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Solidarity!

Urban League Calls off Negotiations: Madison Preparatory Academy Hearing Tonight

The **MTI/MMSD Teacher Collective Bargaining Agreement** contains a **work preservation clause**. This means *any work performed using District funds must be performed by a member of MTI's teacher bargaining unit*. Former Superintendent **Art Rainwater** so advised the Board of Education by letter dated October 13, 2004, in which he stated, *"The District's current Collective Bargaining Agreement (CBA) with Madison Teachers Inc. (MTI) does not permit the District to allow anyone other than an MTI represented employee to perform the duties that require a Department of Public Instruction certification."* That Contract provision remains unchanged from 2004.

After weeks of negotiations on the topic between MTI Executive Director **John Matthews**, Superintendent **Daniel Nerad** and Urban League President **Kaleem Caire**, "mediated" by CUNA Foundation Executive Director **Steve Goldberg**, **Caire called off the negotiations** stating that the Urban League intended to operate Madison Preparatory Academy as a **non-instrumentality of the District**. This would remove the proposed Charter School from supervision by the District and would enable, if approved by the Board of Education, the Charter School to use District funds **without being accountable to the School Board**.

Challenges are mounting to the school using scarce District funds, given the Thompson Revenue Controls and Governor Walker's cuts to education. **Together these amount to \$100 million in cuts to Madison's same-service educational program.**

Negotiations had provided tentative agreement that nearly all of the teaching positions would be in MTI's teacher bargaining unit and would receive wages, benefits and rights under the terms and conditions of the Contract.

The Urban League's decision, if the Board approves the school operating as a **non-instrumentality of the District**, will be the subject of litigation.

The Board of Education will conduct a **hearing on the topic tonight, October 3**, at 6:00 p.m., in the McDaniel's Auditorium, Doyle Administration Building.

MTI Night at the Overture Rescheduled to July 12 *Billy Elliot the Musical!*

Among MTI's efforts to build an even stronger Union is to promote social events which bring MTI members and their families together. Our last *"MTI night at the Overture"* was a smashing success.

Thrilling audiences worldwide and winning ten 2009 Tony Awards® including Best Musical, **"THE BEST SHOW YOU WILL EVER SEE"** (*New York Post*) is coming to Madison! *Billy Elliot the Musical* is a joyous celebration of one young boy's journey to make his dreams come true. Set in a small town, the story follows Billy as he stumbles out of the boxing ring and into a ballet class, discovering a surprising passion that inspires his family and his whole community... **"A big musical with an even bigger heart, Billy Elliot will enchant the dreamer in all of us."**

If that wasn't good enough, **Billy Elliot is a son of a union man**. One of the score's songs is **"SOLIDARITY!"** It is set in Prime Minister Margaret Thatcher's time during the miners' strike in 1984. Billy's father is a leader in the strike and he is a typical working class man, conventional, tough and loyal to the union.

Originally scheduled for September 28, MTI night is now July 12, 2012. Tickets are available by calling/emailing MTI (257-0491; mti@madisonteachers.org) by October 18 to reserve tickets with your MTI colleagues. **Cost is \$45 on a first come, first serve basis**. One must pay for tickets before they will be reserved.

USO-MTI Members General Membership Meeting October 19, 4:15 p.m., MTI



"Wondering what's happening with your Union in the wake of the Walker Law? While the extension of MTI's various Collective Bargaining Agreements through June, 2013 have temporarily forestalled the full impact of Walker's disastrous Act 10 legislation, ALL MTI members, including Substitute Teachers (USO-MTI), are being harmed by this legislation through a reduction in take-home pay for those who are eligible for employer contributions to the Wisconsin Retirement System. Furthermore, without continued action, this dreadful legislation will continue to negatively impact public education and its dedicated employees for years to come.

