



MEMORANDUM

Date: August 23, 2011

To: Mr. John Matthews, Executive Director, Madison Teachers, Inc.

From: Kaleem Caire, President & CEO, Urban League of Greater Madison

cc: Mr. Steve Goldberg, President, CUNA Foundation; Mr. David Cagigal, Vice Chair, Urban League of Greater Madison (ULGM); Ms. Laura DeRoche-Perez, Charter School Development Consultant, ULGM; Mr. David Hase, Attorney, Cooke & Frank SC

Re: Discussion about potential MTI-Madison Prep Relationship

Greetings John.

I sincerely appreciate your openness to engaging in conversation about a possible relationship between MTI and Madison Preparatory Academy for Young Men. We, ULGM and Madison Prep, look forward to determining very soon what the possibilities could be.

Please accept his memo as a means to frame the issues.

1. The Urban League of Greater Madison initially pursued a non-instrumentality public charter school focused on young men to, first and foremost, eliminate the academic and graduate gaps between young people of color and their white peers, to successfully prepare greater percentages of young men of color and those at-risk for higher education, to significantly reduce the incarceration rate among young adult males of color and to provide an example of success that could become a learning laboratory for educators, parents and the Greater Madison community with regard to successfully educating young men, regardless of their race or socio-economic status.
2. We are very interested in determining how we can work with MTI while maintaining independence with regard to work rules, operations, management and leadership so that we can hire and retain the best team possible for Madison Prep, and make organizational and program decisions and modifications as necessary to meet the needs of our students, faculty, staff and parents.
3. MTI's collective bargaining agreement with the Madison Metropolitan School District covers many positions within the school system. We are interested in having MTI represent our teachers and guidance counselors. All other staff would not be represented by MTI.
4. The collective bargaining agreement between MTI and Madison Prep would be limited to employee wages and benefits. Madison Prep teachers would select a representative among them, independent of Madison Prep's leadership, to serve as their union representative to MTI.

I look forward to discussing this with you and members of our teams, and hearing what ideas you have for the relationship as well.

Respectfully,
Kaleem Caire, President & CEO

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