

## Jobs at Stake!

State and federal funding are not set, but next school year's MPS budget cuts will mean another round of general EA layoffs. Unfortunately, some MPS School Board members do not understand how valuable EAs are to schools and students.

### Action Needed

You can explain how important it is for MPS to maintain the mentoring, the role models, the support, which EAs give students.

Please call, write, or e-mail your School Board member today! Ask them to prevent layoffs of any employees, especially those who work directly with children.

### Contact Details

Page 12 of the 2008-09 MTEA Date Book provides the home addresses, plus phone and e-mail data, for **six** of the nine MPS Board members.

You can use 475-8284 (phone), 475-8071 (fax) or e-mail to [governance@milwaukee.k12.wi.us](mailto:governance@milwaukee.k12.wi.us) to contact the three **new** members:

**Annie Woodward** - District 4  
(Replaced Charlene Hardin)

**Larry Miller** - District 5  
(Replaced Jennifer Morales)

**David Voeltner** - District 7  
(Replaced Danny Goldberg)

### Who Represents You?

To find out who represents you on the Board, go to [mtea.org](http://mtea.org) (Resources>Legislative>Find Out Who Represents You). However, when Team-Mate went to press, the city's Web site was not up-to-date. For example, Charlene Hardin is still listed, but Annie Woodward replaced her in April.

## New Salary Rates - June 12

MPS is implementing the new hourly rates for educational assistants on the June 12 paycheck. The rates will reflect the raises bargained for the 2007-08 contract, which was ratified by EA members and the school board in late May.

Starting on June 12, EAs will be paid at the 2008 rates (see page two) until a new contract is negotiated for 2009. The rates reflect a **2%** raise for 2007 and a **2.25%** raise for 2008.

## Retro Pay Targeted for June 26

MPS is tentatively planning to pay retroactive EA salary adjustments on the June 26 paycheck. You should **not** plan on retro pay on that check, but it's a possibility. And, if not on June 26, retro pay will be on the July 10 paycheck.

A few examples of retro pay hourly amounts are provided on page two. A special Team-Mate explaining how to check retro pay will be at [mtea.org](http://mtea.org) and mailed to your home in late June.

## Retro Take-Home Pay - About 60%

Your take-home amount may be less than you expect. The biggest reason: IRS requires MPS to uniformly withhold **25%** for federal income tax. (IRS considers retro pay "supplemental income.")

Along with the state income tax withheld, about **7%**, and the employee Social Security/Medicare contribution, **7.65%**, your retro payment is reduced by about **40%**. For example, if you earned \$500 in retro pay, your take-home amount would be about \$300.

## Layoffs Expected Due to Budget Cuts

It appears that more general assistants will be laid off this summer. At the same time, MPS is again hiring new paraprofessionals.

## Leaves Can Help Minimize Layoffs

To reduce the number of general assistants who may be laid off, MPS is approving any leave requests of a reasonable nature.

To request a leave, you should send a letter to Bernadine Cosey, Staffing Specialist; Department of Human Resources; Milwaukee Public Schools; P.O. Box 2181; Milwaukee, WI 53201-2181. Your letter should explain the reason for your request and specify the duration - for example, the 2009-10 school year.

Before you request a leave, you may want to talk with an MTEA staff member. For example, you would have to pay the premium to maintain health insurance coverage while on an unpaid leave.

**Insurance Coverage  
If You Resign**

If you work until the end of this school year, your coverage under the negotiated, Board-paid insurances (health, dental, and life) continues through August 31, 2009. Your resignation should be effective at the close of business on **June 17**.

The federal COBRA law provides for continuing insurance coverage on a self-paid basis for at least 18 months after Board-paid coverage ends. Please call an MTEA staff member at 259-1990 if you have questions about maintaining insurance coverage.

**Retro Pay - Hourly Amount Examples**

Here are three examples to give you an idea of the hourly amount of retro pay when the 2% raise is applied to 2007 earnings and when both the 2% and 2.25% raises are applied to 2008 earnings - and 2009 earnings through the May 29 paycheck.

**General EA**

If you are a general educational assistant at the maximum (over 4600 hours), 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 2009.

**School Safety**

If you are a school safety at the maximum (after 5 years of service), 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 2009.

