

## Scheduling Spring Parent Conferences

Parent-teacher conferences are scheduled for Friday, March 11 in most schools. Faculties that want an alternative schedule should take the following steps:

- Principal meets with parent representatives and MTEA Building Representative to develop options.
- BR surveys teachers on options.
- Principal obtains input of parents.
- BR and principal meet to review the parent and teacher responses.

### Due February 4

By **February 4**, BRs should notify the MTEA Office in writing of the dates and times your faculty wants for spring conferences. Schools will be notified after MTEA and MPS negotiators reach agreement on each request.

For details, please go to [mtea.org](http://mtea.org) (Contracts>Contract A to Z).

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## Expulsion Recommendation for Serious Safety Offenses

The two December Sharpeners focused on discipline and safety. Both issues included an explanation of the MPS policy and teacher contract provision which require an expulsion recommendation as the **minimum** disciplinary action for four, serious safety offenses: assault, battery, possessing a gun, and possessing a weapon (other than a gun).

This policy is in the MPS student rights and responsibilities handbook which is incorporated into the teacher contract.

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## MTEA Leader Election Steps Begin

January is the start of the election process for the MTEA Officer and Executive Board member positions which will be open for election in April. There are 11 MTEA leadership positions open for election.

The four MTEA Officer positions will be open for **two-year** terms - **President, Vice-President, Secretary, and Treasurer.**

### Six-Year Term Executive Board Seats

Five positions on the MTEA Executive Board will be open for **six-year** terms, one representative at each of four levels and one for special education, as described below.

- ◆ **Kindergarten-primary** - representing regular education members from pre-school through grade 3.
- ◆ **Intermediate** - representing regular education members in grades 4-6 in elementary schools.
- ◆ **Middle school** - representing regular education members in middle schools and in grades 7 and 8 in K-8 schools.
- ◆ **Senior high** - representing regular education members in grades 9-12.
- ◆ **Special education** - representing special education members at all grades, pre-school-12.

### Election for Three Middle School Positions

All three middle school positions are up for election this April. In addition to the six-year term (above), a two-year position and a four-year position will be filled this spring - to complete the unexpired terms of two representatives who retired from MPS.

### January 21 Deadline

If you are an active, teacher member and want to become a candidate, you need to submit a brief written statement, designating leadership position you are seeking, by **Friday, January 21**. Please send your self-nomination should be mailed to: Jeffery Johnson, Chairperson, MTEA Nominating Committee; 5130 West Vliet Street; Milwaukee, WI 53208. You become a candidate automatically when your declaration statement is received.

### Next Steps

The Nominating Committee will review the self-nominations to determine if there is need to recruit additional candidates. The Committee, with the help of Building Representatives, will insure that there is at least one candidate for each position.

The Nominating Committee will present a list of the declared candidates at the February meetings of the MTEA Executive Board and our union's school leaders (BRs). Additional nominations will be taken from the floor at the March 16 meeting of MTEA school leaders.

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The December 3 Sharpener gave the correct information, but the December 14 issue contained a misleading explanation. The four serious offenses **always** require a recommendation for expulsion as the minimum action.

When the school administration recommends expulsion, the student is placed on what's called a "CO" or "central office" suspension. The student remains out of school until a "CO" conference is held. As a result, the students could be re-assigned to another school, instead of being expelled. Occasionally the hearing officer decides to limit the disciplinary action to a suspension.

Please ask your BR for assistance immediately if there is a serious, safety offense, but your school is not recommending expulsion.

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## MPS Teachers Earn National Certification

Nine district educators earned National Board Certification in 2009-10. A total of 62 MPS teachers have completed the very rigorous requirements.

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

### **Marci Babb-Mosur**

Congress

### **Jeannette Bahr**

Victory

### **Bridget Cassidy**

Vieau

### **Sarah Halverson**

Milwaukee Sign Language

### **Dorothy Hancock**

King High

### **Stephanie Hanney**

Trowbridge

### **Todd Hartwig**

Brown

### **Shannon Kowalke**

Allen-Field

### **Patricia Pingitore**

Dover

### **Kathy Xiong**

Grant

### **Jaime Zarate**

Bradley Tech

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## School Interview Team Elections

Most MPS schools fill their teacher vacancies through the contractual interview process. Under this process, each school's interview team determines which applicants to interview and selects the candidates who best fit their school's needs. Interviews cannot take place unless a complete team is established.

This month, MTEA Building Representatives conduct an election to determine the teachers who will serve on interview teams to fill teacher vacancies **for next school year**. Principals send the complete list of the school's interview team members - parent(s), administrator, and teachers - online to the MPS Office of Certificated of Staffing by **February 1**.

### Interview Team Composition (Per Contract)

- ◆ The minimum membership of a team is an on-site administrator, a parent, and three teachers.
- ◆ By contract, teachers must comprise the majority of each team. For example, if a school decides to have two parents on a team (along with the administrator), four teachers would need to serve on the team so that teachers would comprise the majority.
- ◆ Schools have the option of establishing more than one team based on the number and nature of the vacancies.
- ◆ Alternates should be elected when team members are elected. They will be needed if absences occur when interviews take place.

### Electing Teachers to the Team

- ◆ Teacher team members do not automatically remain on their school's team year after year. A new election is held in January, unless there is consensus among teachers to maintain the same team(s).
- ◆ By contract, only the BR conducts the election of teacher members.
- ◆ Suggestion: BRs may want to hold the election when teachers are available on the record/staff planning day, **January 24** in most schools.
- ◆ Teachers assigned to your school at least 50% of their time are eligible to vote for and serve on the interview team. (Interns may **not** vote or serve on a team - due to a potential conflict-of-interest.)
- ◆ Service on an interview team is voluntary and unpaid. Interviews must be conducted outside the school day.

### Questions

You will find the answers to frequently-asked questions about interviews at [mtea.org](http://mtea.org) (Contract A to Z).

If you have additional questions, please call Don Ernest of the MTEA staff at 259-1990 or e-mail him at [ernestd@mtea.weac.org](mailto:ernestd@mtea.weac.org).

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## Union Dues and Tax Deductions

We are working with our attorney to calculate the amount of union dues that may be claimed as a miscellaneous deduction for 2010. IRS has strict rules on what portion of union dues is allowed for deductions.

We plan to complete the calculations by mid-January. Look for updates at [mtea.org](http://mtea.org) and in Sharpener.