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Solidarity!

Joint MTI/MMSD District Committees; MTI Survey

Several joint committees were created in the recent negotiations over MTI's 2014-15 Teacher Collective Bargaining Agreement. The joint committees will study and potentially recommend modification of Contract terms. Each committee will report its recommendations, if any, to Superintendent Cheatham and to the MTI Board of Directors.

The Committee on *Teacher Assignments* will discuss potential modification of Contract Section IV-F, *Teacher Assignments, Surplus, Vacancies and Transfers*. MTI's appointees are: **Andy Mayhall** (Thoreau), **Nancy Roth** (West), **Karlton Porter** (Cherokee) and **Doug Keillor**.

The Committee on *Teacher Evaluation* will study and make recommendations pertaining to the *District's implementation of the State-mandated teacher evaluation system, "Educator Effectiveness"*. Any revisions will be incorporated into Section IV-H of the Teacher Collective Bargaining Agreement and will become effective July 1, 2014. MTI's appointees are: MTI President **Peggy Coyne** (Black Hawk), **Andrew McCuaig** (La Follette), **Kerry Motoviloff** (Doyle) and **Sara Bringman**.

The Committee on *Professional Collaboration Time* will discuss *implementation of the MTI/MMSD Memorandum of Understanding on High School & Middle School Professional Collaboration Time*. MTI's appointees are: **Art Camosy** (Memorial), **Karen Vieth** (Sennett), **Aisha Robertson** (West), and **Nichole Von Haden** (Sherman).

The Committee on *Elementary Planning Time* will discuss potential modification of Section V-I-1-d, *Early Monday Release* and Section V-P, *Planning Time*. MTI's appointees are: **Nancy Curtin** (Crestwood), **Greg Vallee** (Thoreau), **Holly Hansen** (Falk) and **Doug Keillor**.

The Committee on the *School Calendar & Potential Redistribution of Days* will look specifically at *the question of whether the make-up of the calendar should be modified*. MTI's appointees are: **Mike Lipp** (West), **Cindy Barbera** (Hamilton), **Liz Wingert** (Elvehjem) and **Jeff Knight**.

The Committee on *Parent-Teacher Conferences & Ready, Set, Goal Conferences* will discuss *the scheduling of parent-teacher conferences, the possibility of increasing parent-teacher conferences to one each semester, compensation for said conferences, as well as the scheduling and compensation for conducting Ready, Set, Goal Conferences*. MTI's appointees are: **Steve Pike** (West), **Gabe Chavez** (Jefferson), **Andrew Waity** (La Follette) and **Eve Degen**.

MTI will be conducting an electronic survey among members of the MTI teacher bargaining unit to provide guidance to MTI's appointees to the Joint Committees. The survey was emailed by MTI last Friday to all MTI teacher bargaining unit members for whom the Union has personal email addresses. It can also be found on MTI's website (www.madisonteachers.org). Members may see their MTI

Faculty Representative, members of the MTI Board of Directors, Bargaining Committee or call MTI Headquarters to receive the password necessary to access the survey. *Surveys must be completed by October 28 to be included in the results.*

MTI Election Results

At its October 15 meeting, the MTI **Faculty Representative Council** re-elected **Kira Fobbs** (Falk) and elected **Karen Vieth** (Sennett) to two at-large positions on the **MTI Board of Directors**. Vieth replaces **Maria Cavicchio** (Emerson) who did not seek re-election. Due to the retirement of long-time Board member & Treasurer **Fred Rosevear** causing a vacancy, **Greg Vallee** (Thoreau), an At-large Board member, was elected Treasurer. The Board consists of the MTI President, President-Elect, Vice-President, Past-President, Secretary, Treasurer and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council re-elected **Barbara Rogers** (Toki) and **Amy Noble** (Lowell) to the **MTI Cabinet on Personnel**. The Cabinet, which oversees MTI's employment relationship with its staff, consists of four at-large positions elected by the Council, the MTI President and Treasurer, and the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

