
MPS Teachers Earn National Certification

Eight city educators earned National Board of Professional Teaching Certification in 2007, the highest level of certification available to teachers nationwide. A total of 35 MPS teachers have completed the extremely rigorous National Board requirements.

We're proud of the members listed below. Their hard work and dedication to students brings positive recognition to our profession and to our schools/district.

Thomas Brown
Morgandale

Margaret Fischer
Spanish Immersion

Paula Henn
Greenfield

Kristi Hepp
Milwaukee Sign
Language Elementary

Katherine Katter
Milwaukee High School
of the Arts

Kerry Mess
Rufus King

Laurie Pusich
French Immersion

Melisa Sykora
Ninety-fifth Street

To achieve certification, teachers must examine all aspects of their teaching. They must document their subject knowledge, provide evidence of their success in teaching and student achievement, and demonstrate exceptional classroom management.

Job Sharing for 2008-09

Our union negotiated a pilot job share program with the School Board. The pilot started this school year, and continues next year.

Teachers who job share split one full-time position on a 50/50 basis and are paid half of their salary. They each receive health and dental insurance on the same basis as full-time teachers. Job-share teachers receive other contractual benefits; some are proportionate to their half salary (e.g. life insurance and pension).

For next school year, MPS is limiting the 25 job-share positions to the following high need areas: K4, K5, bilingual education, special education, and speech pathology. All teachers licensed in these areas (active or on leave) are eligible for job-sharing in 2008-09.

Individual Application Deadline - February 15

To apply, you must submit a "Teacher Job Share Initial Interest Form" to the Human Resources Department, Room 124 in the MPS central office, by 5:00 p.m. on Friday, **February 15**. The form is available on the MPS Portal.

Job Share Partner Steps

1. No later than February 29, Human Resources will send each applicant a list of job-share applicants, including contact information.
 2. Applicants will have approximately three weeks to find a job-share partner, delineate how they plan to split a position, and submit a "Partner Application" form for 2008-09. These applications must be received at the MPS Human Resources Department by 5:00 p.m. on Friday, **March 21**.
 3. Applicants must then apply **as a team** for assignment to a vacancy for the 2008-09 school year. Teams will follow the normal reassignment process, beginning with the first cycle of school interviews which starts on March 31.
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Retirement Notice Date - Moved to March 1

A reminder if you plan to retire at the end of this school year. The contractual deadline for submitting your retirement notice is **March 1** - a month earlier than in the past.

The advantage to meeting the March 1 deadline is that you will be eligible for pension benefits starting June 17 and, if eligible for Board-paid health insurance, the Board's payment amount will be set at the monthly rate in effect on July 1, 2008 (presuming it will be higher than the current rate).

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



Special Education - Compensation for Extra Duties

Special education teachers are asked to perform many, time-consuming tasks - above and beyond their "normal" professional activities. The compensation negotiated for these extra duties is outlined below.

Re-Evaluations for Your Own Students

Special education classroom teachers receive one hour of pay for each re-evaluation, **after** the first one of the school year, provided they are not compensated with released time or reduced case/class loads (e.g. a substitute teacher is brought in to provide you with time to do your re-evaluations). The compensation rate currently paid for the second and subsequent re-evaluations is **\$34.86** each.

For Students Not Assigned to You

Special education teachers (including diagnostic teachers) who perform re-evaluations and IEP's for students not assigned to them are compensated based on a memorandum of understanding (MOU). The MOU provides compensation at the rate of two hours of pay for every re-evaluation that you perform and every IEP you develop for a student not assigned to you, starting with the first one. The compensation currently paid is a total of **\$69.72** per case, based on an hourly rate of \$34.86.

The MOU specifies that **only one** two-hour payment will be made when a re-evaluation occurs and a new IEP is developed as part of the re-evaluation process for the same student in the same school year.

Pay for Participating at IEP and Re-Evaluation Meetings

In addition to the above, special education **and** regular education teachers should be paid for required attendance at re-evaluation and IEP meetings as follows:

- ◆ Attendance at IEP and re-evaluation meetings before and after the workday is voluntary and should be compensated at your **individual** hourly rate.
- ◆ Attendance at re-evaluation and IEP meetings during your lunch period should be paid at the part-time certificated hourly rate, currently **\$24.33**.
- ◆ Middle and high school teachers who attend meetings during common planning time or their prep period should be paid at the part-time certificated hourly rate, **\$24.33**.

Time Cards Must Be Filed

To receive compensation for the extra duties outlined above, you need to submit a time card at your school. (Or follow your school's procedure for notifying the payroll secretary of extra paid time.) You should also review your paychecks to verify receipt of the correct amount of pay. If a payment problem arises, please call us at 259-1990.

LEA Duties - Voluntary and Paid

A memorandum of understanding (MOU) specifies that assignments to LEA responsibilities are voluntary and limited to re-evaluations and annual IEP's **only**.

Administrators/supervisors must serve as the LEA representative for **initial** IEP meetings. In addition, principals may decide to cover all LEA duties themselves or with assistant principals/supervisors.

If a principal asks DTs, guidance counselors, school social workers, or special education teachers to serve as LEA representatives, the following apply:

- ◆ At the beginning of the school year, principals should estimate the approximate number of re-evaluations and annual IEPs, and then solicit qualified volunteers to serve as the LEA representative for the meetings. (When re-evaluations or annual IEP's involve unusually complex issues, an administrator should serve as the LEA.) Assignment of volunteers to LEA duties will be as equitable as possible.
- ◆ Teachers should be compensated at a rate of **\$34** per case for performing LEA duties in 2007-08. A case is defined as either a re-evaluation or an annual IEP. If it is necessary to reconvene an annual IEP or a re-evaluation meeting for a student during a school year, it will be considered only one case.
- ◆ Attendance at IEP meetings before or after the regular teacher day will be paid at the individual's hourly rate, in lieu of the \$34 per case amount.

As Always, at mtea.org

For your reference, the information above is also on our member Web site (Contracts).

Summer Employment

A summer camp for the Milwaukee County Council of the Boy Scouts of America is now hiring for three positions: director, business manager, and program director. The camp dates are June 16 through August 5. For details, contact Jim Tobakos at 443-2845 or jtbakos@mccbsa.org.

Brewers Tailgate - May 9

The 12th Annual MTEA Brewers Game and Tailgate will be Friday, May 9. The Brew Crew will play St. Louis at 7:00 p.m. Mark your calendar now! Sign-up details will be in Sharpener after spring break.