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# Solidarity!

## Bargaining to Commence

Given MTI's victory in Circuit Court, wherein Judge Juan Colas found Act 10 unconstitutional, MTI and the District have agreed to commence Contract negotiations.

Details of this were announced in a joint letter to all District employees last Friday from Superintendent **Jen Cheatham** and MTI Executive Director **John Matthews**. Their letter stated that, "... to be successful this year and in the years to come, District employees must have a work environment that is both challenging and rewarding, and one which includes economic and employment security". **Matthews complimented the Superintendent and Board members** for their progressive philosophy in recognizing the essentials in positive employment relations.

Contracts existed in all 423 school districts at the time Act 10 was passed in 2011. *Currently, workers in only four school districts enjoy the wages, benefits and rights which a Collective Bargaining Agreement provides.* The current Contracts for MTI's five bargaining units expire June 30, 2014.

The State has appealed Judge Colas' decision. The matter will be heard by the Wisconsin Supreme Court in November or December. In his ruling, Judge Colas stated that Act 10 was passed in a very controversial manner, skipping several steps mandated by legislative rules and Wisconsin law, and that it *violated public workers' Constitutional guarantees of freedom of speech and freedom of assembly, as well as the Constitutional guaranteed Equal Protection Clause.*

## Nominations for MTI Elected Positions

Nominations will be received at the September 17 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, the Political Action Committee, a vacancy on the MTI Bargaining Committee, and for MTI Treasurer, the latter two as a result of retirements. The vacancy on the Bargaining Committee is for a Middle School Representative. Nominations can be called into MTI Headquarters, or made from the floor at the September Council meeting by an MTI Faculty Representative. Nominations 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 **Kira Fobbs** (*Falk*) and **Maria Cavicchio** (*Emerson*). **Fobbs** is seeking re-election, but Cavicchio is not, wishing to concentrate on other Union and professional activities. **Karen Vieth** (*Sennett*) has been nominated for the vacant position. A vacancy exists for MTI Treasurer due to the retirement of long-time Board member Fred Rosevear. **Greg Vallee** (*Thoreau*), currently a member of the MTI Board, has been nominated for that vacancy. 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 **Karen Lee-Wahl** (*Huegel*), **Bruce Bobb** (*Shabazz/Cluster*) and **Andrew Waity** (*Crestwood*). All are seeking re-election. Terms are for one year. 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 each 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 **Barbara Rogers** (*Toki*) and **Amy Noble** (*Lowell*). Both are seeking re-election. 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 **Lauren Mikol** (*Lincoln*), **Jeremiah Cremin-Bringman** (*O'Keeffe*), **Cindy Barbera** (*Hamilton*) and **Mike Lipp** (*West*). 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.

**Bargaining Committee:** A vacancy exists for a Middle School Representative due to the retirement of Lori Hamann. The term is for one-year. **Nichole Von Haden** (*Sherman*) has been nominated.

## EA-MTI Meeting Postponed

Given MTI and the District will enter negotiations later this month, the EA-MTI general membership meeting scheduled for September 18 has been indefinitely postponed.



Show **SOLIDARITY**  
with your **MTI**  
Sisters & Brothers.  
Wear **MTI RED** on  
**MONDAYS!**

## Teachers and Involuntary Transfer

Should the District, based on pupil enrollment, **determine to reduce staff at a given school by involuntarily transferring a teacher due to a “substantial change in the school’s enrollment or substantial program change”, they may do so within the first 25 days of school**, under the terms and conditions of the **MTI/MMSD Teacher Collective Bargaining Agreement**, but only in accordance with the terms set forth in Section IV-E.

**MTI’s Contract** provides that such transfer “*shall be the least senior teacher in the grade level (unit, grade or grade combination; e.g. 1-2) and/or department or subject (whichever is appropriate) from which the transfer must be made*”. The Contract also provides that “*any teacher so transferred shall, when reasonably possible, be provided five school days notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment*”.

## MTI to Participate in Willy Street Fair September 22

MTI will participate in the 2013 Willy Street Fair. MTI will host an information table in front of the MTI building and is seeking members to help develop activities for kids, as well as to participate in the famous Willy Street Fair parade. This event takes place on Sunday, September 22, from 11:00 a.m. to 7:00 p.m. The parade begins at 11:00 a.m. Members willing to march in the parade should be at MTI by 10:30 a.m. to gather with their MTI brothers & sisters. Please wear MTI Red.

MTI is also looking for volunteers to staff the information table, provide baked goods (cupcakes or brownies) for an old-fashioned “cake walk”, among other things. To review a list of volunteer needs see MTI’s website, [www.madisonteachers.org](http://www.madisonteachers.org).

## “Back to School” Night

Although District management cannot unilaterally extend work hours for teachers, or direct members of MTI’s “teacher” bargaining unit to attend Open House/Back to School Night, MTI suggests attendance. Participation is good public relations and will likely result in good will with your students’ parents. Similarly, teachers cannot be directed to attend any other after school functions, such as PTO/PTA.

## SSA-MTI Board Vacancy

Given Diana Morales has left District employment, the position of Secretary in MTI’s School Security Assistants bargaining unit is vacant. Any member of SSA-MTI interested in the position, or wishing to nominate a person for the position, should contact Vicky Bernards at MTI headquarters ([bernardsv@madisonteachers.org](mailto:bernardsv@madisonteachers.org) or 257-0491).

## Christina Stafslie Charity Golf Outing September 13

Teachers at La Follette High School have organized the **10<sup>th</sup> Annual Christina Stafslie Charity Golf Outing** to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, September 13, 4:00 p.m. Proceeds from the tournament will go to the **Christina Stafslie Scholarship Fund** which is awarded to a deserving La Follette student. Details can be obtained from La Follette teacher Ted Ryan ([tryan@madison.k12.wi.us](mailto:tryan@madison.k12.wi.us) or 204-3574).

## A New Resource to Fight the “Ed Reform Machine”

As school resumes, **The Progressive Magazine is revving up the movement to save public schools**. On their new web site, *created specifically for the anti-voucher/save public schools project*, [www.publicschoolshakedown.org](http://www.publicschoolshakedown.org), they are pulling together education experts, activists, bloggers, and concerned citizens from across the country.

**PUBLIC SCHOOL SHAKEDOWN** is dedicated to EXPOSING the behind-the-scenes effort to privatize public schools, and CONNECTING pro-public school activists nationwide.

*“Public School Shakedown will be a fantastic addition to the debate”,* says education historian and former Secretary of Education **Diane Ravitch**. *“The Progressive is performing a great public service by helping spread the word about the galloping privatization of our public schools.”*

## Calendar of Events



- **Monday, September 9, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, September 9, 6:00 p.m., Doyle Room 103**  
BOE Instruction Work Group
- **Tuesday, September 11, 4:15 p.m., MTI**  
EA-MTI Building Representatives
- **Monday, September 16, 5:00 p.m., Doyle Room 103**  
BOE Operation Work Group
- **Tuesday, September 17, 4:15 p.m., SCFL**  
MTI Faculty Representative Council

## 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)