



821 Williamson St. * Madison, Wisconsin 53703-4503 * Phone (608) 257-0491 * Fax (608) 257-1168

Solidarity!

MTI-MMSD Joint Safety Committee Releases Report on Behavior Education Plan (BEP)

The Joint MTI/MMSD Safety Committee is charged with **evaluating the “implementation of and compliance with the District’s Behavior Education Plan(s) (BEP)”** and periodically reporting to the Superintendent and MTI Board of Directors. *Over the course of the 2014-15 school year, the Committee met multiple times and designed, conducted and analyzed a Survey of all school-based District staff. 1,589 employees (42% of District employees) completed the Survey, and over 600 took the time to add personal comments.* A summary of the Survey findings, as well as policy recommendations (not comments), are included in the Joint Committee’s Report which can be reviewed on MTI’s website (www.madisonteachers.org).

In summary, the Report **highlights significant challenges with the BEP.** While a majority of respondents (78%) **understand the approach to behavior set forth in the BEP, only 18% agreed that the practices aligned with it have had a positive impact on student behavior.** These results are even more pronounced among teachers at the **secondary level where only 10% of middle school teachers and 9% of high school teachers agree that it has had a positive impact on student behavior.** Also of major concern is that **only 17% of respondents agreed that “when a student is returned to class following a behavior incident, he or she is ready to re-engage in learning”.** Only 40% of respondents agreed that their school has a clear behavior support system when a student is struggling. *The Survey findings reinforce employee concerns that there is insufficient staffing to support students with significant behavioral needs, and there is insufficient behavioral consequences, and insufficient training to ensure that ALL staff provide a consistent and coherent application of the BEP. Survey results also indicate that District staff believe safety in school and student behavior is at a critical stage.*

The Joint Safety Report advances a number of **recommendations, including revisiting behavior resolution strategies, including consequences, during policy revisions.** In fact, numerous specific policy revisions recommended by the Joint Committee were

sent to the Board of Education for consideration at today’s Board meeting. Another recommendation is that the Board **“target allocation” to support students with significant behavior needs.** In order for behavioral intervention to be successful, support staff working with a student must have adequate time with the student, as opposed to being called to respond to other emergencies or provide playground supervision. Professional development and support for school principals in implementing the BEP is also recommended to ensure consistent implementation. Also recommended is innovative and responsive teacher professional development relative to BEP implementation.

The Joint Committee Report, along with the Survey results and analysis, can be found on MTI’s website (www.madisonteachers.org). MTI issued a **press release** in this regard last Friday. That, too, is on MTI’s website. MTI Faculty Representatives, EA-MTI Building Representatives, members of MTI’s Boards of Directors and Bargaining Committees have hard copies of all referenced materials in this regard.

In addition to School Board members receiving the referenced information from MTI, they have received Supt. Cheatham’s recommendations to revise the BEP. The Board will begin consideration of the recommendations at tonight’s meeting. **The Joint MTI/MMSD Committee on Safety and Discipline is an on-going committee that will continue to meet regularly and report periodically on school safety and BEP implementation.**

MTI is represented on the Joint Committee by Chair and MTI Treasurer **Greg Vallee** (Thoreau); MTI Vice President **Art Camosy** (Memorial); MTI Bargaining Committee Chair **Steve Pike** (West); MTI Board member **Karen Vieth** (Sherman); Language Arts teacher **Cheryl Olson** (Black Hawk); 2nd Grade teacher **Katrina Ladopoulos** (Crestwood); **Sara Bringman**, MTI Executive Assistant for Labor Relations, and **Doug Keillor**, Assistant to the MTI Executive Director .

*****Important Reminder*** Teacher Contracts**

Teacher contracts for the 2015-16 school year have been issued by the District. Signed contracts of all returning teachers **must be received by the District's Human Resources Department not later than June 15.** *MTI strongly recommends that teachers return their signed contracts in person to assure that they are received on time, and that it be done soon after receipt of the contract offer.* Take along a copy and ask that it be stamped "received," and retain it with your personal records. **Failure to return a signed contract by June 15 may result in the District accepting such as one's resignation.**

Thanks for Supporting the MTI Cares Second Harvest Food Drive!

MTI Cares sends a heartfelt thank you to all members of MTI, AFSCME and MMSD administration who helped organize and promote a food drive at their respective work locations and to those who contributed to this important cause. Second Harvest will use donations from our drive to serve families in need during the summer months. *Together we can fight hunger and help build a better community.*

Reminder: Election of EA-MTI Building Representatives

Bylaws for MTI's Educational Assistants bargaining unit provide that EA-MTI members at each school/work site are entitled to a Building Representative. EA-MTI Building Representatives were to have been elected during the week of April 28-May 2. EA-MTI Building Representatives were provided information to complete and return to MTI indicating who was elected to be the EA-MTI Building Representative for the 2015-16 school year. Contact MTI Assistant Director Eve Degen at MTI (degene@madisonteachers.org / 257-0491) with questions.

Help for Financial Challenges

Costs go up, wages aren't. *We tighten our belts and sharpen our pencils but sometimes we also use credit cards, fall behind on bills or just struggle to get through from paycheck to paycheck.* We've always paid our bills, on time and in full. It's sometimes hard to let another know we need help.

MTI has partnered with GreenPath Financial Wellness to provide members needed guidance and assistance. *GreenPath is a nationwide, 501(c)3 not-for-profit organization that has been providing financial counseling, debt management and financial education since 1961. They help people pay down debt more quickly, reduce fees and interest, resolve housing issues, and manage money more effectively.*

GreenPath has over 60 locations in 16 states, including several in Wisconsin. The Madison office is located at 725 Heartland Trail, Suite 203.

Information can be gathered at GreenPath's website www.greenpath.org and initial contact made with a counselor by calling 888-776-6735. Callers will be asked for contact information and offered one of three options: 1) to speak with a counselor immediately or as soon as one is available; 2) set up an in-person appointment; or 3) set up a telephone appointment. Telephone counseling hours are: Monday-Thursday - 7:00 a.m. - 9:00 p.m.; Friday - 7:00 a.m. - 6:00 p.m.; and Saturday - 8:00 a.m. - 5:00 p.m.

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 **2015-16 school year** are due at MTI Headquarters by **September 1, 2015.** An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI's web page.



Calendar of Events

- Tuesday, May 19, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Wednesday, May 20, 4:00 p.m., Olbrich
Retirement Reception
- Wednesday, May 20, 6:00 p.m., SCFL
COPE Bean Feed
- Monday, May 25 - Memorial Day
- Thursday, May 28, 4:30 p.m., TBA
USO-MTI Social
- Thursday, June 11- Semester Ends

Our Union Makes Us Strong!

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