

Where's My Date Book?

Our union's handy pocket calendar for 2011-12 will be given to EAs at their October 12 meeting and distributed at schools on **Thursday, October 13**.

We apologize for the extraordinary delay. Four of MTEA's full-time professional staff positions have not been filled. We deeply appreciate your understanding and patience.

Calendars at mtea.org

The traditional, year-round, and IB calendars have been on our website since June - but MPS has made a few changes. You can download a copy of the updated calendars at mtea.org.

We also have information on the banking days and how the district is handling the elimination of the two WEAC convention days.

EA Council Vacancies

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

- MEAA Secretary
- Elementary Representative
- Senior High Representative
- Bilingual Representative

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

Applications must be received by 5:00 p.m. on **Friday, October 21**.

Collectively, Reinventing Our Union

This week, there are three informal discussion sessions on how *we* might re-imagine and reinvent MTEA:

Monday, **October 3**, 4:30 - 6:00 p.m.
Vincent High School - Library

Thursday, **October 6**, 4:30 - 6:00 p.m.
South Division High School - Library

Saturday, **October 8**, 9:30 - 11:00 a.m.
MTEA Building, 5130 W. Vliet St.

Unable to join a conversation with MTEA President Bob Peterson and your colleagues? Please share your ideas at peterson@weac.org or call Bob at 259-1990. Want more information? Go to mtea.org.

Preparing for Post-Contract Reality

On June 30, 2012, three MTEA bargaining units - EAs, bookkeepers, and substitute teachers - will lose their contracts. Our entire union - members, leaders, and staff - has fought hard to bargain and enforce contracts that have been national models for decades. In just nine months, our union's EA contract with the school board will no longer exist.

Throughout this school year, we will provide you with information on what will change, and what will remain the same. The need to support one another, our strength in numbers, the foundation of unionism - *An injury to one is injury to all* - will be more important than ever!

Understanding Your 2009-12 Contract

One step in preparing for our union's future is enforcing the contracts we have now. The EA pact was bargained and ratified last February. It covers three and a half years, from January 1, 2009 through June 30, 2012.

Here's a quick review of the negotiated salary raises.

- ◆ EAs received a 2% raise retroactive to January 1, 2009.
- ◆ For the 2010-11 "school year" (covering 365 days from July 1, 2010 through June 30, 2011), EAs received a 2% lump sum. The lump sum was paid on two checks. The first payment was on June 24, 2011. The remaining, smaller amount was finally paid on September 30.
- ◆ Effective July 1, 2011, all EAs received a 2% raise.

The two 2% raises are shown on the back of today's Team-Mate.

EA Salary Raises and Currently Hourly Rates

The top line shows the 2008 rates. *The italicized line in the middle shows the rates on January 1, 2009.*
The bold face line shows the hourly rates in effect since July 1, 2011.

General Assistants

	Minimum	1,150 Hours	2,300 Hours	3,450 Hours	4,600 Hours
Dec. 31, 2008	\$ 10.77	\$ 11.27	\$ 11.78	\$ 11.99	\$ 12.36
+ 2%	\$ 0.22	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
<i>Jan. 1, 2009</i>	<i>\$ 10.99</i>	<i>\$ 11.50</i>	<i>\$ 12.02</i>	<i>\$ 12.23</i>	<i>\$ 12.61</i>
+ 2%	\$ 0.22	\$ 0.23	\$ 0.24	\$ 0.24	\$ 0.25
July 1, 2011	\$ 11.21	\$ 11.73	\$ 12.26	\$ 12.47	\$ 12.86

Paraprofessional Assistants

Dec. 31, 2008	\$ 15.27	\$ 15.71	\$ 16.41	\$ 16.68	\$ 16.92
+ 2%	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.33
<i>Jan. 1, 2009</i>	<i>\$ 15.57</i>	<i>\$ 16.02</i>	<i>\$ 16.73</i>	<i>\$ 17.01</i>	<i>\$ 17.25</i>
+ 2%	\$ 0.31	\$ 0.32	\$ 0.33	\$ 0.34	\$ 0.35
July 1, 2011	\$ 15.88	\$ 16.34	\$ 17.06	\$ 17.35	\$ 17.60

School Safety Assistants

	Base	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
Dec. 31, 2008	\$ 14.27	\$ 14.89	\$ 15.43	\$ 16.00	\$ 16.57	\$ 17.18
+ 2%	\$ 0.28	\$ 0.30	\$ 0.31	\$ 0.32	\$ 0.35	\$ 0.34
<i>Jan. 1, 2009</i>	<i>\$ 14.55</i>	<i>\$ 15.19</i>	<i>\$ 15.74</i>	<i>\$ 16.32</i>	<i>\$ 16.92</i>	<i>\$ 17.52</i>
+ 2%	\$ 0.29	\$ 0.30	\$ 0.31	\$ 0.33	\$ 0.34	\$ 0.35
July 1, 2011	\$ 14.84	\$ 15.49	\$ 16.05	\$ 16.65	\$ 17.25	\$ 17.87

Deaf and Hard-of-Hearing Interpreters

	Minimum	1,150 Hours	2,300 Hours	3,450 Hours	4,600 Hours
Dec. 31, 2008	\$ 16.73	\$ 17.19	\$ 17.88	\$ 18.13	\$ 18.40
+ 2%	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.37
<i>Jan. 1, 2009</i>	<i>\$ 17.06</i>	<i>\$ 17.53</i>	<i>\$ 18.23</i>	<i>\$ 18.49</i>	<i>\$ 18.77</i>
+ 2%	\$ 0.34	\$ 0.35	\$ 0.36	\$ 0.37	\$ 0.38
July 1, 2011	\$ 17.40	\$ 17.88	\$ 18.59	\$ 18.86	\$ 19.15

Childcare Workers

	Base	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
Dec. 31, 2008	\$ 11.21	\$ 11.56	\$ 11.88	\$ 12.22	\$ 12.57	\$ 12.84
+ 2%	\$ 0.23	\$ 0.23	\$ 0.25	\$ 0.24	\$ 0.24	\$ 0.26
<i>Jan. 1, 2009</i>	<i>\$ 11.44</i>	<i>\$ 11.79</i>	<i>\$ 12.11</i>	<i>\$ 12.46</i>	<i>\$ 12.81</i>	<i>\$ 13.10</i>
+ 2%	\$ 0.23	\$ 0.24	\$ 0.25	\$ 0.26	\$ 0.27	\$ 0.26
July 1, 2011	\$ 11.67	\$ 12.03	\$ 12.36	\$ 12.72	\$ 13.08	\$ 13.36