



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

# Solidarity!

## Board of Education and Employee Handbook

Not only did Governor Walker's Act 10 strip from the Madison Metropolitan School District the ability to engage in collective bargaining regarding wages, benefits and working conditions, but it gave *full authority to the Board to unilaterally create a "replacement document"*, the **Employee Handbook**.

At last week's Board of Education meeting, MTI Executive Director **John Matthews** delivered a letter to the Board in which, after acknowledging the negative impact of Act 10, he told the Board that **Act 10 DID NOT take away the Board's ability to engage in conversation with representatives of MTI about the subjects to which the parties had previously agreed in bargaining**, as well as any other topics. Board President **James Howard** called Matthews to tell him that the Board's process is still being developed and offered to meet with Matthews after the Board next meets about the Handbook.

MTI has developed a process for Handbook development for which MTI has asked to present that to the Board of Education. MTI's proposed process includes a recommendation that those elected by the members of MTI's various bargaining units be appointed to the BOE's Handbook Committee. This will assure both elected representation and input from all employee groups.

**Matthews told Board of Education members about the discussions he and representatives of the AFSCME, Firefighters and Police Unions have been having with Mayor Soglin, County Executive Parisi and Supt. Nerad** about the need to maintain positive employment relations, particularly relative to the development of the Handbook. Unfortunately, this effort at creating goodwill hit a bump in the road by former Supt. Nerad's failure to inform Interim Supt. Belmore. *Working together to solve issues is the Madison way.*

### Nominations for MTI Elected Positions

Nominations will be received at the September 18 meeting of the MTI Faculty Representative Council to fill vacancies caused by retirement and for terms which are expiring.

Terms expire in October for two At-Large positions on the MTI Board of Directors, the Cabinet on Personnel, the Finance Committee, and the Political Action Committee, and vacancies exists for MTI Delegates to the South Central Federation of Labor and the Bargaining Committee. Nominations can be called into MTI Headquarters or made from the floor at the September Council meeting by an MTI Faculty Representative. Those received at MTI will be placed in nomination by the Chair of the Nominations & Elections Committee. Pursuant to MTI Bylaws, the election for all referenced positions will be held at the October Council meeting.

**MTI Board of Directors** terms expire for **Pete Smith (Lowell)** and **Greg Vallee (Thoreau)**. **Both** are seeking re-election. The MTI Board of Directors consists of ten (10) members. Six (6) officers are elected by the general membership and four (4) at-large positions are elected by the Faculty Representative Council. Officers are elected for a one year term and at-large members for two year terms. The President serves on the Board for three (3) years, one year as president elect, one year as president, and one year as past president. Officers are elected in April's MTI general election. Meetings of the MTI Board of Directors are held on the second Monday of the month, commencing at 4:30 p.m.

**Finance Committee** terms expire for **Bruce Bobb (Shabazz/Cluster)** and **Andrew Waity (Crestwood)**. **Both** are seeking re-election. Terms are for one year. A third position is

vacant due to the retirement of long-time activist and Bargaining Committee Chair **Bob Arnold**. **Karen Lee-Wahl (Huegel)** has been nominated for the position previously held by Arnold. The Finance Committee prepares the annual MTI budget for consideration by the MTI Joint Fiscal Group. The latter consists of MTI teacher bargaining unit Faculty Representatives, and proportionate representation from MTI's other four (4) bargaining units (SEE-MTI, EA-MTI, USO-MTI, and SSA-MTI). The MTI Finance Committee meets in the spring of the year and generally completes its business in February given that under MTI's Bylaws the Budget is presented at the March meeting of the MTI Joint Fiscal Group and is voted on at the April meeting.

**Cabinet on Personnel** term expires for **Nancy Roth (West)**. **Roth** is seeking re-election. A second position is that previously held by long-time MTI activist **Leanne Gilbertson**. Leanne passed away on July 31. **Susie Hobart (Lake View)** has been nominated for the position previously held by Leanne. Terms are for two years. The Cabinet on Personnel oversees MTI's employment relations with its staff. The Cabinet meets on an as-needed basis.

**Political Action Committee (MTI VOTERS)** terms expire for **Andy Mayhall (Thoreau)**, **Karen Vieth (Sennett)**, **Kathryn Burns (Shorewood)** and **Liz Wingert (Elvehjem)**. All are seeking re-election. MTI's Political Action Committee generally meets monthly on the second Tuesday, and additionally as necessary to interview candidates for election in Wisconsin's primary and general elections. The Committee recommends endorsements for consideration by MTI members.

