
Retirement Planning Workshop for EAs

If you are considering retirement, you should attend the MTEA's retirement planning workshop after school on **Thursday, February 21**. The workshop will be held at the MTEA Building, 5130 West Vliet Street.

Light refreshments will be served during registration, starting at 4:00 p.m. The presentation starts at 4:30 p.m., followed by a question/answer segment, and end no later than 6:30 p.m. We encourage you to bring your spouse.

Details and Advice

The workshop will offer general information on how and when to retire from MPS. Mary Jane Stoffel from the Milwaukee Employees' Retirement System will explain your city pension benefits. Cheryl Barczak of the MTEA staff will review the negotiated retirement benefits - health insurance, life insurance, and severance pay.

If you plan to retire at the end of this school year, you should submit your formal notice to MPS prior to April 1. This planning session will explain why.

Pre-Registration

If you plan to attend, please pre-register by calling us at 259-1990 or go to mtea.org (Events).

Security Breach Alert for MTEA Group Disability Insurance Participants

If you have the MTEA's group disability insurance, please be advised that electronic records containing your name and Social Security number have been illegally accessed.

We want to stress that **NO** personal medical information was obtained.

What You Should Do Immediately

We strongly recommend that you call one of the three national credit bureaus to begin a fraud alert. Each bureau is required to notify the other two - so that all three will place an alert. The toll-free fraud report numbers are:

- ◆ Equifax - 1-800-685-1111
- ◆ Trans Union - 1-800-916-8800 or 1-800-888-4213
- ◆ Experian - 1-888-397-3742

Review Your Credit Reports Carefully

Once you've initiated a fraud alert, you have the right to request free copies of your credit reports. You should review them and look for:

- ◆ Credit inquiries from any company you don't recognize or haven't contacted
- ◆ New accounts you didn't authorize
- ◆ Debts on your account that you don't understand

You should also check the accuracy of personal information such as your Social Security number, address, name, initials, employers, etc.

If you find any fraudulent or incorrect information, contact the credit reporting agencies to have it removed.

What We've Learned Initially

A Seattle-based firm, Administrative Systems, Inc., suffered the security breach on December 31, 2007. This third party administrator (TPA) has clients across the country - including the Union Security Insurance Company, which underwrites our group disability plan.

By February 1, Administrative Services, Inc. will mail a letter to each individual affected by the breach. It will provide detailed information, including a toll-free number to call for questions and support.

Updates on Our Web Site

As soon as we learn more about this situation, we will post updates at mtea.org.



Strict Limits on the Use of Physical Force

Physical force may be used only in student discipline situations narrowly defined by the contract provision, quoted below:

"Any reasonable and appropriate means, including the use of physical force, may be used by school personnel (a) to prevent a threatened breach of discipline or (b) to stop a continuing breach of discipline. It is expected that physical force will be used **only when other means for preventing a breach of discipline or stopping its continuance have been ineffective.**"

No Corporal Punishment

In situations where the breach of discipline has been completed, the contract clearly states: "Corporal punishment may **not** be used."

Self-Defense Situations

"However, reasonable physical force may be used in self-defense. Self-defense is permissible where an educational assistant finds it necessary to defend himself/herself or a third person where an educational assistant reasonably believes that such action is necessary for the safety of himself/herself or a third person. Self-defense means the **use of such force as is necessary to protect oneself.** It does not mean that any additional force may be used or that force may be used after the individual is no longer in danger."

Our Advice: If you are in doubt as to whether the use of physical force is appropriate in a student discipline situation, do not use it.

Important: Monitor Your Credit Reports

According to the Credit Learning Center, you should regularly monitor your credit reports, especially for the first year after you discover identify theft. You need to make sure that no new evidence of fraudulent activity appears on your credit reports.

The Center recommends the following steps:

"In addition to placing a fraud alert on your credit files, it is also recommended that you close accounts that are compromised, such as credit card and bank accounts, immediately. When new accounts are opened to replace them, make sure they are protected with new passwords making sure these passwords include a combination of letters/numbers/symbols. You should avoid using your mother's maiden name, your birthday, the last digits of your social security number, your phone number, or any series of consecutive numbers.

"If your driver's license or other government-issued identification is lost or stolen, contact the DMV in your state and follow the appropriate steps to cancel the original license and have a replacement issued to you. You may request that the agency flag your file so that no other party can obtain a license or other official identification in your name."

Some savvy thieves are now waiting a long time, as long as five years, before using stolen information. We urge ongoing monitoring, every four months, alternating among the three credit bureaus.

NEA RA Delegate Voting - By February 6

Materials for the election of delegates to the 2008 and 2009 NEA Representative Assembly were delivered to the schools on January 28.

When you receive your packet, please review the special edition of Team-Mate which provides statements from the 13 EA candidates and then complete the Scantron ballot (#2 pencil). To save on postage, please place your ballot in the "Return to MTEA" box in the main office at your school. The deadline is Wednesday, **February 6.**

NAACP Hosting Education Summit

Wisconsin's NAACP local branches are inviting educators, parents, and community members to a conference on Saturday, **February 9.** The theme is "50 Years After Brown v. Board of Education: Where Are We Now."

Victor Lanier Goode, the NAACP National Assistant Legal Counsel and Interim Director of the NAACP Education Department, is the keynote speaker. Interactive workshops will be presented by the NAACP's education partners - including the MTEA.

The conference will be held at Springfield College, 744 North 4th Street, in downtown Milwaukee. The event starts with registration and continental breakfast at 8:00 a.m. A complimentary lunch will be provided at noon. The conference ends at 2:30 p.m.

To register for this free event, call 562-1000.