
Make-Up Will Be Required

The Sharpener explains the new reality: In 2008-09 and beyond, MPS schools that bank time and have five days without student instruction will be required to make up snow days.

When you vote on banking time for 2008-09, you should consider what happened this school year because it is likely to recur.

We Recommend...

- 1) Review this Sharpener, in particular, the bargaining strategy analysis on page three.
- 2) Your faculty should then take time to discuss the banking time question before it votes.

If your school wants to meet with a member of the MTEA Teacher Bargaining Team, your BR should call or e-mail MTEA Executive Director Tom Morgan.

More Information to BRs

We sent BRs some additional items with Sharpener including a "Q & A" sheet on banking time and two DPI documents on school days and hours.

Year-Round & IB Schools

If you teach at a year-round school or an IB senior high, today's Sharpener applies to your school, except for the specific date references and the calendar on page four.

We sent a copy of the **revised** year-round calendar for 2008-09 to BRs on May 20.

We sent BRs in IB schools their calendar on April 24.

Before You Vote on Banking Time

This Sharpener provides information each faculty should review and discuss before the MTEA Building Representative conducts the vote on banking time for 2008-09 at your school.

What Banking Time Means - Contractually

At banking time schools, teachers:

- ◆ Increase their student instruction time by about 10 minutes each day.
- ◆ Correspondingly, decrease their "preparation/special help supervision or team planning" by 10 minutes each day.
- ◆ Reduce the number of student attendance days by five days, to 175 (instead of 180).
- ◆ Correspondingly, use the five days for professional activities. By contract, these days are for "activities leading to improved academic achievements (e.g., staff planning, staff development, and teacher preparation/planning."

No Change in the Length of the Teacher Day

The contractual "workday" of teachers does **not** change at schools that vote for banking time. The standard contractual day for teachers, by level, is outlined below:

Level	Length of Day	Lunch Period
Elementary	6 Hours & 50 Minutes	45 Minutes
K-8	7 Hours	45 Minutes
Middle School	7 Hours & 33 Minutes	50 Minutes
Senior High	7 Hours & 15 Minutes	30 Minutes

DPI Requirements: Days and Hours

The Wisconsin Department of Public Instruction (DPI) is responsible for enforcing the state law requiring public schools to provide a minimum number of days and hours of student instruction each school year. Here is a "bottom line" explanation of the **two** requirements:

1. **All schools must provide at least 180 "school" days.**

DPI allows school districts to count up to five days that are not student instruction days toward the 180 "school" days. For example, DPI will allow a district to count five days when schools are closed due to inclement weather as "school" days.

The bottom line is 175 days of student instruction.

Please continue on back...



**Teacher Day
Pre-Banking Time**

If you started teaching in MPS after the 1994-95 school year, you probably never experienced a day of work without an extra 10 minutes of student instruction. And the rest of us may not remember how our standard workday was structured.

**10 Minutes Fewer
of Student Instruction**

Currently, all MPS schools are on banking time. For most schools, banking time means 10 more minutes of instruction and a corresponding decrease in "preparation/special help supervision." In a few schools, there may be slight variations – a minute or two, more or less. (In some schools, team planning time has been reduced by 10 minutes.)

If your school does **not** vote to bank time in 2008-09, your preparation/special help supervision or team planning time should increase by ten minutes.

Here's an example from the 1992-93 MPS Elementary Schools Resource Guide:

Teacher Day

7:55 a.m. – 2:45 p.m.

7:55 a.m. – 8:10 a.m.
Special Help and Preparation

2:40 p.m. – 2:45 p.m.
Special Help and Preparation

Pupil Day

8:10 a.m. – 2:40 p.m.

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2. A minimum number of hours of instruction.

- ◆ Grades 1-6, at least **1,050** hours.
- ◆ Grades 7-12, at least **1,137** hours.

Each school must meet **both** minimum requirements - the 175 days of instruction and the number of hours of instruction.