(Continued on reverse)

## Nominations (continued)

**MTI Delegate to the South Central Federation of Labor** vacancy exists due to the retirement of **Bob Arnold**. **David Fawcett** (*Allis*) has been nominated. The term expires in March 2013.

Four vacancies exist due to the retirement of Bargaining Committee Chair **Bob Arnold** (Elementary), **Mary Larson** (ISS-Middle) and **Miles Tokheim** (High School). The fourth position is that previously held by long-time Bargaining Committee member **Leanne Gilbertson** (At-Large). **Laurie Solchenberger** (*Lincoln*) has been nominated for the Elementary vacancy; **Gabe Chavez** (*Jefferson*) has been nominated for the ISS-Middle vacancy; **Peggy Ellerkamp** (*La Follette*) has been nominated for the High School vacancy; and **Matt Gray** (*Jefferson*) has been nominated for the At-Large vacancy.

## MTI Stands with Chicago Teachers

In August, over 90% of the members of the Chicago Teachers' Union voted for authorization to strike. Our CTU brothers and sisters have long been fighting against the charter school initiatives supported by Democratic Mayor Rahm Emanuel and a Democratic city council. On August 22, **several MTI members attended a "Solidarity with CTU" night at SCFL**. MTI members made up almost half the room. CTU member **Becca Kelly** spoke passionately about the injustice, inequity and blatant racism present in Chicago Public School policies and closures. In an interview, Chicago Teachers' Union President **Karen Lewis** stated, "*Our students deserve smaller class sizes, a robust, well-rounded curriculum, and in-school services that address their social, emotional, intellectual and health needs. They deserve culturally-sensitive non-biased and equitable education, especially students with IEPs, emergent bilingual students and early childhood children. And all of our students deserve professional teachers who are treated as such, fully resourced school buildings and a school system that partners with parents.*" **This is what the CTU is fighting for.**

This past year CTU fought side by side with parents to halt 17 schools closings or "turn arounds" in the city. The parents did secure a meeting with the city council, but all 17 schools were closed. Next year, Kelly shared, there are over 70 Chicago Public Schools identified for "turn around or closing."

On August 22, **the MTI Board voted unanimously to support the resolutions put forth by the CTU**. The MTI Board also recommended further fundraising efforts. MTI President **Kerry Motoviloff** spoke in support of the CTU that evening. She called for MTI members to stand with our CTU brothers and sisters as they stood with us when we called them. Speaking of the anti-worker movement, she said, "***This is not a Madison issue. This is not a Chicago issue. This is not a Wisconsin issue. This is not even limited to a union issue. This is a worker issue.***" She continued, "*Scott Walker, Rahm Emanuel, they cannot define us. They can make things difficult. They can give us hoops to jump through. They can try to throw us off our focus to play defense. But the more we control our message, our voice, the more potent our acts become. This is all one fight. We are all one movement. We will win this.*" The Chicago Teachers Union has published a booklet and a page of 10 talking points,

both can be downloaded in PDF on the CTU website. Members are encouraged to visit it for more details. MTI will keep members abreast of future solidarity actions.

## School Security Assistants: Know Your Contract -Uniforms

Under Section VII-D of the MTI/MMSD Collective Bargaining Agreement covering security assistants, **whatever clothing the District requires an SSA to wear, as a condition of employment, must be provided, at no cost to the employee,** by the District. In previous years, there has been an issue with the timeliness of the District providing the uniform. MTI continues to monitor this matter. New employees should be provided uniforms soon after beginning employment with the District. Anyone who requests new clothing and does not receive it within a reasonable time frame should contact MTI Assistant Director Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)).

## Jewish Holidays

In cooperation with the Madison Jewish community, MTI encourages District employees not to ***schedule school events on the evening before Jewish holidays***. Similarly, teachers are requested not to ***schedule major exams or field trips on Jewish holidays*** inasmuch as Jewish students may not be able to attend school on that day. Rosh Hashanah is September 16-18 and Yom Kippur is September 25-26. Under the Teacher Collective Bargaining Agreement (Section VI-F), leave for religious holidays will be with pay, if one elects to be paid from his/her earned sick leave or one can take the day without pay. One is no longer required to make-up work time.

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

## Calendar of Events

- **Monday, Sept. 17, 4:15 p.m., MTI**  
MTI Board/Bargaining Committee
- **Tuesday, September 18, 4:15 p.m., SCFL**  
MTI Faculty Representative Council
- **Wednesday, September 19, 4:15 p.m., United Way**  
EA-MTI General Membership Meeting
- **Wednesday, October 3, 4:30 p.m., MTI**  
SEE-MTI General Membership Meeting



## 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)