



Friday, September 25, 2009

For Immediate Release

MMSD and MTI Reach Tentative Contract Agreement

The Madison Metropolitan School District and Madison Teachers Inc. reached a tentative agreement Tuesday evening on the terms and conditions of a new two-year Collective Bargaining Agreement for MTI's 2,600 member teacher bargaining unit. Negotiations began April 15.

The Contract, for July 1, 2009 to June 30, 2011, needs ratification from both the Board of Education and MTI. The Union will hold its ratification meeting on Wednesday, October 14, beginning at 7:00 p.m. at the Alliant Energy Center, Dane County Forum. The Board of Education will tentatively take up the proposal in a special meeting on October 19 at 5:00 p.m.

Terms of the Contract include:

2009-2010

Base Salary Raise – 1.00%
Total Increase Including Benefits – 3.93%
Bachelor's Degree Base Rate \$33,242

2010-11

Base Salary Raise – 1.00%
Total Increase Including Benefits – 3.99%
Bachelor's Degree Base Rate \$33,575

A key part of this bargain involved working with the providers of long term disability insurance and health insurance. Meetings between MTI Executive Director John Matthews and District Superintendent Dan Nerad and representatives of WPS and GHC, the insurance carriers agreed to a rate increase for the second year of the Contract not to exceed that of the first year. In return, the District and MTI agreed to add to the plans a voluntary health risk assessment for teachers. The long term disability insurance provider reduced its rates by nearly 25%. The insurance cost reductions over the two years of the contract term amount to roughly \$1.88 million, were then applied to increase wages, thus reducing new funds to accomplish this.

The new salary schedule increase at 1% per cell, inclusive of Social Security and WRS, amount to roughly \$3.04 million. Roughly 62% of the salary increase, including Social Security and WRS, was made possible by the referenced insurance savings.

Key contract provisions include:

- Inclusion in the Contract of criteria to enable salary schedule progression by one working toward the newly created State teacher licensure, PI 34. Under the new Contract provision, one can earn professional advancement credits for work required by PI 34.
- Additive pay regarding National Board for Professional Teaching Standards, i.e. an alternative for bargaining unit professionals who are not teachers (nurses, social workers, psychologists, et al) by achieving the newly created Master Educator’s License.
- Continuance of the Teacher Emeritus Retirement Program (TERP).
- The ability after retirement for one to use their Retirement Insurance Account for insurance plans other than those specified in the Collective Bargaining Agreement. This will enable one to purchase coverage specific to a geographic area, if they so choose, or they may continue coverage with GHC or WPS – the current health insurance providers.
- For elementary teachers, the frequency and duration of meetings has been clarified, as have several issues involving planning time. All elementary teachers and all elementary principals will receive a joint letter from Matthews and Nerad explaining these Contract provisions.
- For high school teachers who volunteer for building supervision, there is now an option to enable one to receive compensation, rather than compensatory time for the service. And there is a definition of what “class period” is for determining compensation or compensatory time.
- For elementary and middle school teachers, MTI and the District will appoint a joint committee for each to study and recommend the content and frequency of report cards.
- For elementary specials (e.g. art, music) teachers, the parties agreed to end the class and a half, which will mean that class sizes for specials will be similar to the class size for elementary classroom teachers.
- For coaches, and all others compensated on the extra duty compensation schedule, the additive percentage paid, which was frozen due to the State imposed revenue controls, will be restored.
- School year calendars were agreed to through 2012-2013.
- Also, MTI and the District agreed to a definite five-year exemption to the Contract work assignment clause to enable the District to assist with funding of a community-based 4-year-old kindergarten programs, provided the number of said 4-K teachers is no greater than the number of District employed 4-K teachers, and provided such does not cause bargaining unit members to be affected by adverse actions such as lay off, surplus and reduction of hours/contract percentage, due to the District’s establishment of, and continuance of, community based [Model III] 4-K programs. (See note below.)

MTI Executive Director John Matthews said that he was glad that the parties were able to successfully resolve several matters which were raised in negotiations. In all, 67 Contract provisions were amended or created in this year’s bargaining.

Superintendent Daniel Nerad said, “I am very pleased that we have reached this tentative agreement after an extensive period of bargaining. We have addressed a significant number of contract language related items. A key example lies in the area of elementary planning time. Of

greatest significance to the District is an agreement over language that would allow for the implementation of a four-year-old kindergarten program.”

“Also, in working with MTI we have been able to provide a salary increase, in part, as a result of reductions in health care costs. I appreciate working with John Matthews in accomplishing these insurance savings. I look forward to presenting this tentative agreement to the Board of Education in the near future.”

John Matthews said, “But the economic provisions do not adequately reward those who have made the Madison schools among the best in the country. With the State usurping local control as regards to school funding, this is a matter that the State must fix; there is nothing local school boards can do, given the State’s heavy hand. The State must realize that their funding formula for education is inadequate, and that it is causing the dissolution of the great education once available to Wisconsin children. That must be fixed and it is up to the Governor and the Legislators to do it.”

For more information and to coordinate interviews, contact:

MMSD: Ken Syke, 663-1903 or Joe Quick, 663-1902

MTI: John Matthews, 257-0491

There are three models for how 4-K instruction is delivered, i.e., where and by whom:

Model I – in a school district site and by district-employed teachers

Model II - in preschool/child care centers and by district-employed teachers

Model III - in preschool/child care centers and by center-employed teachers