



821 Williamson Street * Madison, Wisconsin 53703-4503 * Phone (608) 257-0491 * Fax (608) 257-1168

Solidarity!

STAND TOGETHER - Reclaim Wisconsin March 9 and 10 Let's Send Walker Packing!

MTI Stands Together to Reclaim Wisconsin



We're making history - be there.

To commemorate the one year anniversary of the dead-of-night passage of Walker's Act 10 legislation which stripped nearly all Wisconsin public sector workers of their rights and guaranteed wages and benefits, the Wisconsin AFL-CIO is hosting a state-wide tour to **Reclaim Wisconsin** which culminates in Madison on March 9th and 10th.

Friday, March 9, 2012 - Candlelight Vigil at 6:00 p.m., on the *Capitol Square*, and screening of the documentary film "**We Are Wisconsin**" about the 26 days of the uprising from **7-10:00 p.m.** at the *Orpheum Theater*.

Saturday, March 10, 2012 - Rally Events begin at **1:00 p.m.**, and the "**Reclaim Wisconsin March**" at **2:00 p.m.**, on the *Capitol Square*.

Plan now to attend these events. Bring friends and family and join your fellow MTI members and those of other public sector unions as we continue our efforts to **Recall Scott Walker, Retake the State Senate, and Reclaim Wisconsin.**

Movie Night at MTI March 14

MTI members are invited to participate in the monthly "Movie Night at MTI", typically on the third Thursday of the month (the March film has been moved to Wednesday, March 14, due to space availability). This month's film will be "**A. Philip Randolph: For Jobs and Freedom**" a documentary about the preeminent labor leader and civil rights leader who led the 1963 March on Washington.

"The film traces Randolph's early years amid the fervor of the Harlem Renaissance where he encountered the socialism of Eugene Debs, became a renowned soapbox orator and, with Chandler Owen, founded the radical magazine The Messenger. Soon a group of Pullman car workers asked Randolph to help them organize the Brotherhood of Sleeping Car Porters. The film revisits the group's bitter 12-year battle with the notorious Pullman Company, which tried repeatedly to destroy the union using spies and firings. The 1934 Wagner Act finally created a level-playing field, enabling the Brotherhood to win an organized contract in 1937, the first ever between a company and a Black union.... In 1963, Randolph called again for a march on Washington. He was the only civil rights leader who could unite other leaders in the movement. 250,000 came in response. When he introduced Dr. King, "symbolically, the torch was passed from one generation of fighters to another." From California Newsreel.

Pizza, popcorn and soda will be provided and the screening will take place from 6-8:00 p.m. in the MTI Conference Room,

821 Williamson Street, Madison. This event is brought to you by the MTI Member Engagement and Development Committee.

Vote by Absentee before Spring Break in the Board of Education Election

The election for Board of Education occurs **on Tuesday, April 3. This is during Spring Break.** Ensure that your vote counts in this critical election by voting absentee. **Absentee ballots are available two weeks before election day.** One can obtain an absentee ballot in one of two ways:

- In person: Go to the **Clerk's Office at the City-County Building, 210 Martin Luther King, Jr. Blvd, Room 103, between 8:00 a.m. and 4:30 p.m., Monday thru Friday.** State law requires in-person absentee voting to cease when the Clerk's Office closes for business the Friday before the election.
- By mail: Absentee ballots are mailed to registered voters **if a written request** is submitted. One **MUST** include a copy of an **acceptable photo identification** with your request. An application for this request is available on the City Clerk's website at: <http://www.cityofmadison.com/clerk/>

Additional information is available on MTI's Website, under **Elections and Political Action.**

Union's Class Covering Grievance Resolved

MTI and the District have been in dispute regarding the interpretation of Section III-R of the Collective Bargaining Agreement regarding Class Covering Pay since 2007 when MTI filed a grievance on behalf of the staff at Sennett Middle School. **The grievance was over class covering pay when a substitute teacher is unavailable and students were assigned to other staff.**

Resolution was achieved through a grievance mediation process which MTI and the District entered into last school year in an attempt to deal with a backlog of grievances. The process, which was recommended by Mediator/Arbitrator Howard Bellman during negotiations three years ago, is part of a project begun by Northwestern University Law School.

The mediated agreement resulted in *clarity to the language that ensures teachers and other teacher bargaining unit members are compensated for covering another teacher's class while leaving some flexibility for unforeseen emergencies and rare occurrences.*

Section III-R states that when the District is unable to assign a substitute teacher to cover for an absent teacher, **the building principal must first solicit volunteers from those teachers available to cover the class in question. If no teacher volunteers, the principal may assign a teacher to cover another teacher's class.**

The District had maintained that to be compensated for this work the covering teacher had to lose prep or planning time. *MTI disputed that interpretation.* In addition, the District contended that classes could be split up and assigned to multiple classrooms without receiving class covering pay.

The following constitutes the resolution of this matter as to when class covering pay is owed to teachers:

- When a teacher covers another teacher's entire class and loses planning time.
- When a teacher covers another teacher's entire class regardless of whether the teacher loses planning time.
- If the District splits up a teacher's class and assigns those students to two teachers, each teacher will be paid one-half of the class coverage rate.
- If the District splits up a teacher's class and assigns those students to three teachers, each teacher will be paid one-third of the class coverage rate.
- If the District splits up a teacher's class and assigns those students to four or more teachers, none of the teachers will receive additional compensation.
- No additional compensation is due when students remain in their regular class with other students rather than leaving class to attend instruction elsewhere (e.g. reading recovery, strings, TAG, speech and language, OT/PT).
- No additional compensation is due when a teacher teaches his/her regular class and the team teacher is absent, except if the teacher loses planning time.
- All "teachers" as defined in Section I-B of the Collective Bargaining Agreement are eligible for class coverage pay when covering the class of another teacher as set forth herein, except individuals in the following positions: learning coordinator, instructional resource teacher or dean of students.

MTI's case was presented by Assistant Director Jeff Knight. Anyone with questions about this resolution or class covering pay should contact Jeff at MTI Headquarters (knightj@madisonteachers.org).

Sabbatical Leave Granted

The MTI/MMSD Joint Sabbatical Leave Committee has granted a leave to **Gwen Kong** (Lincoln) **for the first semester of the 2012-13 school year.** The MTI/MMSD Joint Committee consists of MTI appointees Co-Chair **Jane Allen-Jauch** (Muir), **Matt Mulligan** (Black Hawk), and **Betsy Barnard** (West), and MMSD appointees Lisa Wachtel, Michael Hertting and Joe Gothard.

Under the terms of MTI's Collective Bargaining Agreement, the Board of Education budgets **\$45,000 for sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. The Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

Applications for the second semester of the 2012-13 school year are due September 1.

Calendar of Events

- **Monday, March 5, 4:30 p.m., MTI**
MTI Member Engagement Committee
- **Tuesday, March 6, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
MTI Finance Committee
- **Wednesday, March 7, 4:00 p.m., MTI**
EA-MTI General Membership Meeting
- **Thursday, March 8, 4:30 p.m., MTI**
MTI Community Outreach Committee
- **Monday, March 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Tuesday, March 13, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Wednesday, March 14, 6:00 p.m., MTI**
MTI Movie Night
- **Tuesday, March 20, 4:15 p.m., SCFL**
MTI Faculty Representative Council

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org