

Contract Books Delivered Today!

MEAA Chairpersons received a copy of the **2004-06 MBSD/MTEA Educational Assistant Contract** book for each EA assigned to your school - per the MTEA database. Copies were also delivered for school safety assistants working at your building this year.

For Every EA

We used the most up-to-date information we have to distribute the book to the schools. Your school's EA Chairperson should make sure all EAs receive their copy and let us know if more copies are needed.

Costly to Mail

Copies are being mailed only when absolutely necessary. (The postage is \$2.70.)

For EAs Only

MPS did not receive any copies of the printed book. It's on the MPS portal and at mtea.org.

Our union received a limited number - **for our EA members only**. Principals can print a copy of the online edition if they want a paper copy.

Thirsty Third Thursday

Our union's SpeakOut! Committee invites you to a social get-together at O'Brien's, 4928 West Vliet Street - a casual pub two blocks east of the MTEA Building. Come join us for Thirsty Third Thursday on **December 18**, starting at 4:30 p.m.

A Holiday Message From Your MEAA President Tommie Lee Glenn

Many thanks to all of you for what you do for our children. Each day, you touch the lives of students. Sometimes it's a word of encouragement; often, it's a gesture or a look showing you care. Always, it's the positive role model you are. As assistants, we do many different tasks, but all for the same goal - to help our children succeed in school.

As your President, I am very proud of the important work you do.

You are not only a valuable employee of MPS, you are also a valued member of our union. Since 1969, when the first "school aides" elected the MTEA as their bargaining representative, we have been an integral part of the success of the union. We've seen a lot of changes, many ups and downs, but we've stood together - with teachers and all other MTEA members - doing our best for **all** members and the students we serve.

As the winter break grows near, I want to say thanks and wish you and your family a joyous holiday season and a happy new year!

In Solidarity,

Tommie Lee Glenn

Paychecks: Planning Ahead

This year's winter break will affect the number of days paid on the upcoming paychecks - depending on your pay schedule.

If You Are on the 9-Day Pay Schedule

If you work 30, 32.5, 35, or 40 hours per week, you are on the 9-day pay schedule. As in the past, you will receive a 9-day check throughout the school year - with one exception:

There will be a **7-day** paycheck on **December 26**.

If You Are Not on the 9-Day Pay Schedule

If you are not on the 9-day pay schedule, each biweekly paycheck you receive is on a two-week holdback. Your paycheck covers the days you worked during the two-week period which ended a full two weeks prior to the date of your paycheck. Your **December 26** paycheck will cover **10 days**.

Due to the days off for the winter recess, you will receive only a **5-day** paycheck on **January 9, 2009** and on **January 23**.



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 physical force is appropriate in a student discipline situation, do **not** use it.

Winter Break - MTEA Schedule

During the winter break, the MTEA Building will be open from 8:00 a.m. until 4:00 p.m. on four days - December 22, 23, 29, and 30. The office will be closed on Wednesday, Thursday, and Friday both weeks.

Winter Conference - Register Now

This year's WEAC Winter Conference will be held the weekend of February 27 - March 1 at Wyndham Milwaukee Airport Hotel and Conference Center. Friday night is for dinner and socializing; sessions take place during the day on Saturday and on Sunday morning.

The wide-ranging topics include: school funding reform, professional development/licensing, preparing to retire, your credit score, classroom tools and tips, bargaining, and many more.

For individual and team registration, as well the complete program, go to weac.org. Registration fees postmarked by **December 30** get a special \$60 rate. This fee covers training and six meals - Friday dinner, three meals on Saturday, and breakfast and lunch on Sunday.

Wanted: A Few Curious Members

Would you like to learn more about our union? The power of collective action to improve teaching and learning? How to advocate for public schools?

Do you believe in social justice and that being an educator goes beyond the classroom?

Are you thinking about getting involved in our union at some level, but don't know where to start?

Unique Opportunity for Emerging Voices

If you responded "yes" to the questions above, our Emerging Voices program may be right for you.

We are looking for a diverse group of members to participate. Emerging Voices is not just for "new" or "young" members. You may have worked in MPS for years but have only recently started exploring what it means to be an active union member.

Apply Online

If you're interested, please fill out the application at mtea.org by **January 9, 2009**. For more information, please contact Stephanie Walters at walterss@weac.org or 259-1990.

Are You Interested in Becoming an Urban UniServ Director?

The Wisconsin Education Association Council (WEAC) is seeking applicants for its Urban Intern Program, a full-time internship for one year (approximately July 1 to June 30). The selected candidate will work at the MTEA during the internship.

The intern program is an on-the-job learning experience. Internships are paid, full-time positions with duties scheduled during the week and on weekends.

Interns are selected from applicants who are interested in becoming professional staff. **Women and minorities are strongly encouraged to apply.**

For details on qualifications, salary, and benefits, go to mtea.org or call Mark Simons, WEAC negotiations specialist, at 1-262-789-6000 or e-mail him at simonsm@weac.org.

Applications are due by Friday, January 9, 2009.