
Inside Sharpener

Page 2 - Explains the last paycheck, for **seven** days, - and how to update contact data.

Page 3 - Has advice on packing materials for end-of-year moves.

Page 3 - Two timely notices for those retiring.

Page 4 - Presents a variety of opportunities for summer.

Friend of Public Education Nominations

The MTEA has an annual awards program to recognize individuals or organizations who have made significant contributions to the cause of public education in Milwaukee.

The nomination period is now open for the Fourteenth Annual Don Feilbach Friend of Public Education in Milwaukee award. Nominations must be received at the MTEA Building by **June 30, 2009**.

For details, including the nomination form and list of past recipients, go to mtea.org (Events).

Correction of End-of-Year Dates

In the June 5 Sharpener, the last teacher workday in year-round schools and last day for school social workers were listed in error. For both groups, the last workday is Tuesday, **June 23**. We apologize for any inconvenience.

Banking Vote by Friday, June 12

We have asked the MTEA Building Representatives in all schools to report the results of their faculty's vote on banking time by June 12. BRs should fax a copy of the special report sheet sent to the schools with the June 1 Sharpener.

For Your Good Health, This Summer

We recommend that you take two steps this summer to do yourself, and your pocketbook, some good. Please take the PHA to avoid a **\$200** financial penalty **and** start the voluntary Internet-based programs to earn a **\$250** financial incentive.

To access information on taking the PHA and the voluntary "Healthy Living" programs, go to mtea.org and click on the "Take the PHA" link.

Complete the PHA, Again

By December 15, 2009, you and your spouse **must complete the PHA again** or pay a \$200 penalty. (\$100 will be deducted from your paycheck once in February and in March of 2010.)

You should not wait until the deadline to take the PHA.

Keep Proof of PHA Completion

Be sure to print and retain your confirmation number if you and your spouse take the PHA online.

If you send the paper version, be certain to retain the results mailed to your home. (If you don't receive your PHA results in the mail within three weeks, call GoodHealth at **1-866-904-2615**.)

Start Now to Complete Voluntary Programs

If you want to **earn a \$250 tax-free incentive**, you must complete a voluntary GoodHealth program(s) before December 15, 2009. The incentive which employees may earn has increased from \$200 for 2008, to \$250 for 2009.

Many voluntary programs involve three six-week programs - taking 18 weeks to complete. To earn the \$250 incentive:

- ◆ You may take the same six-week program three times **or** three different programs **or** the same program twice and another one for a total of three.
- ◆ However, you may **not** take three Internet programs concurrently. You must complete one before you start another.

You cannot earn the \$250 incentive unless you start months prior to the deadline. If you start the week of June 21-27 and take a one-week break between three Internet-based programs, you could finish before Thanksgiving.



Record Day Use

MTEA and MPS have the following agreement on the use of the negotiated record day - **June 17**. (June 23 in year-round schools.)

"Elementary teachers will turn in records as they complete them at various times on record day. Records will be completed and checked for accuracy and completeness previous to the teachers being excused for the day. The teacher will continue to be responsible for the closing of the assigned classroom. If it becomes obvious to the local administrator after the beginning of the afternoon session that records may not be completed previous to the end of the normal teacher workday, the principal may establish a schedule for said completion.

"Staff members without classroom responsibilities may be assigned such duties so as to assist in the regular closing of schools following the completion of their own responsibilities. It is understood that staff members without classroom responsibilities will not be required to check the accuracy and completeness of other teachers' records."

Last Paycheck Will Be Mailed

The final paycheck of the school year will be mailed to the homes of employees. For most teachers, the June 26 paycheck will cover seven days. (For school social workers and others on the 200 day schedule, there will be 11 days on the June 26 paycheck.)

Clarifying: Seven Days on Last Paycheck

If you are on the 191-day salary schedule and work the traditional calendar, your last paycheck, will reflect **seven** days of pay.

The paycheck schedule this school year was slightly different from the past several years. There were only four days paid on the first check of the school year, instead of the usual six. The next 20 paychecks were for nine days each - as usual. The last paycheck is seven days (instead of the usual five) to bring the total days paid to 191.

