



MTI 2019-20 Bargaining Update

August 16, 2019

No Progress Made in Base-Wage Mediation; Stay Tuned for Action Alerts

No progress was made in base-wage mediation yesterday evening (August 15) to resolve the base-wage dispute, with both parties standing on their previous proposals.

At the mediation session, MTI representatives shared additional analysis with the MMSD representatives relative to the importance of cost-of-living base-wage increases to maintain the value of the salary schedules in order to attract and retain the quality staff that our students deserve. The District representatives, however, indicated that they had no additional authority and continued to offer a **2.32%** base-wage increase.

MTI had approximately twenty-five (25) MTI member leaders and other union representatives participate in the mediation session- with representatives of Teachers, ESEA, Substitute Teachers, and Building Trades. Employee representatives of MMSD Custodial and Food Service employees also attended as our guests. This broad cross-section of MMSD employee representatives reaffirmed the strong expectation of our membership for a **2.44% cost-of-living** base-wage increase. Anything less erodes the value of the salary schedule.

What's next?

- We are once again seeking the leadership of the Board of Education in resolving this dispute and continue to encourage all members to contact the BOE at board@madison.k12.wi.us to share their expectation for a 2.44% cost-of-living base-wage increase.
- We are seeking the leadership of Interim Superintendent Jane Belmore to resolve this dispute prior to the commencement of the school year.
- The All Union Bargaining Team has appointed a **Solidarity Team** to meet and identify further actions for MTI members and our allies to engage in should no progress be forthcoming next week.
- Stay tuned for further updates and **Action Alerts** on what you can do to support your Bargaining Team.

As we have shared with the BOE and District Administration over the past five months, it was our strong desire to have resolved this dispute prior to the end of last school year. That obviously has not occurred and the dispute continues with the commencement of the new school year less than two weeks away.

We are told that there is a **\$400,000** difference in cost between the parties respective offers. We have suggested to the BOE that there are multiple avenues available for the District to fund this gap including:

- 1) A review of both the benefits and costs of the numerous high-level Administrator positions that have been added over the years;
- 2) Utilizing funds from the Districts fund balance (this amount represents less than 1% of the Districts \$47 million fund balance); and/or
- 3) Considering an operating referendum that will allow the District to maintain a competitive workforce by providing cost-of-living salary increases.