

More Coming on New EA Contract

This Team-Mate summarizes most of the new contract changes. We'll explain minor modifications in the next Team-Mate.

There's No Place Like Home, Page

Our union's home page at mtea.org is where you'll find breaking news, activities, an updates specifically for MTEA members.

We update our home page daily, usually by 11:00 a.m. It's your best place to find out what's next for our union and ways you can get involved in the battle against Governor Walker's *union-busting* budget repair bill and his two-year *defund-public-schools* budget bill.

Your Home Email Please

When you subscribe for our email editions of Team-Mate, you'll also receive an occasional email alerting you to high priority news/actions on the budget battle.

We do not use the MPS email system for MTEA messages. Please sign up with your **home email** at mtea.org (Newsletters).

Patience Appreciated

MTEA leaders and staff thank you for your understanding, kindness, and patience. The state budget battle stakes are very high - the future of public education in Milwaukee, our students, and our union.

It's not business as usual. Your calls can't be answered as fast as in the past.

Overview of 2009-12 Contract

Most of the provisions of the 2007-08 contract have been maintained. This Team-Mate explains the changes.

Pension and Other Provisions Unchanged

The 2009-12 contract maintains due process rights, sick leave, dental insurance and other important provisions. There are no changes in your pension. Under your new contract, you will **not** be required to make contributions to the Milwaukee Employees' Retirement System (MERS).

Duration Changed to Match Fiscal Year

The 2007-08 EA contract ended on December 31, 2008. In fact, for decades, the contracts for EAs and all other MPS classified employee units have been based on **calendar** years.

Now all MPS contracts are based on the district's fiscal year, July 1 through June 30. The new contract starts January 1, 2009 and ends on June 30, 2012. It covers 3.5 years.

Salary Gains

The negotiated salary increases are:

- ◆ January 1, 2009 - **2%** raise - *retroactive*.
- ◆ July 1, 2010 - **2%** lump sum amount, in two payments, dates to be determined. (Not an hourly rate raise.)
- ◆ July 1, 2011 - **2%** raise.

New Rates, Retro Pay, and Lump Sum Payments

The MPS administration plans to implement the new salary provisions on this **tentative** timeline:

- ◆ Implement the new salary rates on the March 18 paycheck.
- ◆ Make your retroactive payment (2% raise from January 1, 2009 through now) on one of the three April paychecks. April is the administration's goal, but do not bank on it. It's not set yet.
- ◆ There are no targeted dates projected for the two 2% lump sum payments. The district can't process the first lump sum payment until **after** the retro payments are made.

Look for a detailed explanation, along with the dates for retro and lump sum payments, at mtea.org and in Team-Mate.

Health Insurance Changes in PPO and HMO

Starting April 1, 2011, there will be changes for EAs in the PPO plan and in the HMO plan - the same changes that will apply to most MPS employees. Some of the changes are briefly noted below:

- ◆ There will be more out-of-pocket costs. One example: For the first time, HMO participants will pay an annual deductible (\$50 individual; \$50 each for up to three family members, a \$150 maximum).

New Pay Rates

We are working with the MPS administration to publish the new pay rates that are retroactive to January 1, 2009 and the rates that will start on July 1, 2011. Look for rate schedule details at mtea.org and in [Team-Mate](#).

Classroom Supervision Pay Starts on Day 1

Starting in 2011-12, when para-professionals supervise a teacher's class for two consecutive days or more, they will be paid an extra \$5/hour for the **first day** and all subsequent, consecutive days.

MPS Portal Not Paper

To save on costs, the district bargained for changes that will move communications and transactions to the MPS portal. The following will no longer be done on paper:

- ◆ Summer school employment applications are being processed through employee self-service. **The deadline to apply for work this summer is March 11.**
 - ◆ No sooner than July 1, 2011, all paychecks will be on direct deposit to the financial institution of your choice. We recommend Educators Credit Union (ECU) because it has been very helpful to our members.
 - ◆ The annual fall reassignment assembly will be on the portal, not at central office.
 - ◆ The 2009-12 EA contract will be available electronically via the MPS portal, not in book form.
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Auto Vandalism Coverage Modified

There are two changes in the insurance MPS provides if an employee's car or motorcycle is maliciously damaged when parked at school or on school business. The deductible employees will pay out-of-pocket is \$50. (It was \$40 in the past.) Also, the "tape decks" language was updated. It will read: "factory or after-market installed in-dash audio equipment."

- ◆ There will be a three-tier drug plan, for the PPO and the HMO.
- ◆ The PPO plan will be administered by UnitedHealthcare (UHC) - instead of Aetna.

Same PPO Plan; Different Company Processing Claims

Many members have questions on the change in the insurance company that will administer the PPO plan. One way to explain the change is to imagine the PPO plan as a school bus. On April 1, the PPO will be the same bus, but we'll have a different driver.

Detailed Explanation of Changes in Health Plan

Health insurance changes will be explained in an upcoming newsletter. In addition, there will be a workshop for EAs on the changes on Monday, March 14. Please register as soon as you can at mtea.org (Events) or call us at 259-1990. It's first come, first served.

Premium Contributions Start August 1, 2011

One of the monetary concessions in the new EA contract will be your first-ever employee contributions for health insurance. Your paycheck deductions will be based on the premium cost for the plan you choose.

- ◆ For the PPO, you'll pay **4%** of your **PPO** premium.
- ◆ For the HMO, you'll pay **2%** of your **HMO** premium.

The August 1 start date was set so that year-round calendar EAs will pay the same total amount for their premium contributions each school year as EAs who work the traditional school year.

If You Are Retiring This June...

Background - Due to its projected savings in health insurance, MPS is lowering the PPO rate effective April 1, 2011.

One-Time Opportunity - A special MOU was bargained for EAs who plan to retire at the end of this school year **and** have earned school board health insurance payments during retirement.

Same Eligibility Rules - As in the past, the contract provides that the board will pay toward your premium costs during retirement up to the PPO premium amount in effect when you retire, **if you qualify**. To qualify, you must be 55 or older; you must have been employed by MPS for at least 15 years; and you need at least 812.5 hours of sick leave accumulated when you retire.

Rates Decreasing - The PPO premium rates in effect right now are higher than they will be on April 1, 2011. The current rates should also be higher than the rates that will take effect on July 1, 2011.

If Eligible - Qualified EAs who retire this June can have their board payment amount set at today's higher premium rates during retirement. However, MPS must receive your written resignation/retirement notice on or before **April 1, 2011**.

Personal Decision - Obtaining the higher board payments is very beneficial to EAs who are eligible and *want* to retire at the end of this school year. However, retiring is a big step. We recommend that you carefully weigh your options before making a final decision.