The seven days on June 26 has nothing to do with the emergency make-up day being worked this year.

Updating Your Contact Data

Before you start summer break, it is important to make certain MPS and MTEA have your current contact information.

Notify the MPS Payroll Department

To update school district records, go to "Employee Self Service" on the MPS home page. You can access the change page with your regular e-mail and password.

If you prefer paper, you need to print out an address change sheet from the MPS Web site and send it to the MPS payroll department. Payroll is the **only department** in MPS that can change an employee's address and other home contact data.

You may fill out the sheet in person at the MPS payroll department in Room 120 at central office, 5225 West Vliet Street. Or you may complete a sheet at school, fax it to payroll at 475-8389 **and** mail in the original sheet via U.S. Mail.

Separate Notice to MTEA

If you have not notified us of any contact changes, especially home e-mail, during the past school year, please send the form below to the MTEA Building. If you prefer, call 259-1990, fax 259-7801, or e-mail to lscherli@mtea.weac.org.

.....

Thanks to BR's

MTEA Building Representatives deserve a note of appreciation for the support and service they have provided to teachers throughout the school year.

BR's are the cornerstone of the MTEA. Their communication and representation efforts benefit the entire membership. They serve voluntarily, without pay, and their leadership is essential to your union's success in meeting your needs.

.....

Name _____

Home Phone _____ Cell Phone _____

Address _____

City _____ Zip _____

School _____ SS# _____ (optional)

MPS Employee ID# _____

Home E-Mail _____

MPS E-Mail _____@milwaukee.k12.wi.us





Retiring at Age 65?

If you are age 65 or older and plan to retire at the end of this school year, you need to apply for Medicare coverage **now** if you have not already done so. You need to enroll so that Medicare coverage takes effect on the first day of the month following your retirement date. If you retire in June, Medicare starts on July 1.

For those who retire at age 65 or older, Medicare becomes the primary insurance coverage and Aetna (or your HMO plan) provides secondary coverage starting on the first day of the month following retirement. Then your MPS health plan will pay only for the portion of costs beyond the Medicare coverage limit.

If you do not enroll in Medicare in time to start coverage on that date, Medicare will not pay its portion for hospital, doctor, and other medical services. Instead, you must pay the Medicare portion of your medical expenses out-of-pocket until Medicare coverage takes effect.

WRS Service Break Required

If you are retiring at the end of this school year, please note that the Wisconsin Retirement System (WRS) requires a 30 calendar day break in service - **before** you may work for MPS or another WRS employer. The pension benefits you receive from WRS, as well as from MPS under the negotiated supplemental retirement plan, will be adversely affected if you do not complete the 30-day break in service.

You should make certain that you are not employed by MPS or any other WRS employer in any paid capacity for 30 days. You are also prohibited from entering into any paid employment arrangement (written or verbal) with MPS or any other WRS employer, in any capacity, for 30 days **after** your last paid day (June 17 for those on the traditional calendar).

District Refuses to Work Out Classroom Packing Issues, Again

Grievances and MOUs in the Past

Your union's staff has filed group grievances on behalf of teachers assigned to do packing and unpacking necessitated by the relocation of classrooms to another building or another room within a school.

Arbitrator Howard Bellman determined that it was not possible for teachers to perform such tasks during their regular workday. He recognized that packing couldn't be done with students in attendance - and that teachers had other duties to perform on record day, banking days, and other days without students.

Since this and other arbitration decisions, many memorandums of understanding (MOUs) have been negotiated school-by-school to compensate the affected teachers. Past MOUs have provided 24-32 hours of paid additional time to pack and unpack classrooms/materials. (**Moving** tasks are done by the engineers - not teachers.)

MPS Says Others Will Pack Classroom Materials

The MTEA staff asked MPS about the status of MOUs to cover packing tasks at the end of this school year several times. Recently, the MPS Labor Relations Department said that it will not agree to any MOUs to pay teachers for packing this June. Instead, MPS plans to hire (or get outside volunteers).

Our Advice: No Pay, No Packing

If you have personal items - materials that you own - you should pack them, within your regular workday if possible.

You should not pack any classroom materials, equipment, etc. unless you are paid.

