

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, but don't know where to start?

Unique Opportunity for Emerging Voices

If you responded "yes" to these questions, 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, contact Stephanie Walters at walterss@weac.org or 259-1990.

Your Paychecks: Planning Ahead

This year's winter break will affect the number of days paid in January. The **January 9 and 23 checks** will cover up to 5 days each.

Epidemic of Dispatch Violations

On numerous occasions since the start of the school year, QTI Professional Staffing has failed to follow the negotiated procedures for assigning substitute teachers. QTI, the private firm MPS contracts with to handle dispatching, has violated the contract in several ways. Here are a few examples:

◆ Although Southside subs were available, QTI has assigned subs on the Northside list to Southside schools - and vice versa.

◆ High school substitute teachers have been assigned to four-year old kindergarten positions - despite the need for subs at high schools the same day. In one case, a Southside high school substitute was dispatched to a kindergarten class at the German Immersion Elementary School on the Northwest side, on a day when Pulaski High School needed 12 subs.

◆ QTI has failed to assign substitutes certified in special education and other areas to positions within their certification.

MTEA Has Filed 14 Grievances This Fall

Our union has filed 14 grievances on behalf of substitute teachers impacted by QTI's dispatching errors since the start of 2008-09. Sandra Wilant of the MTEA staff met with MPS administrators on December 15 to present the facts in 11 of the cases. (The other three grievances were filed more recently.)

Timely Action Required If Contract Violated

If you believe QTI has not followed the contractual priorities, please send Sandra Wilant the facts to determine if a grievance should be filed. (A form is on the back of today's Dispatch.)

The contract requires the employee to initiate a grievance "promptly, but in no case longer than thirty (30) workdays after he/she knew or should have known of the incident." This means that if you filed a grievance today based on a violation in September or October, MPS can deny it as untimely.

Dispatching Procedures

The contractual priorities for assignments are reprinted below:

1. Substitute teachers are divided into four (4) zones for dispatching purposes. They are north elementary, north secondary, south elementary, and south secondary.
2. Within each zone, substitute teachers are designated as regular status or day-to-day status in accordance with the MBSD/MTEA substitute teachers contract.

Please continue on back...

Possible Violation of Dispatch Procedures

Name: _____

Home/Cell # _____

Home E-Mail: _____

MPS Employee # _____

MPS E-Mail: _____
@milwaukee.k12.wi.us

____ Northside ____ Southside

DPI certified to teach: _____

Date of incident: _____

Facts (your assignment that day - school, grade/subject, name of teacher)

Please explain how this assignment didn't follow the contract:

Please send to the MTEA by U.S. Mail, fax at 259-7801, or e-mail to wilants@mtea.weac.org.

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3. Substitute teachers are assigned according to academic certification. Within areas of academic certification, regular substitute teachers are assigned before day-to-day substitute teachers.
4. If no substitute teacher possesses the required academic certification for an assignment, substitute teachers will then be assigned as follows:
 - a. The employer shall determine the most appropriate certification for the assignment.
 - b. Regular substitute teachers possessing the most appropriate certification shall be assigned, followed by day-to-day substitute teachers possessing the most appropriate certification.
 - c. If no substitute teacher possesses the required certification or an appropriate certification, any regular substitute teacher followed by any day-to-day substitute teacher may be assigned.
5. Assignments may be made across zones consistent with the above priorities of assignment when the demand for personnel requires such exchange.
6. Every effort is made by the dispatcher to accommodate substitute teachers with special problems subject to the restriction contained herein.

Exceptions to the Above Priorities

The contract allows six exceptions to the above steps including:

- ◆ Contracted teachers who sub may be assigned before substitutes.
 - ◆ Principals may request an individual regardless of priority.
 - ◆ If retained in an assignment, the priorities may not apply.
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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 on weekdays and weekends.

Interns are selected from applicants 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@mtea.org.

Applications are due by Friday, January 9, 2009.

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.