**Paraprofessional**

If you are a paraprofessional at the maximum (over 4600 hours), 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 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.

**Salary Schedules - Hourly Rates**

**General Assistants**

	Minimum	1,150 Hours	2,300 Hours	3,450 Hours	4,600 Hours
2008 (Jan. 1)	\$10.77	\$11.27	\$11.78	\$11.99	\$12.36

**Paraprofessional Assistants**

2008 (Jan. 1)	\$15.27	\$15.71	\$16.41	\$16.68	\$16.92
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**School Safety Assistants**

	Base	After 1 year	After 2 years	After 3 years	After 4 years	After 5 years
2008 (Jan. 1)	\$14.27	\$14.89	\$15.43	\$16.00	\$16.57	\$17.18

**Deaf and Hard-of-Hearing Interpreters**

	Minimum	1,150 Hours	2,300 Hours	3,450 Hours	4,600 Hours
2008 (Jan. 1)	\$16.73	\$17.19	\$17.88	\$18.13	\$18.40

**Childcare Workers (12 Month)**

	Base	After 1 year	After 2 years	After 3 years	After 4 years	After 5 years
2008 (Jan. 1)	\$11.21	\$11.56	\$11.88	\$12.22	\$12.57	\$12.84

**Childcare Workers (School Calendar Employees)**

	Base	1,150 Hours	2,300 Hours	3,450 Hours	4,600 Hours	5,750 Hours
2008 (Jan. 1)	\$11.21	\$11.56	\$11.88	\$12.22	\$12.57	\$12.84



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## Financial Seminars

During these times of economic change, are you looking for help to safeguard your financial situation?

Whether you are just getting started, wondering what you should or shouldn't do with your current retirement savings, or looking to find out if and when you can retire, help is here!

Two seminars will be presented on Monday, **July 20**, at WEAC's Brookfield Office, 13805 W. Burleigh Rd.

### Turbulent Markets

*10:00 - 11:00 a.m.*

This seminar will examine time-tested investment lessons to guide you through market volatility. The impact for 403(b) regulations have on your ability to move money from one investment provider to another will be also be discussed.

### Retirement Planning 101

*2:00 - 3:00 p.m.*

If you are considering retirement, this seminar will provide you with information on the main sources of retirement income, the most common roadblocks to a secure retirement, and different retirement planning solutions.

### Registration

For other WEAC seminar options, details, and to register, call 1-800-279-4030, Ext. 8563, or go to [weabenefits.com](http://weabenefits.com).

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## Friend of Public Education Nominations

The MTEA has an annual awards program to recognize individuals or organizations who have made significant contributions to the cause of public education in Milwaukee.

The nomination period is now open for the Fourteenth Annual Don Feilbach Friend of Public Education in Milwaukee award. Nominations must be received at the MTEA Building by **June 30, 2009**.

For details, including the nomination form and list of past recipients, go to [mtea.org](http://mtea.org) (Events).

## Talks to Start on Next Contract

Your union's educational assistant bargaining team is scheduled to exchange initial contract proposals with the school board's team on **June 16**. By law, this first session will be open to the public. Look for updates on contract talks this summer at [mtea.org](http://mtea.org).

Your team's proposals will reflect the issues and priorities identified by the membership. The team greatly appreciates the feedback from the Negotiations News survey and the town hall meeting in May.

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## For Your Good Health, This Summer

We recommend that you take two steps this summer to do yourself, and your pocketbook, some good. Please take the PHA to avoid a **\$200** financial penalty **and** start the voluntary Internet-based programs to earn a **\$250** financial incentive.

To access information on taking the PHA and the voluntary "Healthy Living" programs, go to [mtea.org](http://mtea.org) and click on the "Take the PHA" link.

### Complete the PHA, Again

By December 15, 2009, you and your spouse **must complete the PHA again** or pay a \$200 penalty. (\$100 will be deducted from your paycheck once in February and in March of 2010.)

### Keep Proof of PHA Completion

Be sure to print and retain your confirmation number if you and your spouse take the PHA online.

If you send the paper version, be certain to retain the results mailed to your home. (If you don't receive your PHA results in the mail within three weeks, call GoodHealth at **1-866-904-2615**.)