For the **MTI Finance Committee**, the Council re-elected **Bruce Bobb** (Shabazz/Cluster), **Andrew Waity** (Crestwood) and **Karen Lee-Wahl** (Huegel). The Finance Committee oversees the development of the Union's budget for presentation to and action by the MTI Joint Fiscal Group. The Committee consists of the MTI President and Treasurer, three at-large positions elected annually by the Council, and the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

The Council also re-elected to **MTI's Political Action Committee** (MTI-VOTERS) **Lauren Mikol** (Lincoln), **Jeremiah Cremin-Bringman** (O'Keeffe), **Cindy Barbera** (Hamilton) and **Mike Lipp** (West). The Committee consists of the MTI President, Treasurer, the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units, and nine members elected by the MTI Faculty Representative Council, one of whom is a member of MTI's retired teacher organization.

In addition, due to the retirement of **Lori Hamann** (Cherokee), the Council elected **Nichole Von Haden** (Sherman) to the **MTI Bargaining Committee** (Middle School).

Be Aware, Be Very Aware: Board Policy 4221

MMSD Board Policy **4221** references the use of physical restraint and seclusion when disciplining a student. The Board's policy provides examples of physical intervention which the Board considers unreasonable (i.e. the District has zero tolerance). *MTI advises that members refrain from making any physical contact with students in any disciplinary context.*

Although MTI can assist one in contesting an unjust allegation, any incident involving student contact that is deemed unnecessary by the District under the strict standards of Board Policy 4221 is usually met with a District investigation. This investigation often takes place before the employee is even aware of a claim. In nearly every case, a letter of expectation or some form of disciplinary letter is placed in the employee's personnel file. **The only way to prevent this is to avoid contact with students unless there is significant concern that a student is likely to cause harm to him/herself or to someone else.**

In any case where student contact occurs or is alleged, call MTI (257-0491) for assistance before proceeding or answering any questions. **One has a right to representation in such a meeting.**

One can review this policy online at: <https://boeweb.madison.k12.wi.us/policies/4221>.

Bylaw Amendments

MTI's Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council. That meeting is held on the third Tuesday in November (this year November 19). Any proposals received are referred to the Union's Constitution Committee for study and recommendation. The Committee's recommendations will be presented at the Council's February meeting, at which time the Council will act on the proposals. The Constitution Committee requests that any proposed amendments submitted to the Council be in final form and that several copies be presented for distribution at the Council meeting or delivered to the MTI Office prior to the November meeting.



Show **SOLIDARITY**
with your MTI
Sisters & Brothers.
Wear **MTI RED** on
MONDAYS!

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

Thinking Retirement? Plan Ahead: Attend a Retirement Planning Session

This fall provides a number of opportunities for employees to gather information to enable planning and preparation for retirement. MTI represented employees have retirement benefits available through multiple sources. **Understanding these benefits is essential to successfully plan for retirement.**

For that reason, MTI encourages those considering retirement in the next few years to attend one of the sessions noted below. Due to high demand, reservations should be made as soon as possible by calling the District's Benefits Department at 663-1697 or email chills@madison.k12.wi.us.

Retirement Planning Meetings

November 5 & 20

7:00 - 9:00 p.m.

McDaniels Auditorium, Doyle Building

Calendar of Events



- **Thursday/Friday, October 24/25**
Professional Development Days (Morning)
Individual Elementary Teacher Planning Time (Afternoon)
- **Monday, October 28, Doyle Room 103**
BOE Regular Meeting (6:00 p.m.)
- **Wednesday, October 30, 4:30 p.m., SCFL**
SEE-MTI General Membership Meeting
- **Wednesday, November 6, 4:30 p.m., MTI**
SEE-MTI Board of Directors
- **Thursday, November 7, 4:15 p.m., MTI**
Special Education Sub-Committee
- **Thursday, November 14, Orpheum Theater**
Diane Ravitch: Public School Shakedown
Introductions - 7:30 p.m.
Presentation - 8:00 p.m.

