



# Solidarity!

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

## What Does Your MTI Contract Do for You? *Report Cards*

MTI's negotiation proposals to create joint Union/District committees to deal with issues relative to report cards has led to continued problem-solving. Recently, when the District experienced major computer problems, Assistant Superintendent for Elementary Schools **Mike Hertting** called MTI Assistant Director **Eve Degen**. **Hertting agreed to extend teachers time by one week, given the computer crash which caused delays in accessibility and usage.** Thus, the elementary report card window will now be open until noon on Wednesday, February 8. The District plans to have report cards out on Friday, February 10.



Similarly, Assistant Superintendent for Secondary Schools **Joe Gothard** advised Ms. Degen that he is willing to extend the report card window at the middle and high school levels, if necessary. If middle and high school teachers have been experiencing the same delay issues, teachers are urged to contact Eve Degen at MTI ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)).

**MTI's Collective Bargaining Agreement is the Constitution of the workplace.**



### An Anniversary: Last Year's Protests; This Year's Recall

Join friends & colleagues in remembering last year's protests and this year's celebration of a million signatures demanding a recall election. And, make and bring a valentine - "**Show the Love, Save Our Schools**" - for Scott Walker and those who destroyed rights, benefits and wages in their vote for Walker's Act 10.

**Tuesday, February 14, 4:00 p.m.**  
**Wisconsin Avenue & Mifflin Street**  
**Picket Signs Welcome!**

### MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for: **Norma Furger** (*Elvehjem*) and **Susan Stern** (*Lapham*). Both are seeking re-election. Terms are for two years. To submit a nomination, contact MTI Executive Director John Matthews ([matthewsj@madisonteachers.org](mailto:matthewsj@madisonteachers.org)). Nominations will be received at the February 21 meeting of the MTI Faculty Representative Council and the election at the March meeting.

### Deadlines for Leave of Absence

Pursuant to Section VI-B (Leaves of Absences) of MTI's "**Teacher**" Collective Bargaining Agreement, all *non-medical leaves except academic, adoption and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic or childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

**Initial Request:** One semester (academic or childrearing). **Extension:** One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

**Initial Request:** One full school year. **Extension:** One extension consisting of the following school year.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2012-13, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2012**. A request for an academic leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2012** for the first semester or the ensuing school year.

*One remains a member of MTI's bargaining unit while on leave and has benefits available while on leave. Given this, partial dues while one is on leave can be paid during the leave or upon return.*

## Professional Development Day February 24

At the directive of the Board of Education, *time will be reserved on February 24 to enable discussion of what “teachers need from the District to help in the classrooms.”* Board members ask that teachers be sure that their comments and concerns are discussed.

Principals are obligated to inform Board members of the topics brought forward by teachers for discussion.

## Clerical/Technical (SEE-MTI) Work Load Survey Results Are In

As has been reported in previous issues of *MTI Solidarity!*, District **clerical/technical staff, like others, have found that the combination of increasing demands and decreasing resources continues to put a strain on their ability to get their job done in the time allotted by management.** Individual union members have shared anecdotal concerns for years relative to their personal situations, and union meetings have provided group discussion formats to share these concerns. In order to expand the discussion, last month MTI conducted a survey of all members of its Supportive Educational Employees (SEE-MTI) bargaining unit to gauge various workload issues. Following is a summary of the results:

- Only **35%** of SEE-MTI members indicated that they “**always**” or “**frequently**” were able to complete their weekly duties within their scheduled hours;
- **40%** indicated that they “**seldom**” or “**never**” were able to complete their weekly duties in their scheduled hours;
- **25%** indicated that they “**occasionally**” were able to complete their weekly duties in their scheduled hours;
- **80%** indicated that they have worked “**off-the-clock**” (i.e. unpaid hours) in order to complete their duties. Of those **56%** reported working **less than 2 hours** off-the-clock each week; **32%** reported working **between 2-5 hours** off-the-clock each week; and **11%** reported working **more than 6 hours** off-the-clock each week;
- **60%** reported “**always**” working through their contractual break periods;
- **22%** reported “**frequently**” working through their contractual break periods;

The survey data reinforces what individual employees have been expressing for years, an imbalance exists between the increasing demands of the jobs and decreasing resources provided to staff. While pockets of “*good news*” are present, such as the Board of Education’s 2010-11 decision to utilize stimulus money to temporarily fund

additional Micro Tech positions, the majority of clerical/technical employees are finding it increasingly difficult to complete the necessary work they perform for Madison schools. The SEE-MTI Board will be discussing these issues, among others, at the February 8 SEE-MTI Board meeting and will continue to work to amplify these concerns with MMSD Administration and Board of Education.

## Movie Night at MTI February 16, 6-8:00 p.m.

MTI members are invited to participate in “**Movie Night at MTI**” on the third Thursday of the month. This month’s film will be “**10,000 Black Men Named George**”, the story of A. Philip Randolph and the Brotherhood of Sleeping Car Porters Union.

*“On August 25th, 1937 the Pullman Company signed the first ever agreement between a union of black workers and a major American corporation. It was twelve years - to the day - of the founding of the Brotherhood of Sleeping Car Porters, led by A. Philip Randolph. For the next four decades, Randolph carried forward his fight for equality. In 1963, commemorating the 100th Anniversary of the Emancipation Proclamation, Randolph initiated the March on Washington for Jobs and Freedom. It was at that gathering that a young Martin Luther King, Jr. delivered his ‘I Have a Dream’ speech ... and Randolph passed his torch to a new generation of leaders in the fight for Civil Rights.”*

Pizza, popcorn and soda are provided. The screening will take place from 6-8:00 p.m., at MTI (821 Williamson Street). This event is brought to you by the MTI Member Engagement and Development Committee.

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## Calendar of Events

- **Tuesday, February 7, 4:15 p.m., MTI**  
MTI Special Education Sub-Committee
- **Wednesday, February 8, 4:30 p.m., MTI**  
SEE-MTI Board of Directors
- **Monday, February 13, 4:30 p.m., MTI**  
MTI Board of Directors
- **Thursday, February 16, 6:00 p.m., MTI**  
MTI Movie Night  
“*10,000 Black Men Named George*”
- **Tuesday, February 21, 4:15 p.m., SCFL**  
MTI Faculty Representative Council

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## 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)