

### March on Milwaukee

Forty years ago, many Milwaukee residents marched for the right to live where they wanted - taking a stand for social justice and racial equality. Forty years later, the struggle continues. The March on Milwaukee project is commemorating the open housing movement to not only honor past efforts, but re-ignite discussions and refocus citizens' attention to problems that remain.

The March on Milwaukee events will take place from Thursday, September 27 - Sunday, September 30.

The events include a play, the opening of an exhibit, an all-day community conference at UWM on Saturday (free), and a gathering on the James E. Groppi Unity Bridge on Sunday afternoon.

Go to [marchonmilwaukee.org](http://marchonmilwaukee.org) for details including online registration.

### New Teachers Need Our Help

While the start of the school year is demanding for all of us, colleagues who are new to the profession face a challenge that seems overwhelming at times. We ask experienced teachers to reach out to the new teachers at your school - offering support and encouragement.

## TEAM Helps Experienced Teachers

By contract, the MTEA and 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, etc.

### Key Points on Referrals

- ◆Candidates for the TEAM are identified by referrals from principals, fellow teachers, or self-referrals.
- ◆All referrals are reviewed, and about half result in teachers being offered TEAM program support. **Participation is strictly voluntary.**
- ◆The deadline for referrals is Monday, **October 15.**

### Ten Years of TEAM - Summary of Results

Of the 164 teachers who have entered the program, 54 completed at least two full semesters of TEAM support, exited successfully, and are now performing effectively in the classroom. Seventy-seven TEAM participants have resigned or retired from MPS. This school year, 12 teachers are participating in the program.

About half of the referrals to TEAM have **not** resulted in teachers participating in the program - for a wide variety of reasons. For example, 45 of the past referrals were invalid because the principal did not submit the required observation data or the teacher did not have three or more years in MPS.

### More Details on the TEAM Program

For more information, please call Jennifer Jones-Miller at 212-3172. Jennifer is a teacher who coordinates the TEAM program.

A copy of a brochure describing the program was sent to the BR in each school with today's Sharpener. Please ask your BR or call us at 259-1990 if you would like a copy.

## Critical Insurance Reminder!

If you did not add a dependent at the time of birth or marriage, you should apply for coverage during the September open enrollment period. (Even if you have family coverage, a new dependent is **not** automatically added to your health and dental coverage.)

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## **Family Connection for Your School**

In the fall and spring of the past three school years, our union has produced a four-page newsletter especially for parents. We sent a sample copy of last spring's edition to your school's MTEA Building Representative with todays Sharpener.

This fall's issue is scheduled for distribution to the schools on October 17. If your school would like copies, your BR should fax or e-mail your order by **Wednesday, October 10**.

If you have questions or ideas for Family Connection, please contact Kris Collett of the MTEA staff at kcollett@mtea.weac.org or call her at 259-1990.

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### **MPS Bowling League**

All MPS employees are welcome to join the co-ed MPS league for bowling at 4:30 p.m. on Wednesdays at Burnham Bowl, 61st and Burnham. New three-member teams will be accepted through September. For details, call Don Bo(w)lanowski at Pulaski High, 902-9055.

### **King Writing Contest**

The rules for the 25th Annual Dr. Martin Luther King, Jr. Writing Contest were sent to schools with today's Sharpener.

We hope the early distribution will help you plan to include the contest in your instructional activities this fall.

The contest offers students at all grade levels an opportunity to celebrate Dr. King's legacy - as they put their writing skills to good use.

Entries must be received at the MTEA Building (or any Milwaukee Public Library) by **November 13**.

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You should check the dependent information on the second page of the "MPS Employee Benefits Application Form" which was mailed to your home this fall. If all of your dependents are not listed, you should add them to the form.

**To add a child**, you must provide MPS with a copy of the birth certificate. **To add a spouse**, you must send a copy of your marriage certificate to MPS. If possible, your documentation should be sent with your application.

### **Add Dependents by September 28**

Your application must be received in Room 124 of the MPS central office by 5:00 p.m. on **Friday, September 28**.

Your added dependent's coverage will start on November 1.

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## **Elementary Lunch Duty Is Paid**

Key points from the lunch duty contract provisions for elementary schools, **including K-8's**, are outlined below:

- ◆ At a minimum, one teacher per lunchroom - supported by educational assistants - provide the supervision. This assignment is voluntary and **paid** at the part-time, certificated rate.
- ◆ If the principal, after consulting with the staff, determines that pupil safety requires more supervision, an additional teacher per lunchroom may be assigned, which is also voluntary and **paid**.
- ◆ In many elementary schools, enough teachers volunteer to cover lunchroom supervision. However, if not, the principal may assign teachers to the duty on a rotating basis, **with pay**.
- ◆ When involuntary assignments are made, teachers must receive a duty-free lunch period of 30 continuous minutes. This means teachers may be assigned only for the **first** or **last** 15 minutes of their lunch period.

### **Scheduling Maneuvers Violate the Contract**

A few years ago, a principal devised a scheme to avoid paying teachers for lunch duty. She assigned specialists and special education teachers for 20 to 45 minutes each day, **without pay**. The principal claimed she could make such duty assignments because the teachers also received a 45-minute, duty-free lunch period each day.

The school district supported the principal, and our union filed a group grievance, which went to arbitration. The arbitrator rejected the MPS argument that teachers were not entitled to pay for lunch duty if they also had a duty-free, 45-minute lunch period. He ruled the contract clearly provides that elementary lunch supervision duty is paid at the part-time certificated rate and ordered back pay totaling over \$53,000.

### **Unpaid Assignments Should Be Corrected Now**

The arbitrator's decision also stated explicitly that future violations would require full payment for all hours worked. If your principal has assigned unpaid lunch duty this fall, the MTEA Building Representative should ask that the affected teachers be paid for the time already worked. The principal should also immediately change any assignments that violate the contract even if the teachers are paid.

If a problem persists, your BR should call an MTEA staff member for assistance.

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