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Solidarity!

Bargaining Cancelled

Given the failure of Governor Doyle and Legislators to adopt the State's 2009-11 Budget, bargaining over MTI's 2009-11 Teacher Collective Bargaining Agreement has come to a halt.

Negotiations were held last Tuesday and were scheduled for Wednesday. Wednesday's session, which would have been the 13th session, was cancelled. It had been hoped that agreement could have been reached last week to enable Contract ratification this week.

Without the State Budget in place, state aid for schools is not known. Thus, the economic provisions of the Contract cannot be resolved in bargaining.

School finance has been iffy since 1993, when the State took away local school boards' authority to establish a tax rate necessary to operate schools at the quality demanded by the populace of the school district. The Revenue Controls have caused the Madison Metropolitan School District to cut \$60 million from its same service budget. *Governor Doyle's proposed cut in State aid will negate much of the funding restored by voters approving last November's referendum.*

Bargaining for MTI's teacher Contract will likely not resume until the State Budget is approved.

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) any teacher who resigns without providing at least 30 days written notice is assessed an additional \$100.

Educational Assistants are reminded that if they are going to resign that such must be made in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any employee who fails to give written notice of at least two (2) weeks prior to the effective date of resignation is required to pay \$100 as liquidated damages for the failure to give such notice.

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

SEE-MTI Members Approve Dues Increase and Affiliation with AFL-CIO

The members of MTI's clerical/technical bargaining unit joined MTI's other four bargaining units in approving the dues increase necessary to fund MTI's Budget and MTI's affiliation with AFL-CIO. With the affirmative action taken by the members of SEE-MTI, the latter join the supportive action on the Budget taken by members of MTI's educational assistants (EA-MTI), substitute teachers (USO-MTI), school security assistants (SSA-MTI), and MTI's teacher bargaining unit, *all of whom had previously approved both measures.*

The budget contains no new programs, but enables the continuance of MTI's excellent programs and member-service. The MTI budget is developed by the MTI Finance Committee, which is made up of the MTI President and Treasurer, the president or his/her designee of each of MTI's affiliates (EA-MTI, SSA-MTI, SEE-MTI and USO-MTI), and three representatives elected by the MTI Faculty Representative Council. The Budget, when approved by the Finance Committee, is subject to approval by the MTI Joint Fiscal Group which consists of the MTI Faculty Representative Council and proportionate representation from EA-MTI, SSA-MTI, SEE-MTI and USO-MTI. The MTI Joint Fiscal Group approved the Budget at their April 21 meeting.

Walk on the Child's Side Tuesday, June 16

Ten long years ago, MTI's friends from the northwoods, Northern Tier, began a walk to call attention to the failed State school funding system. It became an annual event, given the legacy of the Thompson Administration - and now the Doyle Administration - for not adequately funding education. Ten years later, the children and teachers are still waiting. As if 15 years of revenue controls on schools isn't bad enough, Governor Doyle is cutting funding by an additional 2.5%.

To commemorate the 240 mile walk from Butternut to Madison, and to push Governor Doyle and legislators to ACT to create an adequate school finance system, join in the festivity.

**UW Library Mall
Tuesday, June 16
11:00 a.m.**

Insurance Changes During Summer

MTI represented District employees are advised to call the District's Benefits Department (663-1795) regarding insurance benefits which are available via MTI's various Collective Bargaining Agreements if the following events occur during the summer: **one gets married, changes address, changes name, retires, resigns, takes a leave of absence, has or adopts a child, and/or if one's dependent (including one's spouse) becomes ineligible or becomes eligible for health insurance coverage.** (See the health insurance provision in the appropriate MTI Collective Bargaining Agreement or call MTI with questions.)

For example, a child will become **ineligible** if he or she is no longer dependent or marries. **The definition varies for health and dental coverage.** A spouse will become eligible by marriage, termination of his/her employment, loss of insurance with his/her employer, or become ineligible because of divorce. If one gets married, his/her spouse is not automatically covered by health insurance. One must contact the District's Benefits Department to add the new spouse. **Notice to the District must be within 30 days of the qualifying event.** Such is also the case for newborns. Waiting until fall to act, may render one's spouse or other dependents ineligible.

Acting promptly assures your rights to MTI negotiated insurance. However, to assure those rights, the insurance carrier must be notified within 30 days of any changes. Although dental, health and life insurance terminates based upon eligibility, all of **MTI's** negotiated plans can be continued and/or converted for both an ineligible spouse and child.

Sabbatical Leave Applications Due September 1

Under the terms of MTI's Collective Bargaining Agreement, the Board of Education budgets **\$45,000 for sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. The Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

Applications for the second semester of the **2009-10 school year** are due at MTI Headquarters by **September 1, 2009.** An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI's web page.

MTI's appointees to the Sabbatical Leave Selection Committee are **Jane Allen-Jauch** (Muir), **Jan Tuccinardi** (Hamilton) and **Kerry Motoviloff** (Elvehjem).

EA-MTI End of Year Gathering

MTI will host an end-of-the-year celebration for all **EA-MTI members** on **June 4** beginning at **4:00 p.m.**, at the **Come Back Inn** (508 E. Wilson Street). Come on over and have a beer with your fellow EAs/SEAs/NAs/Sub SEAs and MTI Assistant Directors Eve Degen and Jesse Reschke.

Take Me Out to the Ball Game; MTI Day at Miller Park, July 9

MTI has scheduled the second annual MTI Day at Miller Park for **all** MTI members on Thursday, July 9 when the Milwaukee Brewers take on the St. Louis Cardinals. The charter bus will depart Madison around 9:30 a.m. and arrive at Miller Park in time for a pre-game tailgate party (game time 1:30 p.m.). **Space is limited to the first 50 people.** The \$40 per person cost includes transportation via charter bus, game ticket and pre-game tailgate party. **RSVP to reserve your spot by calling MTI** (257-0491) or email bettnerj@madisonteachers.org.

Courage to Teach 2009-2010 Professional Renewal Series

Time is such a precious commodity in the life of educators. Without time for professional and personal renewal, dedicated educators can lose heart, and their significant work can begin to feel like a series of endless and less meaningful tasks. Interested in taking time for renewal and earning graduate credit for doing so?

Those interested in the 2009-2010 Courage to Teach (CTT) series--a professional development opportunity based on the work of renowned educator and author, Parker J. Palmer, is especially designed for local classroom teachers, support staff and administrators. CTT guides teachers in a year-long series of four sessions (Friday evening through Sunday afternoon) held at Bethel Horizons, near Governor Dodge State Park. A central premise of CTT is that good teaching cannot be reduced to technique, but comes from the identity and integrity of the teacher. In the environment of a reflective community, educators are invited to make use of personal stories, reflections on classroom practice, and insights from poets, storytellers, and various wisdom traditions. Rich metaphors of the seasons are used as a way of exploring vocational and life questions. Graduate credits from Edgewood College are available to participants.

A new CTT cohort will begin in early November, 2009, and applications are currently being accepted until July 1. Check the CTT website (www.couragetoteachdanecounty.org) for more information and an application form, or contact Barb Hummel (bhummel@chorus.net; 233-7400) or Bonnie Trudell (bktrudell@juno.com; 271-8013).

Calendar of Events

- **Tuesday, June 2, 4:15 p.m., Harmony Bar & Grill**
MTI Special Education Sub-Committee
- **Friday, June 12, Last Day of School**
- **Thursday, July 9, MTI Day at Miller Park**

Our Union Makes Us Strong!

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