires on June 30, 2012.

Staff Restructuring by Regions

MTEA Executive Director Sid Hatch has initiated a process for allocating staff support for schools by the district's five regions - the Metro Region, comprised of most of the high schools and the four MPS geographic regions: Central, East, Northwest, and Southwest.

This alignment of staff resources will be phased in during the second semester.

Developing and Supporting School Leaders

The focus of union organizing and problem-solving will be more school-based as activities move from the MTEA office to the school level. To start preparing MEAA Chairpersons and others for expanded roles, the MTEA Union Leadership Academy is being launched.

Because of the importance of highly effective leaders in each school, our union is arranging to release EA Chairpersons for an initial full day of Leadership Academy development. An Academy day will be held for each of the five regions, starting with the Central Region on February 1.

First-Ever, During-the-Workday Sessions

This costly approach (MTEA is reimbursing MPS for the cost of the substitute teachers) is without precedent for our union. It's a strategic investment that underscores the increased importance of school leaders. These Academy days are the first among many changes necessary to build our union's strength, one school at a time.

Building Committee - More Valuable Than Ever

For addressing schoolwide issues such as security and discipline, each school needs an effective Building Committee. Your school's EA Chairperson is automatically a member of this key committee. This will be indispensable when the contract ends.

School Advocates - Critical New Component

The vitality and future success of reinventing MTEA requires more than advocating for better working conditions at each school. In addition to traditional member-focused activities, we need to take a more active and visible role in the world outside the classroom.

There are four new *school-based* MTEA Advocate positions:

Democracy Advocate: Organize and inform members about political races, recalls, legislative issues, and political actions.

Parent/Community Advocate: Work with parents and community organizations to collaborate on school issues and improve your school.

Social Justice/Equity Advocate: Empower members to address social justice issues your students and community face.

Teaching & Learning Advocate: Serve as your school's "go to" person on curriculum, professional development, and pedagogical issues.

Please consider serving as an Advocate in an area that appeals to you. For details and sign-up, go to mtea.org.
