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Solidarity!

2,687 Years of Service

Combined service of 2,687 years are departing the District, as 119 employees retire. Their pending June retirement was cause for celebration at the annual joint MTI-MMSD reception at Olbrich Gardens on May 15. Topping the list of MTI represented employees in years of service to Madison's children are:

Teachers (MTI): Julie Riewe (40); Lori Hamann (39); Carol Kindschi (39); Julie Weis (37); George Marks (36); Margaret Schaefer (36); Steve Towne (36); Colleen Pfister (35); Janice Gavinski (34); Constance Kane (33); Celestine Richards-Gannon (33); Jane Mitchell (31); Diane Hawkins (30); and William Rodriguez (30).

Educational Assistants (EA-MTI): Cathy Bohnenkamp (26); Ann Feeney (24); Barbara Figy (24); Cynthia Secher (24); David Soward (22); and Gwen Peirce (22).

Supportive Educational Employees (SEE-MTI): Gay Huenink (32); Cynthia Michels (30); Anita Staats (30) and Deb Skubal (28).

Class Covering Pay for Lack of Substitute Coverage

Recently there have been **days when substitute teachers have been unavailable to cover for absent teachers.** Section III-R of MTI's Teacher Collective Bargaining Agreement provides 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, and if **no teacher volunteers, the principal may assign a teacher to cover another teacher's class.** In this scenario, under most circumstances, **the covering teacher will be additionally compensated \$22/hour.** Last year, MTI and the District negotiated more explicit language for when this compensation is earned:

- 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 or three teachers, each teacher will be compensated by pro-rating the class coverage pay ($\frac{1}{2}$ or $\frac{1}{3}$).
- 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.

Something to Think About: The Rich-Poor Achievement Gap

In his April 28, 2013 article in the *New York Times*, "No Rich Child Left Behind," Sean Reardon points out that the *rich-poor gap in test scores is about 40 percent larger now than it was 30 years ago.* He goes on to compare that to the minority student achievement gap which, while too large, **is only half as great as the difference between the rich and the poor.** Prior to the 1980s there was little difference between the academic performance between the rich and middle class, but "*the rich now outperform the middle class by as much as the middle class outperform the poor.*" Given the growth of economic disparity in our country (the rich are getting richer and the middle class and poor are losing ground rapidly), this is particularly concerning. Reardon says, "*Our conversation about education is focused on the wrong culprits; we blame failing schools...for trends that are really the result of deepening income inequality....*" He points to the '*cognitively stimulating experiences*' the rich can afford to provide to their young children, things which give them a huge head start before they even enter school. This is just one more example of how early childhood programming can help to eliminate the gap; both the minority student achievement gap and the rich-poor achievement gap.

SCFL Annual "Picnic" May 22

The South Central Federation of Labor's Committee on Political Education (COPE) will hold its **52nd annual Bean Feed**, hosting Madison and Dane County elected officials, legislators and Union members and their families, on **Wednesday, May 22, at 6:00 p.m.** at the **Madison Labor Temple, 1602 S. Park Street.** *One may have all the hot dogs, potato salad and beans he/she wishes, plus one free soda or beer.* Serving is from 6:00 to 7:15 p.m. **The proceeds pay for SCFL political action activities including phone banks and mailings to unionists** in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties. Any MTI-represented District employee can receive tickets while they last, first come first served, by calling MTI.

Our Union Makes Us Strong!

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

Resignation

Teachers are reminded that if they plan to resign at the end of the current school year that notice should be submitted to the Director of Human Resources as early as possible. The following sums may be assessed for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) resignation without providing at least 30 days written notice results in an additional \$100.

Educational Assistants are reminded that if they plan to resign, such must be done in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to give written notice of at least two (2) weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees are reminded that if they plan to resign, such must be done in writing to the Director of Human Resources at least four (4) weeks prior to the effective date of resignation. SEE employees who fails to give written notice of at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

The Director of Human Resources is Robert Nadler (rnadlerjr@madison.k12.wi.us).

Support Your Colleagues at Madison College (MATC)

The teachers and support staff at Madison College need MTI members' help. In the past few months, the members of AFT Local 243 have come under attack from their administration. Their contract expires in March 2014, and for three months the union has been attempting to open negotiations for a successor contract. This request has been refused and the administration is forcing Governor Walker's Act 10 "handbook" on them. In a second attack, the administration has signed a contract to outsource custodial work. The union has filed two grievances on this issue.

In response to the above, AFT Local 243 and their supporters including members of MTI have packed the last two Madison College Board meetings to voice their concerns. This is where MTI members can continue to help. The next MATC Board meeting is on June 12 at 5:30 p.m. in the Board Room at the Truax Campus. Attend this meeting to demonstrate support for the efforts of AFT Local 243 to gain a Contract and oppose subcontracting. If you want to speak on the issues, arrive at 5:00 p.m. to sign up. If you are unable to attend the Board meeting you can email the Board at <http://madisoncollege.edu/email-district-board>. For more information on the struggle please follow on Facebook, Madison College Solidarity.

Remember, this fight is our fight too. Solidarity!

Attend the People's Brat Fest Saturday, May 25

The MTI endorsed, ASO-driven "People's Brat Fest" (www.thepeoplesbratfest.com/) is a family-friendly event that supports local businesses and family farms. It is the only Brat Fest in town with 100% of the proceeds going to local charities. The event takes place Saturday, May 25, from 10:00 a.m. to 7:00 p.m., at the State Street/Library Mall. There will be music and events for everyone. The menu will feature locally made organic brats, as well as vegetarian and vegan options, along with fresh Wisconsin cheese curds, sodas, and desserts. Volunteers are needed to help run the event. If you are interested in helping out, please contact Bill Fetty (Bill.fetty@asolidarity.org) or Jeff Knight at MTI (knightj@madisonteachers.org).

Take Me Out to the Ball Game 6th Annual MTI Day at Miller Park Wednesday, July 10

MTI has scheduled the 6th annual MTI Day at Miller Park for Wednesday, July 10 when the Milwaukee Brewers take on the Cincinnati Reds. The charter bus will depart Madison around 9:00 a.m. and arrive at Miller Park in time for a pre-game tailgate party (game time is 1:10 p.m.). Space is limited to the first 50 people to reserve their seat(s) by paying the \$50 per person deposit to MTI. Cost includes charter bus, game ticket (great seats in Section 225) and pre-game tailgate party. RSVP to MTI Headquarters as soon as possible (257-0491 or bettnerj@madisonteachers.org).

Calendar of Events

- **Monday, May 20, Doyle**
BOE Special Meeting/Closed (4:00 p.m.) Room 103
BOE Special Workshop (5:00 p.m.) Auditorium
BOE Regular Meeting (6:00 p.m.) Auditorium
- **Tuesday, May 21, 4:15 p.m., Labor Temple**
MTI Faculty Representative Council
- **Wednesday, May 22, 6:00 p.m., Labor Temple**
SCFL Annual "Bean Feed" Picnic
- **Tuesday, June 4, 4:15 p.m., MTI**
MTI Special Education Sub-Committee



Show Your SOLIDARITY! Wear MTI RED Every MONDAY!