
PI-34 Opportunities

PDP Review Team Training

When Sharpener went to press, MPS had openings for an all-day, DPI-sponsored training session on **March 3**. The DPI training is for experienced teachers who would like to become certified to serve on Professional Development Plan teams. The teams are responsible for reviewing PDP plans for license renewal. For registration information, please call Dorothy Fowler at 438-3402.

For Initial Educators

The Quality Educator Interactive (QEI) is your online Professional Development Plan resource, free to you as an MTEA member. The QEI helps you create your PDP, assemble your review team, and complete the approval and verification processes, all online.

A QEI workshop, especially for initial educators, will take place on Monday, **March 10**, at the MTEA Building. Please pre-register at mtea.org (Events) or call 259-1990.

The presentation by WEAC Teaching and Learning Consultant Ron Jetty will overview the site including: the PDP, a free self-reflection and journaling tool, a career portfolio, and the largest statewide database of professional development opportunities for our state's K-12 educators.

Registration and refreshments at 4:00 p.m. The workshop starts at 4:30 p.m. and will end no later than 6:30 p.m.

Reminder: February 29 Deadline

Three items below were explained in the February 18 Sharpener. The due date for all three is this Friday, February 29.

1. Asking Tim Sheehy, the president of the Metropolitan Milwaukee Association of Commerce (MMAC), to show the business community's support for public education by also conducting a \$1,000,000 campaign to promote Milwaukee's public schools.

You may contact Mr. Sheehy at tsheehy@mmac.org or 287-4125. (For more information, go to mtea.org.)
2. Completing the 2008-09 school calendar survey at mtea.org to help set our union's priorities and proposal for negotiations with the School Board.
3. Investigating a unique opportunity to learn more about our union and getting involved. Contact Stephanie Walters of the MTEA staff at 259-1990 or walterss@mtea.weac.org.

Retirement Notice Due by March 1

If you plan to retire at the end of this school year, the contractual deadline for submitting your retirement notice is **March 1**.

Please call Don Ernest of the MTEA staff at 259-1990 if you have questions on when to submit your notice of retirement.

March 14 Due Date for Student Art

MPS students are eligible to participate in the 10th Annual Celebration of Art, co-sponsored by MTEA and the UWM School of Education.

The student show will be on display at the MTEA Building and at various locations in the community for an entire year. This allows community members, parents, students, and educators to view the wonderful art projects of our talented students.

The deadline for submissions is Friday, **March 14**. For details including entry materials, go to mtea.org or contact Kris Collett of the MTEA staff, 259-1990 or kcollett@mtea.weac.org.

TEAM Program Referrals - March 17

The Teacher Evaluation and Mentoring (TEAM) program, a joint MTEA/MPS effort to help struggling teachers, is now in its tenth year. TEAM provides a fair and workable approach to identify and assist veteran teachers who demonstrate a need for assistance in their classroom performance.

The deadline for submitting referrals this semester is Monday, **March 17**. For more information, please call the TEAM program at 212-3170.

Understanding Your Contractual Sick Leave Benefits

How Sick Leave Is Earned

By contract, you earn sick leave at the rate of .067 hours for each hour paid for **regularly-scheduled** work during the school year. You do **not** earn sick leave for extra paid assignments such as lunch duty, class coverage, Saturday inservices, coaching, etc.

Most pay periods during the school year cover nine days of regularly scheduled work. On a typical bi-weekly paycheck, you would earn 4.824 hours of sick leave. (Nine days times eight hours per day equals 72 hours. $72 \times .067 = 4.824$.)

The normal paycheck for teachers at year-round school is seven days. The sick leave earned each paycheck is 3.752 hours.

Sick Leave Paycheck Data Is Rounded Off

As required by contract, the amount of sick leave hours earned is calculated to the nearest thousandth. Under the MPS payroll system, the permanent records of sick leave for all employees are maintained to the nearest thousandth.

However, the sick leave data shown on your paycheck is rounded off to the nearest tenth. Instead of 4.824 hours as the amount of sick leave earned on a 9-day paycheck, the rounded-off amount - 4.8 hours - will appear on your paycheck.

Sick Leave Accumulation Limited But...

For ten-month employees, sick leave can be earned up to a maximum of 100 hours per school year. However, you can earn additional sick leave for summer assignments and in certain other situations.

Extra Hours Earned in Summer

To accommodate earning extra sick leave, the MPS computer system records hours earned during summer school separately from school year accumulations.

If you are ill during a summer assignment, you can use only the sick leave hours you have earned that summer. The hours you earn but do not use during the summer are added to your regular sick leave balance after the summer session.

Converting Incentive Days to Sick Leave

Incentive days offer another way to add sick leave hours to your accumulation balance. By contract, if you do not take your incentive day(s) off and do not opt to be paid for the day(s), the unused day(s) are automatically added to your sick leave balance.

For example, suppose you earned two incentive days based on your attendance last school year. By contract, you have the option to take the days off or receive pay for them during this school year.

If you do not take off or receive pay for these two incentive days this school year, 16 hours of sick leave will automatically be added to your balance. (Two days times eight hours per day equals 16.) The hours will be added to your balance over the summer and included in the "end balance" amount at the start of next school year.

Maximum of 1160 Hours at Full Pay

In addition to the annual limit on earning sick leave, there is a lifetime maximum on the number of sick leave hours you can accumulate **at full pay** - 1160 hours or 145 days. When you reach the 1160 hour maximum, you earn unlimited hours **at half pay**. At that point, 1160 will be the "end balance" amount in the "Sick Hours" section on your paycheck stub. The hours you earn beyond 1160 will be reflected in the "end balance" amount in the "Sick~~half~~ Hours" section.

When you use sick leave, deductions will always be made from your full pay balance - until you exhaust the entire amount of full days earned.

Summer Jobs

If you are looking for a teaching position this summer, here are three opportunities.

◆ Math, science, and history teaching positions - for MSOE's Upward Bound program, June 16 - July 24. To apply, send cover letter and resume to Elizabeth Waterfall at waterfal@msoe.edu or fax to 277-7498. For more details, e-mail or call 277-7260.

◆ Crew leaders - mentoring/supervising a team of ten high school students doing hands-on conservation and restoration projects, June 23 - August 8. The Student Conservation Association (SCA) will provide specialized training. Please e-mail your resume and cover letter to Paula Kenenakhone at the SCA office - pkenenakhone@thesca.org. For information, call Paula at 270-7519.

◆ Reading tutors for the Milwaukee Tennis & Education Foundation (MTEF) summer program, June 16 - August 8. Please go to mtef.com for details about this unique program. Click on "Employment" for summer job opportunities and MTEF's online employment application. You may also call the MTEF office at 442-8195.