What lies ahead and what can be done to collectively prepare? Attend this general membership meeting where we will be nominating and electing Union Officers, including President and Vice-President to steward USO-MTI into the future. **You still have a voice, make it heard!"**

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org
MTI's e-mail - MTI@madisonteachers.org

2011 Combined Campaign

The 2011 *Combined Campaign* will begin on October 3 and run through November 11. This is the annual workplace fund raising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. The Combined Campaign allows employees to choose which agencies or umbrella groups will receive their charitable donations. Under MTI's various collective bargaining agreements, one can make contributions, at any level, through payroll deduction. Everyone is encouraged to give to a cause of their choice. **Many people, working together, can make our community a better place in which to live.**

MTI Educators' Days at Costco October 22 & 23

The **Costco** store in Middleton has established October 22 & 23 as *MTI Educators' Days*. Any MTI member who visits the store on those two days is welcome to shop in the store as Costco members are. **Your MTI membership card is required for entry.** MTI members will also be eligible for drawings and will be offered free snacks and beverages. MTI members who attend *MTI Educators' Days* will qualify for a special offer on a Costco membership. Costco is located at 2150 Deming Way, Middleton (608-824-3950). Store hours are 9:30 a.m. to 6:00 p.m. on October 22 and 10:00 a.m. to 6:00 p.m. on October 23. More information about Costco is available at www.Costco.com.

Appreciating the (Increasing) Work of the School Secretary

In January, 1990, Joseph Kemmerer, an MMSD employee in Management Information Services, produced a report entitled "*Elementary School Office Study*" in which he shared his observations from eight elementary school offices. He observed and studied the office work flow over a two month period to determine whether elementary school secretaries had "**more work than they can handle**". His conclusions affirmed this proposition.

Part of Kemmerer's study included observing and recording the number of "**events**" which occurred. Events included phone calls, walk-ins and other necessary interruptions including the who, what and why's. His findings showed that, on average, **the elementary secretary experienced one "event" every three minutes.** And while phone calls and walk-ins were essential components of the position to insure a welcoming school office, the frequency of such interruptions made it difficult for the secretary to complete those duties which required continuity and concentration. His recommendations included providing secretaries with uninterrupted blocks of time for tasks that required concentration and accuracy by providing clerical assistance in the school office at strategic times throughout the day. Shortly after the study was released, the MMSD negotiated with MTI over the creation of the position of Clerk Receptionist

to serve in this capacity and schools began to add the much needed support.

However, since state imposed school district revenue limits were enacted in 1993, the MMSD has witnessed a steady decrease in the number of clerical positions and has virtually eliminated the position of Clerk Receptionist, even at a time when more and more responsibilities are being added to the school secretary (at all levels). With increased work demands and less assistance, elementary and middle school secretaries have occasionally turned to the contractual reclassification process in attempt to have their pay upgraded to reflect the increasing demands of the position. As this publication goes to print, the middle school secretaries have such a reclassification request pending.

While reclassification requests may result in pay grades (*though it did not for elementary school secretaries the last time they attempted this*) the real problem is workload. Until the MMSD administration addresses this problem through either increased staffing or decreased responsibilities, the school secretaries will probably find their workloads similar (or greater) than they were when Mr. Kemmerer was taking notes twenty-one years ago. So, the next time you walk in the school office, **make sure to thank the secretary for all she/he does. But don't stop there. Continue to advocate for fair funding and adequate staffing.**

Alternatives to Foreclosure Available in Dane County

The Dane County Foreclosure Prevention Taskforce is a coalition of public agencies, non-profit service providers and other community partners working together to develop alternatives to foreclosure. The taskforce offers workshops, legal clinics, mediation programs, support groups and information resources to home owners in Dane County whose homes are being foreclosed or who are worried about foreclosure in the future.

The programs are staffed by lawyers, law students, certified financial counselors, mediators and other experts who volunteer their time to help people with these complicated issues.

Information is available on the Dane County Foreclosure Prevention Taskforce website at www.daneforeclosurehelp.org.

Calendar of Events

- **Tuesday, October 4, 4:15 p.m., MTI**
Special Education Sub-Committee
- **Wednesday, October 5, 4:30 p.m., SCFL**
SEE-MTI General Membership Meeting
- **Monday, October 10, 4:30 p.m., MTI**
MTI Board of Directors
- **Tuesday, October 18, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Thursday/Friday, October 27/28 Schools Closed**
AM - District Designed Professional Development
PM - Individual Teacher Planning Time