MTI Officers Installed

At last Tuesday’s meeting of the MTI Faculty Representative Council, Michael Lipp (West) was installed as MTI President for the 2010-11 school year. Lipp has served on the MTI Bargaining Committee since 1994. Outgoing President Steve Pike (West) will now serve as Past President for the 2010-11 school year. Pike has been a member of the MTI Board since 1996. Other MTI officers elected in MTI’s April general election and installed at the Faculty Representative Council meeting were: Peggy Coyne (Black Hawk) as President Elect; incumbent Art Camosy (Memorial) as Vice President; incumbent Kerry Motoviloff (Elvehjem) as Secretary; and incumbent Fred Rosevear (East) as Treasurer. The MTI Board of Directors consists of ten members - the six above-referenced officers, who are elected by the general membership, and four at-large representatives elected by the MTI Faculty Representative Council.

Installed on the MTI Bargaining Committee were: Elementary School Representative - incumbent Mazie Jenkins (Sandburg); Middle School Representative - incumbent Peggy Coyne (Black Hawk); High School Representative - Miles Tokheim (La Follette); At-Large Representative - incumbent Leanne Gilbertson (Huegel); and Educational Services Representative - incumbent Holly Hansen (Elvehjem). The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

SEE-MTI: Contract Negotiations Set to Commence; Democracy at Work

MTI’s Collective Bargaining Agreement covering two hundred plus MMSD clerical and technical employees (SEE-MTI) expires on August 7, 2010, and negotiations over a successor Contract will commence during the summer. Such has occurred every two years since clerical/technical employees unionized nearly forty (40) years ago. While this process has become “routine” for some, it is important to recognize that this is a genuine opportunity for employees to collectively address the issues which so significantly affect their working lives. Through collective bargaining, employees have the ability to negotiate the terms and conditions of their employment, a right enjoyed by fewer and fewer American workers in today’s economy.

Bargaining is an exercise in democracy. In preparation for Contract negotiations, the elected SEE-MTI Negotiation Team, with assistance from MTI Assistant Director Doug Kellor, developed a bargaining survey which was then forwarded to all SEE-MTI members asking for their thoughts, suggestions and prioritization on issues subject to negotiations. The survey results were then summarized and shared with the SEE-MTI Negotiation Team which then met to prepare bargaining proposals based on the input received from union members. The draft proposals were then submitted to the elected SEE-MTI Board of Directors who approved them at their meeting on May 12. Now that the internal process is complete, negotiation dates can be scheduled with the District.

Also at the May 12 Board of Directors meeting, the Board also voted to recommend that the 2010-11 SEE-MTI dues increase (an increase of $5 per year) be submitted to the membership for a vote. The requirement for a membership vote on a dues increase is yet another assurance that union members have a voice in their union.

MTI staff will provide written updates as bargaining gets underway and encourages all SEE-MTI members interested in receiving electronic updates to submit their personal (non-MMSD) e-mail address to mti@madisonteachers.org.

Glitch in High School Building Supervision

MTI, in negotiations over the 2009-11 Teacher Collective Bargaining Agreement, negotiated renewal of the Memorandum of Understanding which, in turn for giving up their planning time to engage in hall supervision, are eligible for additive compensation. Maintaining orderly halls provides an optimum learning environment. For 20 years, the negotiated Memorandum has provided that in trade for such service teachers accumulate compensatory days off, which can be banked for use in one’s sick leave or Retirement Insurance Account to pay contractually provided insurances after retirement.

This year, the option of one receiving additive compensation of $22 per class period was added. Election among the options was to be by May 1. Given a dispute over application, MTI and the District have agreed to enable the selection by May 25.