## Start Now to Complete Voluntary Programs

If you want to **earn a \$250 tax-free incentive**, you must complete a voluntary GoodHealth program(s) before December 15, 2009. The incentive which employees may earn has increased from \$200 for 2008, to \$250 for 2009.

Many voluntary programs involve three six-week programs - taking 18 weeks to complete. To earn the \$250 incentive:

◆ You may take the same six-week program three times **or** three different programs **or** the same program twice and another one for a total of three.

◆ However, you may **not** take three Internet programs concurrently. You must complete one before you start another.

*You cannot earn the \$250 incentive unless you start months prior to the deadline.* If you start the week of June 21-27 and take a one-week break between three Internet-based programs, you could finish before Thanksgiving.

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## Still No Calendar Agreement

When Team-Mate went to press, there was no resolution on the school calendars for 2009-10 (traditional, IB, and year-round). We will keep you posted this summer at [mtea.org](http://mtea.org).



### Returning from a Leave of Absence

If you plan to return from a leave of absence when the school year begins in the fall, you should mail a written notice to MPS now of your intention to return to work. This will enable you to obtain an assignment when MPS holds the reassignment assembly at the start of the school year.

Your notice should be sent to the Educational Assistant Unit; Department of Human Resources; Room 128; MPS Administration Building; 5225 West Vliet Street; P.O. Box 2181; Milwaukee, WI 53201-2181.

◆If you are returning from an illness leave, you should send a statement from your doctor, releasing you to return to work, along with your request.

◆If you are returning from a study leave, send a copy of a college transcript on the courses you completed during your leave.



### Bravo Chairpersons!

Chairpersons are the cornerstone of your union. Their communication and representation efforts benefit the entire membership. They serve voluntarily, without pay, and their leadership is key to your union's success.

MEAA Chairpersons deserve a word of appreciation for their support and service to EAs throughout the school year. Be sure to thank your Chairperson!



### MTEA Vice-President Runoff Election Results

The results of this May's runoff election for Vice-President are:

- Rozalia Harris - 1,876
- Kim Schroeder - 1,826

Rozalia took office after the MTEA Representative Assembly meeting on June 3 - along with the other newly elected officers.

## MTEA Summer Hours

The MTEA Building will be open weekdays throughout the summer, except for the week of June 28 - July 3. Starting June 19, summer office hours are from 8:00 a.m. until 4:00 p.m. Starting June 26, the office will close at 3:00 p.m. on Fridays.

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### June 26 Paycheck Will Be Mailed

The final paychecks of the school year will be mailed to the homes of EAs. EAs on the nine-day payroll schedule - who work 30, 32.5, 35, or 40 hours per week - will receive a nine-day check on **June 26**.

For EAs **not** on the nine-day pay schedule, the **June 26** check will cover ten days. They will also receive a three-day check on **July 10**.

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### Updating Your Contact Data

Before you start summer break, it is important to make certain MPS and MTEA have your current contact information.

#### Notify the MPS Payroll Department

To update school district records, go to "Employee Self Service" on the MPS home page. You can access the change page with your regular e-mail and password.

If you prefer paper, you need to print out an address change sheet from the MPS Web site and send it to the MPS payroll department. Payroll is the **only department** in MPS that can change an employee's address and other home contact data.

You may fill out the sheet in person at the MPS payroll department in Room 120 at central office, 5225 West Vliet Street. Or you may complete a sheet at school, fax it to payroll at 475-8389 **and** mail in the original sheet via U.S. Mail.

#### Separate Notice to MTEA

If you have not notified us of any contact changes, especially home e-mail, during the past school year, please send the form below to the MTEA Building. If you prefer, call 259-1990, fax 259-7801, e-mail to [mittenl@mtea.weac.org](mailto:mittenl@mtea.weac.org), or go to [mtea.org](http://mtea.org) to fill out the member data update online.



Name \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Zip \_\_\_\_\_

School \_\_\_\_\_ SS# \_\_\_\_\_ (optional)

MPS Employee ID# \_\_\_\_\_

Home E-Mail \_\_\_\_\_

MPS E-Mail \_\_\_\_\_@milwaukee.k12.wi.us

