



Solidarity!

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Act 10 Subject to Further Judicial Ruling, WERC Chastised

MTI prevailed last year in a Circuit Court decision in which Judge Juan Colas found much of Act 10, what Governor Walker referred to as his “bomb” on public employee unions, to violate the Constitution. That decision is on appeal to the Wisconsin Supreme Court. *Meanwhile, the Walker administration and his appointed Wisconsin Employment Relations Commission has simply thumbed their nose at Colas’ ruling and vowed to continue forcing unions to conduct annual elections, wherein a union is decertified if it does not receive 50%+1 of those eligible to vote, not just 50%+1 of those voting as in every other election.*

In a September 17, 2013 ruling, **Judge Colas told Governor Walker and the Wisconsin Employment Relations Commission’s commissioners that a Circuit Court decision, while they may not like it or agree with it, is precedential and must be followed throughout the State.** Colas said, “*The question here is not whether other courts or non-parties are bound by this court’s ruling. It is whether the defendants are bound by it.*” WERC was a named defendant in MTI’s suit, so as all defendants to a lawsuit are, and in a case in which the statute was found facially **unconstitutional, they (WERC) are barred from enforcing Act 10 under any circumstances, against anyone.**

Teachers: Give Yourself a Raise Credits for Salary Advancement October 1 Deadline

MTI’s **Teacher Contract** requires that teachers, prior to level 15 of the salary schedule, earn 6 credits to cross from salary level 8 to 9, and 12 to 13. After level 15 is achieved, one must earn 3 credits each 2 years to move to the next incentive level.

MTI requests information annually from the School District to enable assistance to members whose wage placement has been frozen. In negotiations, MTI gained a provision which allowed a teacher whose salary had been “frozen” to advance to their proper placement upon the submission of required credits. If a member’s salary has been frozen in error and/or in violation of the Collective Bargaining Agreement, then the Union can seek retroactive payment. Members are advised to confirm salary schedule movement and that they are being paid correctly. If the action was done in accordance with the Collective Bargaining Agreement, MTI has no ability to seek monies lost in the interim.

MTI’s **Teacher Contract** provides the means for one to satisfy the vertical salary barrier requirements between levels 8 and 9, 12 and 13, and each level after 15, by one earning Professional Advancement Credits (PAC). **Professional Advancement Credits, under MTI’s Contract, can be academic credits or credits granted by the joint MTI-MMSD PAC Committee for inservice courses, independent study, committee**

work, conference/convention attendance, and professional writing/research pursuant to Section III-H of the Contract.

PAC credits can also be used to move from one track on the salary schedule to another, except for tracks 4, 7 and 8. **Track movement increases one’s salary an additional 2.5%.**

*To cause a retroactive salary adjustment effective with the commencement of the first semester, the application for credit should be submitted by **October 1.** Wage increases under these circumstances will result in the **increased wage being paid in equal installments beginning November 1**, for the remainder of the school year. Credits which are on file with the District Department of Human Resources by **July 1** will be reflected by an adjustment in wages effective October 1. Credits submitted by **February 1** will cause a retroactive wage adjustment effective with the beginning of the second semester.*

MTI’s Contract enables teachers to BANK credits which are in excess of those needed to cross improvement and incentive levels.

Nominations Finalized

At the September meeting of the MTI Faculty Representative Council, nominations were received for a number of MTI (teacher unit) leadership positions. The Bylaws call for nominations to be finalized at the September meeting of the Council and election at the October meeting, for the positions referenced below.

Nominated for two at-large positions on the **MTI Board of Directors** were incumbent **Kira Fobbs (Falk)** and **Karen Vieth (Sennett)**. Terms are for two years. A vacancy also exists for MTI Treasurer due to the retirement of Fred Rosevear. MTI Board member **Greg Vallee (Thoreau)** has been nominated. The term is for the remainder of Rosevear’s term (May, 2014).

Nominated for two at-large positions on the **MTI Cabinet on Personnel** were incumbents **Barbara Rogers (Toki)** and **Amy Noble (Lowell)**. Terms are for two years.

Nominated for three positions on the **MTI Finance Committee** were incumbents **Bruce Bobb (Shabazz/Cluster)**, **Andrew Waity (Crestwood)** and **Karen Lee-Wahl (Huegel)**. Terms are for one year.

