

## Creating Career Opportunities for Teachers

How do we create career opportunities for teachers that do not require them to leave the classroom? How do we expand the opportunities for teachers to take on leadership responsibilities? Traditional career “advancement” is often viewed as a one-way ladder up. MCEA is working to create a career “lattice”: a system that provides a web of opportunities that teachers can pursue throughout their career -- without abandoning direct work with students.

In last year’s contract negotiations, MCEA and the Board of Education agreed on a Career Lattice framework that will be implemented in the third year of the current contract (2009-2010). The plan creates a path that leads to achievement of “Lead Teacher Status.” To gain this status, teachers would have to have an APC, have taken Studying Skillful Teaching or OAT coursework, and have completed a new, portfolio-based assessment process. Lead Teacher status would then open multiple doors – and eligibility — for existing leadership opportunities such as Staff Development Teacher, Resource Teacher, Consulting Teacher, and certain Instructional Specialist positions. Lead Teachers will also be eligible for new Project Leadership Grants. A Lead Teacher who takes on a designated leadership position would receive a ‘Lead Teacher Supplement’ in addition to the salary that goes with the new position.

A new, joint MCEA/MCPS Career Lattice Panel is working to finalize the application and portfolio review process. They plan on finalizing the process by the end of this year, so that teachers can begin applying for Lead Teacher status next year. Lead Teacher Supplements and Project Leadership Grants will begin in 2009-2010.

### SHORT TAKES

#### New Contracts Arriving

The new contract between MCEA and MCPS (7/1/07-6/30/10) was delivered to the pony last week and should be in all schools and worksites this week. If your school/worksite does not receive it by the end of this week, please notify MCEA.

#### County Council Member Floreen to Speak at October 3rd MCEA RA

MCEA’s countywide assembly of building representatives will be held **Wednesday, Oct. 3 from 4:15 – 6:00 pm.** Every building is encouraged to send a representative. All members are also welcome to attend

#### Tuition Reimbursement Requests for ‘06-’07

Have you submitted your reimbursement request for a course you took last year? It’s not too late. You have until Oct. 31, 2007 to submit Form 440-13 along with proof of payment and a copy of the grade report to the Office of Organizational Development. Don’t lose out. Questions? Call 301-601-4899.

#### State Retirement Counselors Coming to MCPS

Members planning for retirement can set up an appointment with a state retirement counselor for local meetings planned throughout the year. Upcoming meetings will be held at ERSC at 7361 Calhoun Place in Rockville on: Oct. 16 and Nov. 20. Call 410-625-5555 or 1-800-492-5909 to make an appointment.

## TEACHER TIP

### Supporting New Teachers

(adaptable)

Every teacher at one time or another has been “the new teacher,” either to a system or in a building. And while MCPS has a full induction system with Consulting Teachers (CTs) and mentors, there are still feelings of isolation and being overwhelmed, even weeks into their new position. Support comes in many forms and here are a few: leave new staff a little present in their mailboxes such as cute note pads or chocolate with a note offering support or simply stop by after school to see if they have any questions. It’s surprising how many times they need somebody to talk to or cry to but they don’t want to burden their own teammates. The biggest thing is to not assume all’s well if they’re still standing. Be available to support them throughout the year. It’s everybody’s responsibility to help those new to our profession.

### Daily Review

(grades 3-5)

Before leaving school each afternoon, write four math problems on the board along with one sentence to be corrected. You can call these problems ‘DR’ or daily review. Students are to work on this as soon as they enter the classroom while you are processing the lunch and attendance reports. These papers are quick to grade and you could have a reward at the end of the day or week and have anyone who makes 100 may go to a treasure box for a small reward. Since you don’t need to record these scores there is no threat or intimidation. Students get to practice prior skills or possibly new skills – and maybe even get a reward!

These tips were gathered from “Works4me” an NEA on-line program. For additional tips, e-mail to [lyris@list.nea.org](mailto:lyris@list.nea.org). Then in the message block, type: subscribe Works4me (with no punctuation)

## ON THE JOB

### Sick Leave

Sick leave is a negotiated right for all unit members. It can be used for personal or family illness and it can be used for “an injury, quarantine, pregnancy, miscarriage or child-birth.” Sick leave can also include “medical, dental, or optical examination or treatment impossible to schedule on nonduty days.” All of this can be found in **Article 30, Sec. C** of the contract (p.68).

There are certain procedures that must be followed when utilizing sick leave but one point is very clear. **Short term use of sick leave cannot be denied. You are not requesting its use, you are documenting its use.** ‘When’ the sick leave is used does not change this fact. If you are ill, the fact that testing is taking place does not alter your right to use this leave which you’ve accrued. The leave cannot be denied nor should you be called to come in to work. The director of ERSC *may* request documentation from a physician if the leave reaches four consecutive days, however (**Art. 30, Sec. C7c**).

The procedures for using sick leave include: notifying the appropriate person at school that you will be

absent as soon as possible; calling the sub line to register your leave request and coverage; and, if you will be sick for multiple days, notifying the appropriate person as to your status and when you’ll be returning.

Sick leave may also be used by the unit member to care for someone in their immediate family. In Section A of the same article (30), immediate family is defined as “child, parent, brother, sister, husband, wife. Anyone who lives regularly in the unit member’s household shall be considered immediate family.”

### Part-time Positions

In **elementary schools**, all part-time assignments are pro-rated from the full time assignment. The work day for a full time position is seven hours, excluding lunch, so a .5 assignment would be 3 ½ hours/day or 17 ½ hours/week; a .7 would be 4 hours and 54 minutes/day or 24 hrs/week. In both part-time cases, if lunch is taken an additional 30 minutes must be added. Part-time positions also receive a pro-rated amount of planning time which is counted *within* the duty time. **Secondary** part-time classroom positions, where the workday is also prorated, also allocate based on the number of classes taught (i.e., 1 class, at least a .2; 2 classes, at least .4, etc, based on a fulltime 5 course load).