



Solidarity!

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MTI, AFSCME and Building Trades Petition for 2015-16 Contracts

The value of positive employer-employee relationships being highly valued in Madison and the surrounding area has moved the County of Dane and the City of Madison to continue to negotiate contracts with their employee unions. While the 2011 legislated Act 10 was designed to strip employees of their contractual rights and benefits, Judge Colas' ruling that much of Act 10 is unconstitutional enables bargaining to continue.

Given the value placed on positive employer-employee relationships by Mayor Soglin and the County Board, MTI, AFSCME and the Building Trades Council, all of which represent bargaining units of District employees, have petitioned the Board of Education to enter Contracts for 2015-16. **The Board will consider these requests at a special meeting this Thursday, May 15.**

MTI - 7, State of Wisconsin - 0

MTI representation has resulted in the dismissal of charges against all MTI members who were issued citations by the State for participating in the Solidarity Sing Along, with one case still pending. MTI provided representation because of the State depriving members of their Constitutional right to freedom of speech in protesting Act 10's impairment of collective bargaining.

MTI Election Results

MTI's Election Committee has tallied the ballots cast in last week's MTI teacher bargaining unit general election and has certified the election of MTI officers **Peggy Coyne** (Black Hawk) as President-elect; and the re-election of incumbent **Art Camosy** (Memorial) as Vice-President; incumbent **Greg Vallee** (Thoreau) as Treasurer; and incumbent **Elizabeth Donnelly** (Elvehjem) as Secretary. All will be installed at the May 20 meeting of the MTI Faculty Representative Council. President-Elect **Mike Lipp** (West) will also be installed as President for the ensuing year at the May 20 Council meeting. Current President **Peggy Coyne** (Black Hawk) will remain on the Board as Past-President. 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.

Elected to the MTI Bargaining Committee are: High School Representative - **Art Camosy** (incumbent-Memorial); Middle School Representative - **Nichole Von Haden** (incumbent-Sherman); Elementary School Representative - **Laurie Solchenberger** (incumbent - Lincoln); At-Large Representative - **Steve Pike** (incumbent-West); and Educational Services Representative-Middle School - **Gabe Chavez** (incumbent-

Jefferson). Pike, also a past-president, chairs the Bargaining Committee. The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

Important Reminder Teacher Contracts Deadline June 16

The individual contracts for the 2014-15 school year contained an error and will be re-issued by the District. The error states that teachers must sign and return their contracts to the District by April 15. That date was amended to June 15 by State Statute. **Given that June 15 is a Sunday, the revised contracts will state that teachers' individual contracts are due June 16.** MTI strongly *recommends* that teachers return their signed contracts **AS SOON AS POSSIBLE**, in person, to assure timely delivery. Take a copy with you, ask that it be stamped "received", and keep the copy for your personal records. **The District advises that failure to return a signed contract by June 16 will result in the District accepting such as one's resignation.**

NOTE: If you already signed the incorrect contract, you must also sign the corrected contract.

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) resignation without providing at least 30 days written notice results in an additional \$100.

Educational Assistants are reminded that if they plan to resign, such must be done in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to give written notice of at least two (2) weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees are reminded that if they plan to resign, such must be done in writing to the Director of Human Resources at least four (4) weeks prior to the effective date of resignation. SEE employees who fail to give written notice of at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

The Director of Human Resources is Robert Nadler (rnadlerjr@madison.k12.wi.us).

Madison/Dane County Courage to Teach 2014-2015 Retreat Series

Applications are now being accepted for Courage to Teach, a unique professional development retreat series for classroom teachers, support staff, and administrators. Participants may apply for one graduate credit from Edgewood College for each of the four weekend retreats at Bethel Horizons, near Dodgeville. Dates of the four sessions are: November 14-16, 2014; January 16-18, 2015; March 20-22, 2015 and June 19-21, 2015.

