

mtea advocate



Educators standing strong for our students, our profession, and public schools

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MTEA by the numbers

This summer at MTEA:

Nearly **200** MPS educators joined the MTEA. Welcome to our union!

5 members spent **20** hours per week talking with educators about the value of membership and signing up new members.

Over **800** members attended professional development sessions at MTEA.

Nearly **100** building leaders attended training sessions with MTEA staff on how to mobilize and advocate for colleagues.

About **250** new MPS educators met MTEA leaders and staff at new teacher orientation, and received free resource bags from MTEA.

Over **200** substitute teachers voted to recertify the substitute teacher union.

Over **4,000** teachers got a pay increase under the new compensation plan designed by MTEA and MPS.

Easy new dues payment

Starting on September 12, 2014, all MTEA dues paid by automatic bank deduction will be deducted **every other Friday, on payday**. This means a smaller dues payment twice a month. Most members find it more convenient to pay dues on payday.

If you are signed up to pay your dues through automatic bank deduction, you do not need to take any action to change to this new payment schedule. The change will be made automatically.

MTEA member power key in Governor's race

MTEA members are making a commitment to get actively involved in this fall's race for Governor so that we can oust Scott Walker and elect Mary Burke on Tuesday, Nov. 4.

Please sign a commitment card in your building (see your building leader for more info or attend a 10-minute meeting in your building).

Members are encouraged to volunteer 10 or more hours this fall in any of the following activities (most activities start at the MTEA office).

October 4: Statewide educators' canvass (MTEA and WEAC)

Week of October 6: MTEA members and volunteers facilitate voter registration at parent-teacher conferences (only for members not required to work at conferences, such as educational assistants or retired members)

October 11, 18 and 25 (Saturday mornings at 10am): GOTV canvass.

October 20-Nov 3: School-based canvassing (join with colleagues and parents to canvass your school neighborhood).

Multiple dates: Phone banking.

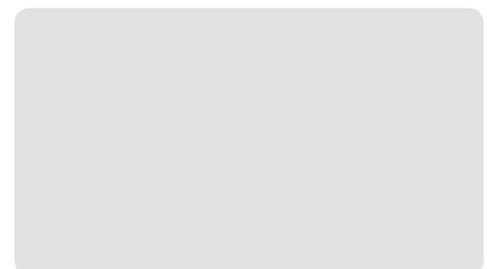
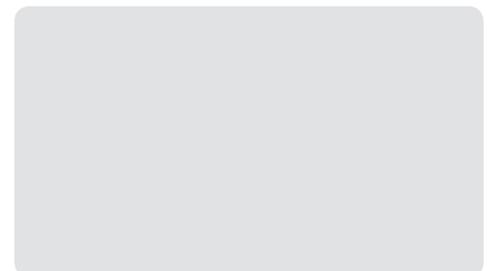
Get a team together from your school and plan to be active!



Who says educators don't work in the summer?

MTEA full-time release member Joe Brusky photographed dozens of MTEA members working (on their own time) this summer: setting up their classrooms, attending professional development at MTEA, buying school supplies, even making curtains for classroom windows!

MTEA leaders and staff wish all of our members a good first few weeks of school. We hope your summer has helped prepare you for a successful and productive year – whether it involved relaxation and rejuvenation, detailed preparations for back-to-school, or a little of both.



Professional support for Educator Effectiveness

The Milwaukee Center for Teaching, Learning and Public Education will offer two trainings this fall to help prepare teacher unit members for 2014-15 Educator Effectiveness.

This September 18 or 23, attend a workshop to help you prepare your Educator Effectiveness Plan and your Student Learning Objective (SLO).

SLOs are goals for student learning growth that all Wisconsin public school educators are required to complete during the 2014-15 school year.

SLOs are factored into teacher evaluations. While 100% of teacher evaluation in 2013-14 was based on the Danielson framework, teacher evaluation in the

2014-15 school year will be calculated as follows:

- 50% based on Danielson
- 45% based on SLOs
- 5% based on district criteria such as WKCE scores or attendance.

These workshops will assist members in creating SLOs that are meaningful to both student learning and to professional growth, while at the same time providing options that reflect a wide variety of authentic assessments, not simply standardized test scores.

Visit mtea.org to register for this and other professional development offered by MTEA and the Center this fall.

Upcoming events

MTEA fall book clubs (first meeting), Tue. June 24 at 10am. Earn 3 graduate credits in the company of colleagues. Register in advance at mtea.org.

Compensation update: Review your paychecks carefully this fall

MTEA members received information in June about the new compensation plan for the teacher unit. Key aspects of the plan include: a pay increase for all teacher unit members, yearly step increases of \$1500, and additional pay for master's degrees (\$3000), PhDs (\$1665), additional high-needs certifications (\$2000), and National Board Certification (\$2000).

A few teacher unit groups (such as social workers, nurses and occupational therapists) were not covered by the new compensation plan. These groups will receive a 1.46% bonus on November 21 in addition to any increase is achieved in the teacher unit bargain this fall.

Problems with hourly pay in summer

Although the district repeatedly promised that no one would take a pay cut, several members contacted MTEA in early August after seeing a decrease in their hourly wage. The decrease happened because the district took the additional pay of \$3,000 for master's degrees out of the yearly salary amount,

and listed it separately. When calculating each teacher's hourly pay for additional assignments, MPS used the lower "base" amount without including the master's degree addition. In many cases, the hourly pay for teachers with master's degrees went down \$1.00 to \$1.50 an hour. (Please note that this did NOT affect summer school pay.)

MTEA raised the issue with MPS administration and proposed putting the master's pay back into the total salary, which would restore members' hourly wage to their correct levels, and make good on the district's promise that no one would take a pay cut.

Master's included in "base pay;" hourly pay problem resolved

Administration agreed to put the additional master's pay back into the total salary amount and recalculate hourly pay using a **base salary that includes master's degree compensation**. No member will take a cut in yearly salary or hourly pay.

The district also agreed to provide back pay for those employees who were shorted on their hourly pay, as well as back pay for year-round and IB teachers whose base rate on the first few checks of the year did not include master's pay.

How "additional pay" is distributed

Additional pay due to a PhD, National Board Certification, and/or more than one high-needs certification is not part of the base pay rate. It will be distributed evenly over 20 paychecks starting September 12.

Extra deductions for health insurance

As you review your paychecks this fall, it is important to remember that the district is taking an extra deduction to cover your July and August 2014 health insurance premium (if you have insurance through MPS). Visit mtea.org for a chart from MPS that shows the extra insurance deduction amounts based on your salary and insurance plan.

mtea

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