



Solidarity!

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What Can I Do NOW to Support My Union and Save My Job?

*We know all too well the many changes that have occurred since Scott Walker became Governor and, aided by big corporate money, anti-worker lobbyists and a right-wing legislature, destroyed Wisconsin's public sector collective bargaining and what it has produced for workers and their families. **Many MTI members worked tirelessly on the protests, elections, recalls, recounts and numerous forms of organizing when the troubles began almost two years ago.***

***Where do we go from here?** While the fall elections are behind us, we must gear up for the next round; the spring of 2013. **We need to rebalance the State Supreme Court**, and we need to again make our voices heard by electing employee-friendly Board of Education (BOE) members. Three seats are up for election this spring: Seat 4, currently held by BOE president James Howard; Seat 3, currently held by Beth Moss (who has indicated that she will not run for re-election); and Seat 5, currently held by Maya Cole.*

MTI members need to remain attentive, educated, and ready to act on all matters that affect their jobs and well-being. It was only a short time ago that the District began work on an employee handbook that DID NOT include any input from their own employees; fortunately, **MTI got an opportunity**, due to Judge Juan Colas finding Act 10 unconstitutional in several parts, to call for an additional year of collective bargaining, and the employee handbook has been shelved for now. *With immediate and strong support, MTI members gave Board members a quick reminder that District staff demands a voice in the work they do and how they do it.*

There are many forces within the District, the current Governor's office, and other political and big corporations that will continue in their attempts to weaken the worker's voice. **MTI encourages members to attend Board of Education meetings to keep a watchful eye on what they're doing and the direction they're going.** The Board meets in its various subcommittees almost every Monday night. Unlike the past, current Board committees discuss issues and make decisions by the time they meet as a full Board at the end of each month. Anyone may register to speak at any Board meeting, and Board members are listening to MTI members. Information on all Board meetings can be found easily - Google "mmsd boe" or go to the MTI website and scroll down the right hand column to "other links" and choose "MMSD BOE Info. Station". Meetings will also be posted in each week's ***MTI Solidarity!*** newsletter. Protect yourself by staying current, attending BOE meetings, and sharing information with your union brothers and sisters.

Diane Ravitch, Defender of Public Schools & Unions

For her November 12, 2012 article "***How Teachers Unions Lead the Way to Better Schools,***" well-known activist **Amy Dean** interviewed **Diane Ravitch**, a professor of education at New York University, a former Assistant Secretary of Education under President George W. Bush, and author of ten books. **Ravitch points out that we often look to Finland as having wonderful schools with great results, and Finland is 100% union. She goes on to say that the three highest performing education states, Massachusetts, New Jersey and Connecticut are also all union, while the lowest performing states have weak teachers' unions. Teachers' unions, says Ravitch, provide a teacher's voice at the table – in bargaining their contract, as well as at the state and national level when working on legislation.**

Ravitch asserts that blaming teachers for students' low performance is a "***false narrative promoted by Bill Gates and Arne Duncan and lots of right-wing groups.***" *They choose to blame teachers because it's easier than tackling the problems associated with poverty.* Ravitch says that teachers should not be embarrassed by their pay; they should be proud. "**Why shouldn't professionals be paid as professionals?**"



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

When a District Employee Is Hired into Another Bargaining Unit

Section III-I of MTI's Educational Assistants Collective Bargaining Agreement and Section III-J of MTI's Supportive Educational Employees Collective Bargaining Agreement grant the following rights to an employee who transfers from one MTI bargaining unit to another. Each Agreement provides that the *employee be given credit for total years of service from the date of original hire for provisions relating to wages and longevity; and that sick leave be converted based on dollar value of earned days/hours from the old position to the new position.*

Section IV-K of the USO-MTI Collective Bargaining Agreement provides *substitute teachers hired under regular contract up to five years of experience credit on the salary schedule for years in which they have worked at least 100 days as a substitute teacher.*

Reminder - January Paycheck

MTI's Teacher and Substitute Teacher Collective Bargaining Agreements provide that the **January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 2, given that January 1 is a Federal Reserve Bank Holiday.** *Depositing December 31 would cause one to have to pay taxes on those funds for 2012, i.e. one would pay income tax on 13 months' wages in 2012.* Confirmation of the deposit will be distributed at each person's work location on January 7, the day school resumes for teachers, and mailed to substitute teachers on or about January 7.

Members of MTI's Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units' paychecks will be **directly deposited on December 28.** Confirmation of the deposit will be distributed at each person's work location on January 7.

EAs/SEAs/NAs Provide an Invaluable Service to Students

Educational Assistants (EAs), Special Education Assistants (SEAs) and Nurse's Assistants (NAs) provide direct services to children across multiple environments within Madison schools and the community. MTI asks the members of all MTI bargaining units to help in assuring EAs, SEAs and NAs keep the ability to work effectively and efficiently by recognizing the importance of their roles and collaborating with them. EAs, SEAs and NAs do not receive planning time, so they do not get regularly scheduled time to review programs and daily classroom plans. Developing systems of communication is important. In addition, while an SEA may be primarily responsible for servicing students with IEPs, she/he may not have access to IEPs or the time to

become familiar with the information contained in them. Sharing information is essential. *As a member of District staff, EAs, SEAs and NAs deserve respect. Making them feel welcome and a part of the team will help to maintain their dignity.*

Transportation of Pupils

MTI's Teacher Collective Bargaining Agreement (Section VI-T) restricts the circumstances under which a teacher may be requested/required to transport District pupils. Even under the circumstances set forth in the Contract, the pupil may only be in a teacher's private car or station wagon (*i.e., vans shall not be used unless such has been inspected as a school bus and the driver has a school bus driver's license*).

Transporting pupils in a teacher's private car may only occur under the following circumstances: the teacher's supervisor has previously approved such transportation in writing and the teacher's immediate supervisor has determined that such transportation is in compliance with the requirements of the appropriate Wisconsin Statutes. Any teacher who is authorized, in writing, to transport students per this section must carry insurance in the amount of: \$100,000 bodily injury liability for one person; \$300,000 bodily injury liability for each accident; and \$50,000 for property damage. Under the terms of the Teacher Contract, the Board of Education pays this difference in premium between liability coverage of \$15,000/\$30,000/\$5,000 and the above.



- **Monday, December 3, Doyle (Rm 103)**
BOE Student Achievement Subcommittee (5:00 p.m.)
BOE Community Partnership Subcommittee (6:00p.m.)
- **December 3-8, 7:30 p.m., UW Mitchell Theatre**
The Cradle Will Rock - A Pro-Union Musical
(www.utmadison.com)
- **Tuesday, December 4, 4:15 p.m., MTI**
MTI Special Education Subcommittee
- **Monday, December 10, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, December 10, 6:00 p.m., Doyle (Rm 103)**
BOE Planning & Development Subcommittee
- **Monday, December 17, Doyle McDaniels Aud.**
BOE Special Open Meeting (5:00 p.m.)
BOE Regular Meeting (6:00 p.m.)
- **December 24 - January 4 Winter Break**

Our Union Makes Us Strong!

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