
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 your health insurance options.

What: Retirement Planning Workshop for EAs

When: 9:30 - 11:00 a.m. Friday, **October 28**

Where: MTEA Building

Please Pre-Register

If you plan to attend, please pre-register at mtea.org or call us at 259-1990 by noon on *Thursday, October 27*.

All Paras Recalled!

The district has brought back the paraprofessional EAs it laid off last summer. In fact, MPS now has 14 para vacancies.

These vacancies are posted on the MPS portal under "Employee Self Service." If you would like to transfer to one of these positions, you must apply online by 5:00 p.m. on **Tuesday, October 25**.

When Your Contract Expires

Do you have questions about what may happen to your wages, hours, and working conditions after the EA contract ends on June 30, 2012?

The first thing you should know is that you will still have our union to represent you; to advocate for improving your salary, benefits, and employment conditions; to protect your rights.

The strength of our union will be determined by the EA membership. If EAs join the MTEA and participate in union activities at school and on a districtwide level, our collective solidarity and strength will increase. For initial opportunities to get involved, please review the "Help Reinvent Our Union" article below.

Stop the Rumors. Get the Facts.

One of the first steps our union is taking to help prepare you for post-contract conditions is a drop-in session open to all EA members. Our union's leaders want to listen to you!

When: 3:00 - 6:00 p.m. on **Thursday, October 27**

Where: MTEA Building, 51st and Vliet

What: Drop in to ask your questions and get the facts.

Help Reinvent Our Union

Why - Along with our students and school, we are experiencing the harm caused by unprecedented cuts in state funding. And the defunding of MPS will continue with more cuts next year.

We have already lost the right to bargain any changes in our 2009-12 EA contract with the school board. The full impact of the new law will be felt after June 30, 2012 - when our contract expires.

What - We, the members of MTEA, must act now to reinvent our union. To remain the strongest advocate for educators and the students we serve, we must change. Our collective voice needs to be more focused on solutions and more forceful on improving our profession.

How - For starters, there are two new ways to get involved:

1. Four new school-level **MTEA Advocate** positions.
2. A **revitalized committee structure** to engage members systemwide in advocating for genuine improvements in teaching and learning.

Become an Advocate at Your School

The four new MTEA Advocate positions are listed on the back. They are in addition to the EA Chairperson and the teacher BR at your school.

Please continue on back...



EA Council Vacancies

There are five vacant union leadership positions on the MEAA Executive Council:

- MEAA Secretary
- Elementary Representative (Two Seats "B" & "E")
- Senior High Representative
- Bilingual Representative

To apply for one of these positions, please send a brief letter to MEAA President Tjuna Eggson at the MTEA Building, 5130 West Vliet Street, Milwaukee WI 53208.

Applications must be sent to Tjuna by **Friday, October 21.**

Continued from front...

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

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

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

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

Join Other Members for Districtwide Impact

As part of restructuring MTEA committees, several new committees are being formed, which are open to all MTEA members - including EAs! They will complement our union's long-standing committees, and offer members a wide range of involvement options.

Please consider joining one of our union's committees. Your perspective and experience as an EA will be valuable in transforming our union.

Make a Difference at Your School and Systemwide

Please sign up now at mtea.org or on the "Help Reinvent the MTEA" form by **Friday, October 28.** Together, we can reinvent our union!

Representing MTEA at WEAC/NEA RA Meetings

As a local affiliate of the Wisconsin Education Association Council (WEAC) and the National Education Association (NEA), the MTEA participates in the governance of both organizations. Most major policy decisions of WEAC and NEA are made at their annual representative assembly (RA) meetings.

Delegation Reflecting MTEA Membership

The constitutions and policies of both WEAC and NEA require efforts to achieve the participation of ethnic-minority members reflective of the state's general population. However, under the MTEA Constitution, our union's goal is a delegation that reflects the EA membership, nearly 70% of which is now comprised of ethnic minorities.

Delegates: Two-Year Terms

The MTEA Constitution sets the procedures for electing delegates to the WEAC RA and the NEA RA. To provide continuity of MTEA representation, delegates are elected to two-year terms.

WEAC RA: Spring of 2012 & 2013

The WEAC RA will be held in Wisconsin Dells the weekend of April 20-22, 2012. In 2013, the WEAC RA is in La Crosse on April 26-28.

NEA RA: Early July in 2012 & 2013

In 2012, the NEA RA will be held in Washington D.C. on June 30 - July 5. The NEA RA will be in Atlanta in 2013, on July 2-7.

Delegate Expenses Reimbursement

In 2012, the MTEA will reimburse the expenses for up to 22 EA delegates to the state meeting (\$235) and 8 delegates to the national meeting (\$1,344). The amounts are based on costs for travel, meals, and lodging expenses normally incurred by delegates from our area.

Self Nominations: October 31 Deadline

To become a candidate for a two-year term as an MTEA delegate for the WEAC RA and/or the NEA RA, you need to nominate yourself online at mtea.org. The online application includes a detailed description of the responsibilities and time commitment of delegates.

The deadline for receipt of nominations at the MTEA Building is Monday, October 31 (before midnight).

Call us at 259-1990 for a paper copy of the form if you are not able to submit your nomination online. You may fax it to us at 259-7801.