If your principal directs you to perform packing tasks, you should comply but record the exact times and dates, and submit a specific written request for pay to the principal, keeping a copy for yourself. If you are not paid at the correct rate, please call Bob Anderson of the MTEA staff at 259-1990.

Rate of Pay

If you pack, unpack, or purge obsolete materials you should be paid:

- ◆ At your individual hourly rate if you work on a non-workday such as a weekend, or during intersessions or spring and summer breaks.
 - ◆ At the part-time certificated rate if you work before school or after school on a regular workday.
 - ◆ At the part-time certificated hourly rate in addition to your regular daily rate, if you work on your lunch hour or on record day.
-
-



Planning Ahead for King Writing Contest

The theme for the 27th Annual Dr. Martin Luther King Writing Contest is "People Must Work Together." In the fall, the contest co-sponsors will publish details, in a special Milwaukee Journal Sentinel insert and an MTEA flyer. This year's contest deadline is November 16.

Financial Tune-Up WEAC Seminars

During these times of economic change, are you looking for help to safeguard your financial situation?

Whether you are just getting started, wondering what you should or shouldn't do with your current retirement savings, or looking to find out if and when you can retire, help is here!

Two seminars will be presented on Monday, July 20 at WEACs Brookfield Office, 13805 W Burleigh Rd.

Turbulent Markets

10:00 - 11:00 a.m.

This seminar will examine time-tested investment lessons to guide you through market volatility. The impact for 403(b) regulations have on your ability to move money from one investment provider to another will be also be discussed.

Retirement Planning 101

2:00 - 3:00 p.m.

If you are considering retirement this seminar will provide you with information on the main sources of retirement income, the most common roadblocks to a secure retirement, and different retirement planning solutions.

Registration

For other seminar options, details, and to register, call 1-800-279-4030, Ext. 8563, or go to weabenefits.com.

Free, Fun, & Fulfilling

Cardinal Stritch University, along with Teachscape invite you to the summer's "edutainment event" at Discovery World Museum on **July 29**. The agenda includes: three high-energy hours with Dr. Pat Wolfe, sharing practical ways to implement brain-compatible teaching strategies; a "scoot" through the Museum; and a complimentary lunch. You'll also receive a tote bag, a \$10 gift shop coupon, and more.

Pre-registration by July 20 is required. Call 1-877-987-8748 or e-mail online@stritch.edu.

PDP Training at UWM

This summer, UWM is offering professional development plan (PDP) workshops - for initial educators and for reviewers. The sessions described below will take place at the UWM Union, Room 191. To register, contact Dustin Schimek at educout@uwm.edu or 229-4728.

For Initial Educators

Learn to write a compelling goal that leads to a great PDP, plus access to online tools for writing your PDP (bring a laptop). This 90-minute workshop will be held at 2:30 p.m. on Wednesday, **June 24**. The presenter is the state's leading facilitator for PDP team training - Kathy Larson.

For PDP Reviewers

UWM's School of Education Outreach, with DPI, is conducting two all-day PI 34 PDP reviewer trainings - on Thursday, **June 18**, and another on Wednesday, **August 12**. Completion will enable you to be listed in DPI's database as a qualified reviewer of a professional development team, and provide services such as reviewing and approving PDPs and mentoring initial educators.

Both reviewer workshops take place from 8:00 a.m. until 4:00 p.m. Lunch and parking passes will be provided.

Health Care Reform Event

Are you interested in changes that will mean high-quality health care for all? Want to learn more?

Area educators are planning an informative event for Thursday, **June 25**, at the South Shore Park Pavilion. Details, including starting time tentatively 3:00 p.m. will be at mtea.org (Events) soon.

"Walk on the Child's Side" - #10

The tenth edition of an event drawing attention to the need to reform how schools are funded takes place in Madison on **June 16**. Several administrators, teachers, and public education advocates will speak at the noon rally on the steps of the State Capitol. For details, go to mtea.org (Events).

While most MTEA members will be in school, you can support the Walk by calling or e-mailing your legislators. Let them know you support school funding reform in Wisconsin, that investing in public schools will strengthen our communities and our economy. To find out who your legislators are and their contact information, go to mtea.org (Resources).