
Smart Move

Financial Workshop

WEA Trust Member Benefits is offering a workshop for educators who currently have money with another 403(b) provider. Their Smart Move Financial Workshop explains how a low-cost 403(b) savings program may help you reach your retirement goals sooner.

What You'll Learn

- ◆ The impact these fees have on your 403(b) account balance.
- ◆ What you need to know to make sound decisions about moving your money.
- ◆ The value of a WEA Trust TSA 403(b) plan to your financial security.
- ◆ Steps on completing all required forms.

The Details

Date: Tuesday, January 19

Time: 4:30 p.m. - 6:00 p.m.

Location: MTEA Building

Pre-Register: At mtea.org (Events) or call 259-1990

Members Speak Out for Real Reform

MTEA members joined with community supporters to flood the MPS central office to testify before the state Senate Education Committee on January 5. Some members waited six hours to testify in support of meaningful reforms for MPS and against a divisive mayoral takeover.

Educators repeatedly rejected maintaining the status quo in the district. They stressed the urgent need for reforms which will address the real problems facing our schools such as large class sizes, school safety issues, inconsistent curriculum, and woefully inadequate funding. State legislators were reminded that solutions to these problems are found in the educators' Milwaukee Opportunity Plan.

What's Next for MPS Reform?

After hearing educators, students, and community members overwhelmingly reject mayoral takeover, lawmakers have indicated the takeover bill and MPS reform bills are unlikely to move forward in their current form. Senate Education Committee Chairman John Lehman said "...none of the bills we had in front of us would probably have the votes to pass in the Legislature as is, and the legislators need to search for language and compromise folks can agree on."

Thank You and Stay Tuned

The steps MTEA members have taken to speak out for their students and schools are deeply appreciated. Your postcards to legislators and testimony at the public hearing were passionate and professional. But the struggle is far from over. Please stand ready to contact legislators in support of meaningful reforms for MPS.

For more information, visit mtea.org.

Scheduling Spring Parent Conferences

Schools that want an alternative schedule for their parent-teacher conferences this spring (instead of Friday, March 12 in most schools) should take the following steps:

Principals should meet with parent representatives and MTEA Building Representatives to develop options for each school. The BR should then survey teachers on the options, and the principal should obtain input from parents. The BR and principal should then meet to review the parent and teacher responses.

Due Date - February 5

By **February 5**, BRs should notify the MTEA in writing of the specific dates and times your faculty wants for spring conferences. Schools will be notified as soon as agreement is reached on each request.

For more details, go to mtea.org (Contracts>Contract A to Z).



Save Your MPS Paycheck Statements

We recommend that you retain your biweekly MPS paycheck statements. Your records may be needed to correct an error in pay, sick leave accumulation, etc.

Record/Staff Planning

The memorandum of understanding between MTEA and the school board on the use of record/staff planning day is reprinted below. For most schools, this day occurs on **January 22**.

Guidelines for Record/ Staff Planning Day

1. Record/staff planning day as it occurs between Semester I and Semester II should be structured so that the majority of the day is available to teachers for the completion of records which are due at the end of the day.
2. Staff planning activities held during the staff planning portion of the day should relate to unique problems at the school. In structuring staff planning activities, the principals should involve the MTEA Building Committee in the decision as to the items to be included in the staff planning portion of the day.
3. Staff planning activities shall be limited to matters of local concern that would normally be a topic of faculty meetings. If a faculty requested a central office staff person to come in to answer questions of a local concern it would be considered part of the staff planning activities.

Questions?

If you have any questions/problems related to the plans for the use of this day at your school, please talk to your BR. If assistance is needed, the BR should call an MTEA staff member at 259-1990.

School Interview Team Elections

Most MPS schools fill their teacher vacancies through the contractual interview process. Under this process, each school's interview team determines which applicants to interview and selects the candidates who best fit their school's needs. Interviews cannot take place unless a complete team is established.

This month, MTEA Building Representatives conduct an election to determine the teachers who will serve on interview teams to fill teacher vacancies **for next school year**. Principals send the complete list of the school's interview team members - parent(s), administrator, and teachers - online to the MPS Office of Certificated Staffing by **February 1**.

Interview Team Composition

- ◆ The minimum membership of a team is an on-site administrator, a parent, and three teachers.
- ◆ By contract, teachers must comprise the majority of each team. For example, if a school decides to have two parents on a team (along with the administrator), four teachers would need to serve on the team so that teachers would comprise the majority.
- ◆ Schools have the option of establishing more than one team based on the number and nature of the vacancies.
- ◆ Alternates should be elected when team members are elected. They will be needed if absences occur when interviews take place.

Electing Teachers to the Team

- ◆ Teacher team members do not automatically remain on their school's team year after year. A new election is held in January, unless there is consensus among teachers to maintain the same team(s).
- ◆ By contract, only the BR conducts the election of teacher members.
- ◆ Suggestion: BRs may want to hold the election when teachers are available on the record/staff planning day, **January 22** in most schools or the banking day on **January 25**.
- ◆ Teachers assigned to your school at least 50% of their time are eligible to vote for and serve on the interview team. However, interns are **not** eligible to vote or serve on a team - due to their potential conflict of interest.
- ◆ Service on an interview team is voluntary and unpaid. Interviews must be conducted outside the school day.

Questions

You will find the answers to frequently asked questions about interviews at mtea.org (Contract A to Z).

If you have additional questions, please call Don Ernest of the MTEA staff at 259-1990 or e-mail him at ernestd@mtea.weac.org.