

MTEA Legislative Breakfast - May 2

Would you like to discuss issues such as school funding reform, making teacher prep time a mandatory subject of bargaining, accountability for voucher schools, and the city residency requirement? The MTEA's Second Annual Legislative Breakfast will give you a chance to talk with Milwaukee-area state legislators about issues that matter to you.

The Details

This year's dialog and breakfast buffet (free) will take place on Saturday, **May 2**, from 8:00 until 11:30 a.m. The event will be held at the Radisson Hotel, at North Avenue and Mayfair Road.

The Purpose

Legislators need to hear directly from educators who work with students in the city's public schools. The educators in MPS know what the district needs to improve student achievement.

The informal, roundtable setting is a great way to share your stories with lawmakers, and learn their views.

Please Pre-Register

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

E-Team-Mate

If you would like to receive Team-Mate via e-mail, please sign up at mtea.org.

Vote Now for MTEA Leaders!

For the first time in over a decade, all four MTEA Officer positions are contested.

All active, dues-paying members - teachers, educational assistants, substitute teachers, and school accountants/bookkeepers - are eligible to vote in this election.

In-School Voting: April 27-29

Ballots were delivered to the schools on Thursday, April 23. The MTEA Building Representative in each school will set the specific voting times, dates, and polling location for teacher and EA members.

BRs have been asked to conduct the voting on three days - **Monday, Tuesday, and Wednesday** - April 27, 28, and 29.

BRs Serve as Union Election Officials

For balloting, BRs serve as election officials, with duties similar to poll workers in civic elections.

Each BR is responsible for following special voting procedures including:

- ◆ Maintaining the security of the ballots at all times - before and after they are cast.
- ◆ Setting the times, dates, and location for voting.
- ◆ Personally handing your ballots to you, and at the same time protecting your right to a secret ballot.
- ◆ Checking your name off the voting list as you place your ballots into the "MTEA Ballot Returns" box.

Please Cast Your Ballots Immediately

You are required to vote as soon as the BR hands the ballots to you. Please mark your color-coded ballots and place them in the ballot box.

Until you are prepared to vote, please do not accept your ballots.

Special Arrangements If Needed

The BRs have a duty to provide all members the opportunity to exercise their right to vote. If you are unable to vote at one of the designated times, you are responsible for contacting your school's BR to arrange a mutually convenient time.



Pay Raise Examples

The new salary rates for the EA job classification schedules will be printed in the ratification document.

Here are three examples to give you an idea of what your hourly rate will be when the **2%** raise for 2007 and the **2.25%** raise for 2008 are applied.

General EA

If you are a general educational assistant at the salary schedule maximum (over 4600 hours), you are currently paid **\$11.85**/hour - the 2006 rate. For 2007, your rate will be **\$12.09**; for 2008, it will be **\$12.36**.

You'll receive retro pay of **\$0.24**/hour for the hours you worked in 2007, and **\$0.51**/hour for hours worked in 2008 and in 2009.

School Safety

If you are a school safety at the salary schedule maximum (after 5 years of service), you are currently paid **\$16.47**/hour - the 2006 rate. For 2007, your rate will be **\$16.80**; for 2008, it will be **\$17.18**.

You'll receive retro pay of **\$0.33**/hour for the hours you worked in 2007, and **\$0.71**/hour for hours worked in 2008 and in 2009.

Paraprofessional

If you are a paraprofessional at the salary schedule maximum (over 4600 hours), you are currently paid **\$16.22**/hour - the 2006 rate. For 2007, your rate will be **\$16.54**; for 2008, it will be **\$16.92**.

You'll receive retro pay of **\$0.32**/hour for the hours you worked in 2007, and **\$0.70**/hour for hours worked in 2008 and in 2009.

Other Classifications

Similar amounts of pay raises and retro salary will be paid to child care assistants, deaf and hard-of-hearing interpreters, and lead assistants.

Negotiations News: Contract Settled

You should have received Negotiations News at your home by now. This newsletter, outlining the tentative agreement on a two-year contract for 2007-08, was mailed last Thursday, during spring break.

Overview of Ratification Steps

- ◆ The MEAA Executive Council and the MTEA Executive Board have voted to recommend that EA members ratify the new pact.
- ◆ Your union is working with the MPS Labor Relations Department to print a ratification document showing the new language for all of the changes and the schedules for the 2007 and 2008 hourly rates.
- ◆ This document will be delivered to the schools next week Thursday, **April 30**, along with your ballot to vote on ratification.
- ◆ Please wait until you have an opportunity to read the ratification document before you ask questions on the new contract.

Serious Analysis and Discussion Needed on the McKinsey Report

Background: Last fall, Governor Doyle and Mayor Barrett obtained private foundation funding for an independent evaluation of MPS finances and operations. McKinsey & Company, an internal management consultant firm with education experience, issued a 103-page report, made public on April 9.

Report Finds MPS Management Lacking

The executive summary outlined findings on the need for fundamental MPS management changes - including these excerpts:

"As part of this study, the team conducted a performance management diagnostic... That diagnostic revealed that MPS lacks the skills and tools needed to successfully manage for performance."

The summary cited examples including a finding that MPS "uses incomplete performance metrics and targets, without which it is difficult (if not impossible) to evaluate success or identify necessary changes."

"MPS appears capable of developing initiatives, but it currently lacks the management systems and processes needed to successfully implement and manage the initiatives after they are launched. In order to capture and sustain savings in the non-instructional area, and to set the stage for improvements throughout the district, MPS must have a robust performance management system."

Next Steps Are Critical

When the McKinsey Report was released, Governor Doyle and Mayor Barrett, joined by State Superintendent Elizabeth Burmaster, issued an announcement on next steps. They are going to lead the MPS Innovation and Improvement Initiative, which they describe as "a broad effort to drive innovation, school improvement and fiscal responsibility in the Milwaukee Public Schools."

There will be much more discussion and debate in the weeks ahead. For access to the McKinsey Report and to learn more about initial plans for next steps, go to mtea.org.