2,540 Years of Service

Combined service of 2,540 years are departing the District, as 103 employees retire. Their June retirement was cause for celebration at the annual joint MTI-MMSD reception at Olbrich Gardens on May 19. Topping the list of MTI represented employees in years of service to Madison’s children are: Teachers: Michael Walker (43), Sandra Schwartz (40), Maureen McGilligan-Bentin (38), William O’Neal (37), Margaret Owen (37), Laurie Werth (37), Maureen Ellsworth (36), Margot Fisher (36), Gail Gibbons (36), Beth Torrison (36), and Mazie Jenkins (36).

Educational Assistants (EA-MTI): Easter Carson (37), Jeanne Kral (30), Christine Holler (26), Pamela Bratley (25), Lois Clifcorn (24.5), and Sandra Hebgen (24).

Supportive Educational Employees (SEE-MTI): Carol Rendall (25), Vera Ricketts (20) and Janet Wells (16).
Ready, Set, Goal Conferences and Individual Learning Plans (ILP)

Although MTI and the District have, for several years, agreed upon the terms and conditions for teachers performing goal setting conferences, during the past few years such conferences were not scheduled by the District, given District cost cutting measures. Elementary teachers agreed to hold RSG conferences during the voluntary days which precede the school year.

This year, not only does the District plan to hold RSG Conferences, but they want teachers to complete an Individual Learning Plan (ILP) for each child during the conference. Given the additional obligation this places on each teacher, MTI has demanded negotiations with the District. The District has not responded to the Union’s demand.

The current agreement mandates that the District provide each elementary teacher their class list by the last day of school and again as of June 30. The agreement also requires that the District pay mileage and that they reimburse teachers for any expenses related to the conferences. The agreement was distributed to all MTI teacher bargaining unit members at or following Contract ratification. It can also be found on MTI’s webpage (www.madisonteachers.org).

Substitute Teacher Retroactive Pay

As a result of the USO-MTI membership’s ratification of the 2009-11 USO-MTI Collective Bargaining Agreement, the District will issue retroactive pay differential checks based on the negotiated wage increases which are retroactive to the commencement of the 2009-10 school year. The issuance of these checks will take place on June 17 for retro 2009 substitute wages and June 18 for retro 2010 substitute wages. Please contact Ken Volante (volantek@madisonteachers.org) at MTI Headquarters with any questions or concerns.

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. MTI’s 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 2010-11 school year are due at MTI Headquarters by September 1, 2010. 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), Janet Tuccinardi (West) and Betsy Barnard (West).

Inservice Day August 30

EA-MTI and SSA-MTI

EA-MTI: The MTI/MMSD Collective Bargaining Agreement for Educational Assistants provides that EAs may, at their option, work during inservice days. EAs are advised that the District cannot direct them to attend the inservice training. Should EAs choose to attend the full-day inservice training, they will be compensated at their hourly rate. EAs with questions regarding their Contract rights may contact Jesse Reschke (reschkej@madisonteachers.org) at MTI Headquarters.

SSA-MTI: The work year schedule for school security assistants includes inservice and convention days, as well as regular work days. The MTI/MMSD Collective Bargaining Agreement provides that school security assistants participate in inservice day programs provided for them by the District, and that they shall be paid at their regular hourly rates for inservice participation. Anyone with questions should contact Jesse Reschke (reschkej@madisonteachers.org) at MTI.

Bilingual Resource Specialists

MTI has represented Bilingual Resource Specialists since creation of the position by the District in 1976. BRS are part of MTI’s teacher bargaining unit, with wages, hours and conditions of employment set forth in Addendum G of MTI’s Teacher Collective Bargaining Agreement.

The work year for BRS commences five (5) working days prior to the first day of school for students. For the 2010-11 school year, this will be August 25. BRS work through the last student day of the school year.

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

Calendar of Events

- Monday, May 24, 4:15 p.m., MTI
  MTI Cabinet on Personnel
- Monday, May 31, Memorial Day
- Tuesday, June 1, 4:15 p.m., Harmony Grill
  MTI Special Education Sub-Committee
- Friday, June 11, Last Day of School

Our Union Makes Us Strong!

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