



## Vote yes to recertify MTEA! Nov. 4-24

This November, MTEA members and non-members must vote so that MTEA can continue representing *all* educators in collective bargaining for better wages with MPS. MTEA bargaining covers members and non-members alike.

A separate recertification vote will be held for each bargaining unit:

- Teacher unit (includes teachers, social workers, nurses, OTs, PTs, librarians, speech pathologists, guidance counselors, etc.)
- Educational assistant unit (paras, general assistants, interpreters, and safety assistants)
- Substitute teacher unit
- Accountant/Bookkeeper unit

For each unit, a successful vote requires 51% of **all** who are part of the bargaining unit (both members and non-members), not just 51% of those who vote.

If a person does not vote, it counts as a “no.” We need help to get as many “yes” votes as possible! Non-members do not have to join the MTEA to vote.

A successful recertification vote shows the power and strength of our union even under Act 10.

Votes can be cast online or by phone starting Nov. 4 at noon. To vote online, visit [www.mtea.org](http://www.mtea.org) and click on the voting link. To cast your vote by phone, dial 1-866-458-9862.

## Teacher unit bargaining update

This fall we are focused on completing the teacher unit bargain, followed by the substitute unit bargain. Last spring the MPS School Board authorized funds for a 1.62% base building wage increase and, in addition, enough money to fund approximately 40% of the teacher salary steps and schedule.

Our members deserve both the 1.62% and the full funding of the agreed-upon teacher salary schedule.

Any raise that we negotiate will be retro-active to the beginning of the school year. However, we will not bring a recommended offer to our teacher unit members to vote on until we are sure that we have the best deal possible for our members. That means we need to bargain our raise and meet and confer with the district to fund and implement the salary schedule we agreed to in the spring of 2014.

In addition, we are pulling together leaders from the various teacher unit groups that are not covered by the teacher salary schedule (such as nurses, social workers, speech pathologists, occupational therapists and physical therapists) to begin work on salary schedules specific to their groups.

Our bargaining is continuing into the fall partly because administration wanted to wait for final third Friday enrollment numbers and DPI budget figures. Both of these have occurred and we expect to bargain soon. We will provide member updates throughout the bargain and will call upon members if and when collective action is needed.



*In spring 2015, MTEA members testified on the need for a career path. The school board voted to partially fund the teacher unit salary schedule.*

## School Defense Committees take the lead

Most schools have now established a School Defense Committee.

Committees should organize a gathering at each school during the month of October or November.

This can be a simple meeting where information about school takeovers is shared with parents, students, staff and community allies.

A toolkit is available for School Defense Committee organizers at

[mtea.org](http://mtea.org). It includes:

- Handouts to copy and circulate
- Background readings on the problems with school takeovers
- Sign-in sheets to gather new members for your committee
- A school calendar and tabling/leafletting schedule

You can also pick up a hard copy of the toolkit at MTEA.

## Stand up for Pulaski High School

The MPS administration wants to move a privately run charter school into Pulaski High School and occupy part of Pulaski's building. The two schools would be run separately. No additional funding or opportunities have been agreed to for Pulaski students. Several program expansions or developments have been suggested, but none of them require Pulaski to have another school in its building.

This proposal has been rushed, and lacks parent, community and staff involvement. In comparison, stakeholders at Bay View HS took several years to complete the "Believe in Bay View" process for transforming Bay View.

In addition, the community and school board have not had time to consider



*Members of Pulaski's School Defense Committee attend a meeting about the future of the school*

the ramifications of co-location. It has been well documented in other charter/public co-locations that the public school students can't access the charter schools' resources.

The proposal is being considered by the school board this month.

## Executive board election results

A special election for two open positions on the MTEA Executive Board was held from October 1-7. There was a third open position, but only one person ran, so no election was held.

Thank you to all middle school and high school teachers who voted, and to all of the candidates who took the time to run for a leadership position.

The results are as follows:

**Primary Representative:**  
**Josh Jackson (unopposed)**

**Middle School Representative:**  
**Meg Skwierawski - 60%**  
Monica Watkins - 18%  
Larresa Taylor - 11%  
Bryon Hancock - 11%

**High School Representative:**  
**Kelly O'Keefe-Boettcher - 56%**  
Kelly Patschull - 23%  
Bramouse Muhammad - 21%

## Building committees implement 45-minute lunch

Many building committees have been successful in implementing a new policy that reduces the number of lunch and recess duties to two per week for most teachers, and allows for a 45-minute lunch on days when teachers do not have duty.

MTEA held a support session and reached out individually to building committees who wanted to restructure their duty schedules based on

the new policy.

The greatest successes were felt at buildings where teachers were previously doing five days of duty per week.

Elementary and K-8 teachers have reclaimed some of that time to work with students, prep for the afternoon, or simply eat lunch and use the restroom.

## Stay connected

Do you currently receive email and e-newsletters from MTEA? If not, please update your contact info at [mtea.weac.org/resources/member-data-update](http://mtea.weac.org/resources/member-data-update), so we can keep in touch and share important information and opportunities.

## Upcoming events

All events held at MTEA unless noted. For more info and to register, visit [mtea.weac.org/events](http://mtea.weac.org/events).

**Professional development at the Milwaukee Center for Teaching, Learning and Public Education.**

To view and register for all courses, visit [mtea.weac.org/mke-center](http://mtea.weac.org/mke-center).

**Educators organizing on social media, Mon., Oct. 19, 4:30-6pm.**

**Substitute Teachers Workshop, Wed., Oct. 21, 4:30-5:30pm.** Dinner included with pre-registration.

**Distinguished Educators Series, Thu., Oct. 22, 4:30-6pm.**

**MTEA leader training, Wed., Oct. 28, 4:30-6:30pm.** Dinner included with pre-registration.

**What to do if you're assaulted at work, Tue., Nov. 3, 4:30-6pm.**

**Understanding WRS: Your state pension system, Wed., Nov. 4, 4:30-6pm.**

**Educators on Twitter, Mon., Nov. 9, 4:30-6pm.**

**Teaching and Learning Advocates, Tue., Nov. 10, 4:30-6pm.**

**National Board support session, Thu., Nov. 12, 4:30-6pm.**

**PDP drop-in support session, Tue., Nov. 17, 4:30-6pm.**

**Evening Under the Stars, ESP Day celebration for educational assistant members, Thu., Nov. 19, 5:30-9pm** at Potawatomi Hotel.

# mtea

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