

Know Your Contract - Evaluation Rights

The MTEA/MBSD Substitute Teacher Contract provides for evaluation due process rights.

If an administrator/evaluator (usually the principal) is considering an unsatisfactory evaluation, the principal must notify you in writing within seven workdays after your last day of service in the school, with a copy to the MTEA. The letter must inform you of your right to arrange a conference to discuss the intended evaluation within five workdays of notification, and your right to representation by the MTEA staff, legal counsel, or any other person of your choice.

The conference must be scheduled at a mutually convenient time within five workdays of your request. The purpose of the conference is to attempt to resolve the evaluation before it is written.

If you receive a letter pertaining to an evaluation of your performance, you should call an MTEA staff member at 259-1990 as soon as possible. The staff will provide you with advice and representation.

If you do not arrange a conference or if the evaluation is not resolved through a conference, the principal may write an evaluation on a substitute evaluation card and forward it to the MPS Department of Human Resources, with a copy to you and the MTEA Office.

When the Human Resources Department receives a copy of an unsatisfactory evaluation, the Department or the substitute teacher may, within ten workdays, request a conference to discuss the evaluation.

Substitute Teacher Contract Ratified

The 2007-09 MBSD/MTEA Substitute Teacher Contract has been ratified by the membership and by the Milwaukee School Board.

The margin of the substitute teacher vote was overwhelming: **217** yes and only **9** no. The percentage of votes favoring ratification was 96%.

Contract Booklets

Work is underway on preparing the 2007-09 pact for printing. As soon as MPS prints the booklet, your union will distribute a copy to all substitute teachers.

Retroactive Payments

There will be two periods of retroactive adjustments. For days worked from July 1, 2007 through June 30, 2008, the retroactive raise is 2.25%. Starting July 1, 2008, the retroactive payment will reflect **two** 2.25% raises.

Retroactive payments will be complicated. For many members, the calculation will involve two (or three) different pay categories: day-to-day, regular, and teacher vacancy.

A target date for retroactive payments has not been set by MPS, but we will keep you posted. (When the 2005-07 contract was ratified in May of 2007, MPS was able to process the retroactive payments for June 29, 2007 paycheck.)

Talks Underway on Next Contract

Your substitute teacher bargaining team has exchanged initial proposals with the School Board's team on the next two-year contract, July 1, 2009 - June 30, 2011. The first session where proposals will be discussed in detail takes place on April 6.

We will keep you up-to-date as progress is made in bargaining.

Calendar Survey Online Now!

Your union negotiators are preparing to propose calendars for the next two school years: 2009-10 and 2010-11. You can help set your union's proposals in bargaining the calendar with the School Board's team by taking the brief survey at mtea.org.

This online survey is for members on the traditional calendar. (We are working with the Building Representatives in year-round and IB schools on separate surveys.)

The survey deadline is Friday, April 3.

Legislative Breakfast - Saturday, May 2

The first MTEA Legislative Breakfast was a success. Members discussed issues important to improving the lives of educators and their students. It was a great morning of sharing information and views with Milwaukee-area state legislators.

The Second Annual MTEA Legislative Breakfast takes place on Saturday, May 2, at the Radisson Hotel (Mayfair Road and North Avenue). To register, go to mtea.org (Events) or call 259-1990.

What's a Teacher Vacancy?

Under the teacher contract, a vacancy is created when a teacher:

- ◆ Retires or resigns.
- ◆ Receives a **formal** leave of absence.
- ◆ Requests an incompatibility transfer from a school.
- ◆ Is absent more than 60 days during a semester.

Vacancies also occur when a new position is added to a school or when a position vacant at the end of a semester remains vacant the next semester.

Some Apparent Vacancies, Are Not

While a retirement or resignation clearly creates a teacher vacancy, other situations are complicated. For example, a teacher medically unable to work due to pregnancy/childbirth may be absent up to 12 consecutive weeks without losing her assignment.

There are several ways for teachers to keep their assignments through the teacher contract and the Family Medical Leave Act (FMLA). A long-term absence does not necessarily create a teacher vacancy.

Patience Please!

If you did not receive the correct teacher vacancy pay for the first semester on the March 20 paycheck, be assured that Sandra Wilant of the MTEA staff has provided MPS with all of the details you've given to her. She has asked the district to resolve each case as soon as possible.

Tailgate Party and Brewers Game

All MPS employees and retirees, as well as guests, are invited to the Thirteenth Annual Tailgate Party/Brewer Game on Friday, **May 1**, at Miller Park. The tailgate party starts at 4:00 p.m. The Milwaukee Brewers will play the Arizona Diamondbacks at 7:05 p.m.

The MTEA is again sponsoring this fun, social event. The \$11 cost of the tailgate party includes: beer, wine, and soda; hamburgers, brats, hot dogs; salads; chips/snacks; and cookies.

The package cost for the tailgate party and Brewers game is \$25 for loge bleacher seats (with contoured backs) and \$21 for terrace box seats. Ticket prices are at a group discount.

Form and Payment Due April 10

To join in the fun, please return the form below with your check to Sue Dean at Marshall Campus (4141 North 64th St. 53216) by **April 10**. You will receive confirmation after spring break, preferably via e-mail.

Game tickets will be distributed at the tailgate party. To pick up your tickets in advance, please call Sue Dean at 393-2370 or e-mail her at sdean3@wi.rr.com. Seats are limited, so sign up now!

Thirteenth Annual MTEA/MPS Tailgate Party and Brewer Game

Name _____ School _____

E-mail _____ Phone _____

Please attach your check, **made payable to Sue Dean**, and note how many packages (or tailgates-only) you are purchasing:

____ Tailgate/Loge Bleachers (\$25)

(No game tickets are available
without tailgate participation.)

____ Tailgate/Terrace Box (\$21)

____ Tailgate ONLY (\$11) **Send form and check to Sue Dean at Marshall by April 10.**