Courage to Teach is based on the work of Parker J. Palmer, and the premise that good teaching flows from the identity and integrity of the teacher. It focuses on renewing the inner lives of educators rather than content knowledge or teaching techniques. Educators are offered ample time in a beautiful natural setting to explore “the heart of a teacher” and reconnect with the passion that brought them into teaching. In an atmosphere that encourages honesty and compassion for themselves and others, a cohort of 24 will be invited to make use of reflection on personal stories and classroom practice, insights from poets, storytellers, and various wisdom traditions as well as rich metaphors of the seasons to explore their core values and the complex issues that arise in their work. These issues include balancing the personal and professional aspects of their life, embracing the complexities of diversity with sensitivity, and responding courageously yet respectfully to challenging work settings, students, and peers.

Educators from Madison and Dane County pay a total of \$850 (in three installments) for the four retreats, which represents about 50% of the total cost of eight night’s lodging, 24 meals, facilitation, and materials. The remainder comes from a community match provided by local organizations and individuals. Participants can also apply for a maximum of four hours of graduate credit from Edgewood College, available at an additional cost of \$165 per credit.

Further information and application form for the 2014-15 series are available from **Barb Hummel** (bhummel@chorus.net) or **Bonnie Trudell** (bktrudell@juno.com) or the CTT website (<https://sites.google.com/site/couragetoteachmadison/home>). Applications are encouraged by **June 30** to ensure inclusion. Applications will be accepted until capacity is reached.

SCFL Annual “Picnic” May 21

The South Central Federation of Labor’s Committee on Political Education will hold its **53rd annual COPE Bean Feed**, hosting Madison and Dane County elected officials, legislators and union members and their families, on **Wednesday, May 21, at 6:00 p.m., at the Madison Labor Temple**, 1602 S. Park Street. *One may have all the beans, hot dogs and potato salad one wishes, plus one free soda or beer.* The meal will be served from 6:00 to 7:15 p.m. **The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties.** Any MTI-represented District employee can receive tickets (first come, first served) by calling MTI.

Substitute Teachers, Call-In Pay, Reassignment and Mileage Reimbursement

Due to the District’s shortage of substitute teachers, assignments for **substitute teachers are increasingly being re-prioritized as the school day begins and higher needs vacancies must be accommodated.** While on assignment in a building, one may be asked to substitute in a different position in that building than the position for which one was called. If you have a significant concern with your “reassignment”, contact MTI as soon as possible.

Section III-B-5 of the **USO-MTI Contract** addresses compensation for substitute teachers who are *called in error for an assignment that does not materialize*. If a substitute is not subsequently reassigned following an error, they are entitled to one-half day of “call-in pay”. ***If one is reassigned to another building then the substitute teacher is entitled to mileage reimbursement for traveling from one school to another.*** If the substitute does not wish to be reassigned, call-in pay is forfeited.

PDP Reviewers Needed

As more teachers are required or opt to complete a Professional Development Plan (PDP) to renew their license, additional Peer Reviewers are needed. DPI is currently developing a free online training for reviewers, which is expected to be released soon. While there is no compensation for reviewing PDPs, doing so provides excellent evidence of one’s Professional Responsibilities (Danielson Framework-Domain 4d –Participating in a Professional Community). Each review takes about 15 minutes and provides great support to one’s peers in the classroom/school. Interested teachers should contact **Heather Lott** (hlott@madison.k12.wi.us), the District’s New Educator Coordinator.

Calendar & Events



- **Monday, May 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, May 12, Doyle Room 103**
BOE Workshop (5:00 p.m.)
BOE Operations Work Group (5:15 p.m.)
- **Wednesday, May 14, 4:30 p.m., MTI**
SEE-MTI Board of Directors
- **Thursday, May 15, 5:15 p.m., MTI**
Jewels of Alpine Europe Group
- **Monday, May 19, Doyle Auditorium**
BOE Regular Meeting (6:00 p.m.)
- **Tuesday, May 20, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Wednesday, May 21, 4:00 p.m., MTI**
USO-MTI Organizing Workshop

Our Union Makes Us Strong!

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