Nominated for four positions on the **MTI Political Action Committee, MTI VOTERS**, were **Lauren Mikol (Lincoln)**, **Jeremiah Cremin-Bringman (O’Keeffe)**, **Cindy Barbera (Hamilton)** and **Mike Lipp (West)**. All are incumbents. Terms are for two years.

Nominated for one position on the **MTI Bargaining Committee (Middle School Representative)** was **Nichole Von Haden (Sherman)**. A vacancy exists due to the retirement of Lori Hamann. The position is for one year.



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

\$15 and a Union

“*\$15 and a Union*”, was a chant heard throughout the nation on August 29th when *low wage workers took to the picket lines in Madison, Milwaukee, Wausau and more than 50 other cities across the U.S.* The event was well-supported here in Madison with many union members, political and religious leaders and community members participating. Two striking workers at a South Park Street Dunkin Donuts had their hours cut following the strike. A return visit was made on September 4th which resulted in restoration of their hours. MTI members were involved at each of these events and also participated with the Milwaukee workers earlier this year. Watching and helping workers find their voice and speak out for the first time is a very powerful and uplifting experience. The fight of the poverty wage workers directly affects MMSD employees. We see and hear about the effects on students whose family lives in poverty. Join the workers in future actions and support them whenever you can.

--Travis Grover, SEE-MTI

Courage to Teach 2013-2014

What is Courage to Teach? Courage to Teach (CTT) is a professional development series based on the work of renowned educator and author Parker J. Palmer, Ph.D., and is especially designed for classroom teachers, support staff, and administrators. Educators apply to participate in four weekend sessions, beginning Friday evenings and ending Sunday afternoon, at Bethel Horizons, near Dodgeville. Seasonal retreats are scheduled for:

- November 8-10, 2013
- January 17-19, 2014
- March 21-23, 2014
- June 20-22, 2014

The cost for this course is \$850 to be paid in three installments. Participants can receive MTI-negotiated professional advancement and/or academic credits, both assist with salary schedule placement. The latter for an additional cost. Applications are encouraged by October 1. For more information and an application form contact Bonnie Trudell (bktrudell@juno.com) or Barb Hummel (bhummel@chorus.net).

Our Union Makes Us Strong!

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

SEE-MTI General Meeting Wednesday, October 2, Labor Temple

Members of MTI's Supportive Educational Employees bargaining unit (SEE-MTI) will hold a General Membership Meeting on **Wednesday, October 2, 4:30 p.m.**, at the **Madison Labor Temple** (1602 S. Park Street). Come hear about Contract negotiations, an update on the legal status of Act 10, and details on work groups and workshops that have been established to directly address member concerns. Parking is plentiful, snacks will be provided, and strength comes in numbers. We hope to see you there. *Solidarity!*

EA-MTI Building Representatives

Over 30 EA-MTI Building Representatives met on September 11 to discuss issues of importance to EAs, SEAs and Nurse Assistants, and their role in MTI. Agenda items included the coordination of bargaining, the EA-MTI Representative guide, Board of Education meetings, professional development, Act 10 litigation, and MTI's ongoing membership drive. EA-MTI Building Representatives will be meeting on a monthly basis. See your Building Representative to find out more. If you are not yet a member of EA-MTI, see your Building Representative to join. If you would like to be an EA-MTI Building Representative, please contact Eve Degen (degene@madisonteachers.org) at MTI headquarters. It is more important than ever for EAs to stick together and protect the many rights and benefits they have under collective bargaining. *Solidarity!*

Calendar of Events



- **Monday, September 30, 6:00 p.m., Doyle Room 103**
BOE Regular Meeting
- **Tuesday, October 1, 4:15 p.m., MTI**
Special Education Sub-Committee
- **Wednesday, October 2, 4:30 p.m., SCFL**
SEE-MTI General Membership Meeting
- **Wednesday, October 9, 4:15 p.m., MTI**
EA-MTI Building Representatives
- **Monday, October 14, 4:30 p.m., MTI**
MTI Board of Directors
- **Tuesday, October 15, 4:15 p.m., SCFL**
MTI Faculty Representative Council