

### King Writing Contest - November 16 Deadline

Entries for the 28th Annual Dr. Martin Luther King, Jr. Writing Contest must be received by 5:00 p.m. on Tuesday, **November 16**. Original essays (not copies) should be brought to the MTEA Building at 5130 West Vliet Street or the children's librarian at any Milwaukee Public Library.

### "Investing 101" Seminar

WEA Trust Members Benefit is offering a seminar on how to improve your personal finances. It will be held at the MTEA Building at 5130 West Vliet Street, starting at 4:30 p.m. on Tuesday, **November 16**.

This seminar explains the basics of investing and retirement planning - regardless of age or income.

You will learn how to determine your retirement income needs and what retirement income sources are available to you. You will also find out how a new Roth 403(b) savings option can reduce your tax liability in retirement.

Please pre-register at [mtea.org](http://mtea.org) or call 1-800-279-4030, Ext. 1111.

### Technical Difficulties?

For immediate help when you experience computer problems, call the MPS Technology Support Center at **438-3400**.

For general concerns and ideas for improvements, please e-mail Ray Klammer at [rklammer@att.net](mailto:rklammer@att.net). Ray is a teacher serving as our union's chairperson for the Joint Labor/Management Technology Group.

## Contract Voting: November 15-17

The MTEA Building Representative (BR) in each school will receive the contract ratification ballots on Monday, November 15. Please be prepared to vote when the BR hands your ballot to you.

### Contract Ratification Recommended

The MTEA Teacher Bargaining Team and Executive Board recommend that members vote to accept the tentative agreement on the 2009-13 contract. They view the agreement as the best contract possible for the financial security and professional future of our members.

### Three Reasons to Vote for Ratification

In today's economic and political environment, our leaders see three main reasons for voting to accept the four-year pact:

1. The contract maintains the PPO health plan - **our membership's #1 priority**. The contract secures each member's right to choose the higher quality PPO plan or the high quality HMO plan.
2. Evaluation, due process, seniority, and your other contract rights and benefits are preserved.
3. New provisions for professional development and the use of banking days will help our union and our district focus on steps to improve student achievement.

### Answering Your Questions

To make an informed decision on voting, you should review the 32-page [Ratification Document](#) and the October 25 [Negotiations News](#). Both are available at [mtea.org](http://mtea.org). If you need more information, please send your question to [mtea.org](http://mtea.org) or call us at 259-1990.

## National ESP Day - November 17

Each year, the Wednesday during American Education Week is National Educational Support Professionals' day. It's an opportunity to applaud your school's ESPs and the invaluable service they provide.

Educational assistants (EAs) are dedicated and caring educational support professionals. Like teachers, what EAs do daily to help all children receive a great education is seldom recognized.

### Celebrate at School and at the MTEA Building

Please express your gratitude to the EAs at your school. Our union's ESP/EA members include: paraprofessionals, general educational assistants, school safety assistants, child care workers, and DHH interpreters.

Please attend our union's Second Annual "ESP Day Celebration." This event is open to all members from 5:00 p.m. until 8:00 p.m. at the MTEA Building, 5130 West Vliet Street. Stop in to show your appreciation for, and solidarity with, the EA members of our union.

## New Representatives on MTEA Board

Due to retirements, there were three vacant positions on our union's Executive Board this fall. A special committee interviewed members who expressed an interest in this leadership role.

The MTEA Executive Board has appointed three new representatives. They will serve until June 9, 2011.

*Special Education* - **Larry Woods, Jr.**, diagnostic teacher

*Middle School* - **Judy Gundry**, new teacher mentor

*Middle School* - **Bramouse Muhammed**, social studies teacher, Roosevelt Middle

## Teacher Layoff Status Report

MPS laid off 482 teachers last June. Here's a review of the recalls:

- ◆ Well over half of those laid off were back at work for the start of the school year.
- ◆ Many teachers were recalled in September and after the third Friday count restaffing (in October).
- ◆ All 300+ elementary teachers have been recalled.
- ◆ Representatives of our union and MPS meet weekly to review additional recalls, as vacancies arise.
- ◆ Fewer than 70 teachers are now on the layoff/recall list.

### Most on Layoff Have a Secondary DPI License

Most of the teachers on layoff are certified in secondary subject areas including: French, family and consumer education, social studies/history, trade and technology education, and business education. Some laid off teachers are in K-12 license areas: guidance, art, music, and physical education.

## TEAM Helps Experienced Teachers

By contract, our union and the school board collaborate to offer the Teacher Evaluation and Mentoring (TEAM) program. TEAM provides a fair and workable way to identify and help *tenured* teachers who demonstrate a need for assistance in their classroom performance.

TEAM participants receive intensive assistance from peers (mentors) for at least two full semesters. Peer assistance includes: planning sessions, observations and follow-up conferences, modeling, coaching, providing resources, and other support.

### TEAM: Working With Teachers, Works

Since the TEAM program began in 1997, the focus has been to work **with** teachers. That's why teacher participation is strictly voluntary. The data for the past 14 years demonstrates TEAM's consistent success.

**Referral:** Prior to this fall, there have been 502 referrals to TEAM - 427 by principals, 34 self-referrals, and 41 by peers. There were 32 additional referrals this fall. (The MPS referral form is at [mtea.org](http://mtea.org).)

**Investigation:** Before assistance is offered to a teacher who has been referred to the program, a TEAM mentor conducts an investigation, talks with the teacher, and presents an objective report to the TEAM Board. This joint board consists of six teachers and five administrators.

**Participation Offer:** After discussion of the report and a vote, the TEAM Board may present an offer to participate in the program to the referred teacher. About half of past referrals, 268 out of 502, have resulted in an offer of TEAM assistance.

**Results:** The results of 268 past offers are:

- 68 - teachers successfully completed the program
- 12 - exited the programs unsuccessfully
- 108 - retired or resigned during the TEAM program
- 38 - teachers refused the offer
- 32 - currently participate in the program

### More Information

For more information, please call Lisa Marie Menefee at 874-8402. Lisa Marie is a teacher, appointed by our union, who coordinates the TEAM program. More TEAM details are at [mtea.org](http://mtea.org) (Contracts).

## Calendar Corrections Please

Please make the following corrections in your copy of the 2010-11 MTEA Date Book:

- ◆ **December 3** - is **not** a banking day.
- ◆ **January 24** - is the next banking day.
- ◆ **February 21** - is the mid-semester break day.
- ◆ **May 20** - is the last banking day.

*We apologize for the inconvenience.*

### Need a Hard Copy?

For a copy of the 2010-11 negotiated calendar, go to [mtea.org](http://mtea.org) (Contracts>Teachers>School Calendar). You can download all three school calendars - traditional, IB, and year-round.