
First Semester Vacancy Pay

If you were assigned to a teacher vacancy (or vacancies) during the first semester, you should be paid the difference between your substitute teacher rate and your teacher salary schedule rate.

MPS has not determined the paydate for teacher vacancy pay adjustments. (It's usually in March.) We'll print the date in [Dispatch](#) when MPS sets it.

Were You in a Teacher Vacancy?

If you are not certain if you were assigned a teacher vacancy during the first semester, please call the MPS Certificated Staffing Division at 475-8224. Staffing specialists have the information to let you know if the teacher was merely absent or the position was a vacancy, as defined by the teacher contract.

QTI dispatchers are not allowed to provide this information to substitute teachers. In fact, they may not even know whether an assignment is a vacancy or not.

Being Paid at the Appropriate Rate

If you were in a teacher vacancy, you may qualify for pay as high as Step 8 in the MA division on the teacher salary schedule.

You may need to submit some documents to MPS, as explained in the box on the back.

Contract Proposals Exchanged, Finally

After months of delays, the initial contract bargaining proposals for the 2007-09 substitute teacher contract were exchanged on January 20. Our union's substitute teacher team met briefly with the School Board's team, in public, as required by law.

Contract talks will begin on February 10. Look for details in [Dispatch](#).

Snow Day Make-Up Explained

Last July, MTEA and MPS negotiators bargained a memorandum of understanding (MOU) that spells out when make-up days will be held during 2008-09 if required by DPI. The MOU provides educators, parents, and students with advance notice of make-up dates.

A chart showing the sequence of make-up dates in the event of up to **four** inclement weather days this school year is at mtea.org.

DPI Denied Joint Waiver Request

MPS and MTEA jointly requested a waiver of the required student attendance days/minutes for the snow closing day on December 19. DPI denied the request.

A waiver was also requested for January 15 & 16 when schools were closed due to the bitter cold. We had not received word of DPI's response when [Dispatch](#) went to press, but it is likely the second request will also be denied.

How Snow Days, Make-Up Days Impact Substitute Teachers

Based on the make-up day MOU and three snow days this winter, substitute teachers are affected in three ways, outlined below:

#1 - Some Are Paid for Snow Days

Substitutes receive their normal pay, with no deductions from sick leave, when schools are closed for inclement weather if they are in:

- ◆ A teacher vacancy.
- ◆ A long-term assignment.
- ◆ An assignment they were dispatched to **prior** to the closing.

The January 9 paycheck covered up to five workdays, including the snow day on December 19. If you did not have an assignment for that day, you were not paid for it. (For some substitutes, MPS delayed the January 9 payment until the January 23 paycheck.)

The February 6 paycheck will cover up to 10 paid workdays - including the two days schools were closed on January 15 & 16. Again, if you didn't have a school assignment for those two school closing days, you will not be paid for them.

Please continue on back...

Are Your Documents on File With MPS?

The college courses you have taken and your prior teaching experience may place you at a higher rate on the teacher salary schedule for teacher vacancy pay.

Your Division

If you have 16 college credits beyond your BA, you may qualify for the BA+16 division. If you have an earned master's degree, you may qualify for the MA division. By contract, MA is the highest division of the teacher salary schedule for pay to substitutes assigned to a teacher vacancy.

Your Step

Up to seven years of prior teaching experience, in or outside of MPS, is counted for your step placement on the teacher schedule. If you have seven (or more) years, your teacher vacancy pay will be at Step 8 of the teacher salary schedule.

File ASAP

If you have not already done so, you should take steps **now** so that MPS receives your original college transcripts and verification of teaching experience outside of MPS. Both items are needed to place you at the teacher salary schedule level matching your education and experience.

We recommend you bring your documents to the MPS Compensation Division in Room 124 at central office and ask for a time-stamped copy to verify submission. The mailing address is MPS Compensation Division; P.O. Box 2181; Milwaukee, WI 53201-2181.

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#2 - Student Days Replace Some Banking Days

Some make-up days are being held on days originally scheduled as non-student days for banking time activities. On these days, more substitutes should work than normally needed for banking days.

#3 - Emergency Make-Up Will Become Record Day

Some substitutes teachers will work (with pay) on the emergency make-up day at the end of this school year. This day will become the record day.

If this make-up day were not required by DPI, substitutes in teacher vacancies would be paid without having to work - in effect a paid holiday. (This occurred for many years, prior to last school year.)

The date of the emergency make-up day depends on each school's calendar. For traditional calendar schools, the emergency make-up day is Wednesday, **June 17**. At year-round schools, the make-up day is Tuesday, **June 23**. At IB high schools, the day is Wednesday, **June 3**.

Getting Involved in Our Union

The best way for our union to meet the needs of the membership is through informed and involved members!

If you would like to learn more about our union and get involved in working to improve conditions for substitute teachers, you should consider serving as an MSTA Executive Council member. You can play a key role because of your unique background, views, and experience working in MPS.

Brief Description of MSTA Representative Duties

MSTA Executive Council members have important policy-setting responsibilities within our union. If elected, your primary duty will be to participate in monthly meetings of the Council. You will discuss and make decisions on negotiations, professional development, and other issues/concerns that directly affect substitutes in MPS.

Members Invited to Declare Candidacy by February 11

This April, there will be three MSTA Council representative positions open to election - **two** two-year at-large positions and a one-year at-large position (completing an unexpired term).

To become a candidate, please submit the form below to the MSTA Nominating Committee; 5130 West Vliet Street; Milwaukee, WI 53208. The deadline is **Wednesday, February 11**. You will automatically become a candidate when your form is received.

MSTA Council Representative Candidate Declaration

Name _____

Phone (Home and Cell) _____

Home E-Mail _____

I hereby declare my candidacy for the April 2009 election of MSTA Executive Council representatives.

(Signature)

This form must be received at the MTEA Building by **5:30 p.m. on Wednesday, February 11, 2009**.