



# Solidarity!

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## WELCOME BACK!



To each and every one of the 4,300 District employees who are represented by **MTI**, welcome, as the 2012-13 school year kicks-off! **MTI** is the collective bargaining agent for all teachers and non-supervisory professional staff, educational assistants (**EA-MTI**), clerical/technical personnel (**SEE-MTI**), substitute teachers (**USO-MTI**), and school security assistants (**SSA-MTI**) who are employed by the Madison Metropolitan School District. *It is the Union's mission to negotiate the best possible Collective Bargaining Agreements, and to provide the best representation and service possible when assisting members with any Contract or work-related matters.* Feel free to contact your Union's staff at **MTI Headquarters** (257-0491 or [www.madisonteachers.org](http://www.madisonteachers.org)) should you have a question or need assistance with any Contract or work-related matter.

**This school year will be one of challenge as MTI moves to preserve members' wages, benefits and rights, given the impact of Governor Walker's Act 10.** MTI is working with numerous other teacher and public employee unions in this effort. *Member participation is essential to success.*

## MTI Board Members Greet New Hires

Members of MTI's Board of Directors and Union staff greeted the District's newly hired teachers at New Teacher Orientation on Monday. There are **250 new members of MTI's teacher bargaining unit.**

MTI Executive Director **John Matthews** addressed the District's new teachers during their Tuesday session. In doing so, *Matthews provided a brief history of the Union, its reputation of negotiating outstanding Collective Bargaining Agreements which provide both employment security and economic security, and in explaining the threat to both, given Act 10, said all MTI members would need to pull together to preserve the Madison Metropolitan School District as a quality place to teach.*

Matthews told the new hires that these benefits and rights, along with MTI's action to assure due process and workplace justice, has earned MTI the reputation of being one of the best Unions in the country. To illustrate the magnitude of MTI's accomplishments over the years,

*Matthews told about school board policy mandating female teachers, through the early 1970's, having to advise their principal "immediately upon becoming pregnant", and being obligated to resign when the pregnancy "began showing." As a result of MTI's accomplishments, such antiquated, degrading policies are history, he said.*

Matthews also cited **MTI's precedent setting accomplishments in advancing employee rights regarding race, religion, sexual orientation, and negotiating such things as the school calendar and health insurance.** Until the early 1970's, the school calendar only accommodated Christian holidays. MTI's litigation expanded the benefit to cover all religions.

## Continue the Awareness, Continue the Protest, Wear Red for Education

Since February, 2011, MTI members have been tirelessly protesting and working to end the disastrous impact on public sector workers of Governor Scott Walker's union busting destructive budget. The most important reasons for resistance vary from one union member to another and include: *the Legislation jeopardizes children's future and the viability of public education and other public services; its provisions are dishonest and immoral; they constitute an attack on Wisconsin's working-class and middle-class values; they ask for no shared sacrifice from the wealthy or profitable corporations.*

Payroll checks for **all** public employees have been substantially lessened because of Act 10, causing financial hardship for many families. **Walker's Law forces all public employees to pay 50% of retirement contributions, even though MTI and the Madison Metropolitan School District have agreed as part of one's total compensation package dating to the early 1970's, that the District would pay 100% of the contribution and many have increased contributions for health insurance.**

MTI leaders are working with other public sector union leaders across Wisconsin to reverse this disastrous legislation.

**As a show of SOLIDARITY, WEAR  
MTI RED every MONDAY!**

## Ready, Set, Goal Conferences

As previously reported in *MTI Solidarity!*, the **Ready, Set Goal** (RSG) memorandum has been amended, as a result of grievance mediation.

The *Memorandum of Understanding* between MTI and the Madison Metropolitan School District, which governs RSG Conferences has been **amended** to include the following parameters which apply, when determining the amount of compensation due a teacher for holding RSG Conferences during times other than scheduled school day(s)/hours:

- Teachers receive up to *15 minutes per student for conference preparation.*
- Teachers receive up to *30 minutes for each conference held.*
- Teachers are *compensated for up to two parent "no shows" per student, at 30 minutes per scheduled conference. Teachers are not obligated to schedule a RSG conference after there have been two parent "no shows". However, a teacher will be compensated pursuant to Section 2b (second bullet above), if the teacher thereafter holds a RSG conference for the student.*
- *Compensation will continue to include traveling to/from homes of parents, or other mutually agreed upon meeting place(s), or traveling to/from school if the conferences are not at a time adjacent to the Contract day. Mileage shall be paid in accordance with the terms and conditions of the Collective Bargaining Agreement and reasonable expenses for refreshments shall be reimbursed.*

The full RSG agreement is located on MTI's website ([www.madisonteachers.org](http://www.madisonteachers.org)). Questions can be directed to Assistant Director Eve Degen at MTI (257-4091 or [degene@madisonteachers.org](mailto:degene@madisonteachers.org)).

## Sabbatical Leave Applications Due September 1

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. MTI's 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 at MTI Headquarters by **September 1, 2012**. An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI's web page. MTI's appointees to the Sabbatical Leave Selection Committee are **Jane Allen-Jauch** (Muir), **Betsy Barnard** (West) and **Matt Mulligan** (Black Hawk).

## LaborFest 2012 Monday, Sept. 3, Noon to 5:00 p.m. Madison Labor Temple 1602 S. Park Street

**Mark your calendars!** This year's *LaborFest* promises great live music, good eats and family fun for all ages. Everyone is welcome. The South Central Federation of Labor's annual Labor Day celebration features live music by West Side Andy/Mel Ford Band and Paul Cebal Tomorrow Band.

On the menu will be the ever fabulous Italian sausages, corn on the cob, hot dogs, soda and beer. *Family entertainment includes a pinata, Scott the Great and his magic troupe (at 1:00 & 3:00 p.m.), face painting, balloons and other special attractions to please all ages.*

**Special Labor Day Collection!** *The Community Action Coalition for South Central Wisconsin serves all area food pantries and does outreach to the homeless. This year, at LaborFest, there will be a collection for the following items, which are NOT covered by food stamps (FoodShare/QUEST card).*

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|----------------|---------------------|
| • toothbrushes | • paper towels      |
| • toothpaste   | • toilet paper      |
| • shampoo      | • dishwashing soap  |
| • bar soap     | • laundry detergent |
| • diapers      | • baby wipes        |

## Calendar of Events



- August 27, 28 & 29 - New Teacher Meetings
- August 30 - Staff Development
- August 31 - All Staff Day
- September 3 - Labor Day
- September 4 - Semester Begins

## Our Union Makes Us Strong!

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)