

PDP "How-To" Workshop

On May 18, Kathy Larson will lead a - "How to Write a Quality Professional Development (PDP)" workshop. An expert on PI-34 and PDPs, Kathy will take participants through the entire PDP process. She'll start with year one reflections and go through verification in year five - answering questions and offering advice for each step.

The workshop is for **initial** educators in years 2-4 who have had their goals approved and for **experienced** educators who want to learn more about the PDP process.

The two-hour session will be held at the MTEA Building and start at 4:30 p.m. with registration and refreshments at 4:00 p.m.

Pre-registration is required at mtea.org (Events) or call us at 259-1990. There is a maximum of 30. E-mail Stephanie Walters at walterss@weac.org for questions..

PDP Goal Approval Event - May 28

The MTEA TEPS Committee and MPS are sponsoring a Professional Development Plan (PDP) goal approval session Thursday, **May 28**, from 4:00 - 6:30 p.m. at the MTEA Building.

Pre-registration is required at mtea.org (Events) or call us at 259-1990. Questions? E-mail Stephanie Walters of the MTEA staff at walterss@weac.org or Melissa Bonds at hodgemj@milwaukee.k12.wi.us.

MTEA Grievance Secures Incentive Days for Interns

Since February 2003, MPS has not credited interns in two-year programs for incentive days they earned during the **first year** of their program, in violation of the contract. The MTEA filed a group grievance to stop the violation and obtain the incentive days for those affected.

MPS Then Violates Sick Leave Rights

After the grievance was filed, MPS not only denied interns in two-year programs the incentive days they earned in their first year, the district compounded the violation in 2008-09, when MPS did not credit the **sick leave** which these interns earned during 2007-08.

Grievance Resolution Reached Recently

As a result of your union's grievance, interns who participated in a two-year program beginning in 2003 will receive the incentive days they earned during the first year of internship for use during the 2009-10 school year.

Interns serving their second year during 2008-09 will be credited for incentive days they earned in 2007-08 (and may earn in 2008-09) for use during 2009-10. These same interns will also have the sick leave they earned in 2007-08 restored for 2009-10.

Status of Contract Talks

MTEA is the collective bargaining representative of four groups of MPS employees - known as bargaining units. Each MTEA unit has its own contract. The status of bargaining for each unit is outlined below.

Teachers and Substitute Teachers

State law mandates a uniform two-year term, starting July 1 of each odd-numbered year, for the teacher and substitute teacher contracts in all public school districts: 2005-07, 2007-09, 2009-11, etc.

◆ Talks for a successor agreement to the **teacher** contract that expires on June 30, 2009, began in mid-February.

The MTEA teacher bargaining team is meeting with the School Board's team on April 30.

◆ The 2007-09 **substitute teacher** contract was ratified in March; the initial proposals for the 2009-11 pact were also exchanged in March.

Please continue on back...



Bay View Tragedy

In May of 1886, thousands of Milwaukee workers marched peacefully on a huge mill facility, as part of a national effort to bring about an eight-hour day. The state militia opened fire and killed seven workers.

The Wisconsin Labor History Society is commemorating the Bay View Tragedy at 3:00 p.m. on Sunday, **May 3**. The ceremony takes place at the State Historical Marker Grounds, East Russell Avenue and South Superior Street, on Milwaukee's Southside.

For more details, please go to info@wisconsinlaborhistory.org or call Ken Germanson at 687-6954.

TNE Summer Academy - June 22-26

UWM's Teachers for a New Era (TNE) Summer Professional Development Academy will be held the week of June 22-26 at Bradley Tech. The academy will provide practical ideas and classroom-ready materials.

The institute is designed to support induction-level teachers (K-12) and to build the leadership capacity of experienced teachers. Courses are offered for three graduate or undergraduate credits. Scholarships are available. A non-credit option is available for those who are using courses to meet their PDP requirements.

Go to tne-uwm.org for details.

Summer Job at Fair

The Agricultural Department at the State Fair wants to hire 4-5 educators for the summer, for data entry and other clerical duties. Applicants must be able to work all 11 days of the Fair (August 6-16). There two different start dates: June 22 or July 7.

E-mail julie.cook@wisconsin.gov if you are interested.

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Educational Assistants and Accountants/Bookkeepers

The state public employee bargaining law is different for classified employees. There is no uniform term. The state limits on salary and benefit increases, known as the qualified economic offer (QEO), do not apply to two of your union's units.

◆ **Educational assistants** recently reached agreement on a two-year pact, retroactively covering the 2007 and 2008 calendar years. The ratification process takes place in May. Talks on the next EA contract will start in June.

◆ The **accountants/bookkeepers** settled their 2007-08 contract several months ago and are in negotiations on their next pact. Like EA's, their contracts is on a calendar year cycle.

BR Elections - Key Points

During May, teacher members should elect their school's union leaders for the next school year. The election guidelines are:

- Each school is entitled to a BR and Alternate.
- Based on the number of teacher members, schools may qualify for additional BR's as follows:
 - 38-62 members = two BR's
 - 63-87 members = three BR's
 - 88-112 members = four BR's, etc.
- The election is conducted by the current BR, following notice to members and acceptance of nominations.
- Only teacher members are eligible to vote - **not** those on fair share.
- Only teacher members assigned to the school, including interns and permit teachers, may vote. However, day-to-day teachers and student teachers are **not** eligible.
- Social workers, ELL teachers, diagnostic teachers, speech pathologists, traveling music teachers, and elementary guidance counselors elect BR's for their specific group. They are **not** eligible to vote for the BR in a school.
- The current BR serves through the last BR meeting of the school year - June 3.

Building Committee Election - Key Points

- The election is also conducted by the current BR.
- Three to five teachers are to be elected.
- BR's automatically serve on the Building Committee (if they wish) - **in addition** to three to five teachers.
- Alternates do **not** automatically serve on the Building Committee.
- Only teacher members eligible to vote for the BR in a school are also eligible to vote for the Building Committee (see the BR election points above).