DPI uses the highest grade level in each school to determine the number of hours. For elementary schools with grades 5 or 6 top - 1,050 hours. For K-8 schools - 1,137. For middle schools and senior highs - 1,137. For K-12 schools - 1,137.

Editorial Note

The above explanation is based on two documents: A DPI memo to school district administrators explaining the requirements in legal terms and a Q & A on school days and hours from DPI's Web site. If you want more details on the requirements, go to dpi.state.wi.us and type in "School Days" in the search box. Or see your BR. We sent both DPI documents to BRs with today's Sharpener.

Banking Days and the DPI Requirements

DPI has determined that when an MPS school banks time and has no students in attendance on the five "released" days, the school is at the statutory minimum of 175 days of student instruction. Therefore, the school must make up each day it is closed due to inclement weather.

That's why DPI has required MPS to make up two days of student instruction for the two days schools were closed this winter.

What About the Extra Minutes of Instruction?

Many members have asked why their additional 10 minutes of instruction each day did not make up the instructional time lost on the two snow days this winter. Our unofficial calculations (not reviewed by MPS or DPI) indicate that many elementary schools (K-5 or K-6) fulfilled the statutory minimum of 1,050 hours of instruction - despite the two snow days this year.

However, state law requires a minimum number of hours **and** days.

DPI has taken a strong, public position that it will **not** be flexible on making up the hours **and** days. It did not allow waivers to any public school this year. It's clear that DPI will deny waiver requests from MPS and other districts in the future.

Teachers Face a Difficult Choice

Unless changes are bargained in the 2008-09 calendar, schools have only two choices:

1. Vote for banking time and face a likely repeat of 2007-08.
2. Do **not** vote for banking time and lose five professional days, but avoid the make-up day problems experienced this school year.

Our union's negotiators see other possibilities (see page three).





Other Questions Have to Wait

There are many very good questions if your school does not vote for banking time in 2008-09.

- ◆ When will students report to school because their day should be reduced by 10 minutes?
- ◆ Will bus schedules be changed?
- ◆ By contract, what exactly should the teacher schedule in each school year be without the 10 additional minutes of student instruction?
- ◆ What happens on August 29, 2008, a banking day in the negotiated calendar?
- ◆ How will MPS address our school's professional development needs?
- ◆ Will our school's budget be impacted?

No Answers Yet

It is not possible to answer these questions until all schools decide whether to bank time or not. There may be lots of rumors, guesses, and perhaps some decrees from the superintendent. The answers will depend on how schools vote on banking time for 2008-09.

Why Not Go to the Superintendent First?

Our union has several seasoned negotiators on our team - both teachers and staff. Our experiences in bargaining with MPS (not just the make-up day issue) have demonstrated that Superintendent Andrekopoulos and the Board's negotiators will not engage in meaningful talks - unless there is considerable pressure.

You have the power to create the pressure.

Bargaining Strategy: Just Say No!

Consider the following analysis before you vote on banking time.

No Real Bargaining on the Make-Up Days for 2007-08

Why did our union's negotiators agree to make up the 2007-08 snow days on the May 14 banking day and the June 13 record day? Why couldn't we persuade the superintendent to allow teachers to be excused on Monday, June 16, if they had completed their records?

The painful truth is our union had no leverage in bargaining. The superintendent knew it and took a hard-line position. The negotiated calendar for 2007-08 provided for one emergency make-up day. As to the making up the second day, our negotiators realized teachers would object to adding a student day on a Saturday, a Sunday, Memorial Day, or on June 16 or 17. We were stuck with one reasonable solution - May 14.

What Will Happen in 2008-09?

The 2008-09 school year calendar has been negotiated. (See page four.) As in the past, it includes an emergency make-up day and five banking days. Here's what will happen in bargaining make-up days for schools that bank five days if there are snow days next year.

If there is one snow day, MPS will probably use the emergency make-up day. Again, it will make sense to switch the make-up day with the record day.

If there are two or more snow days, MPS will probably use the emergency make-up, as described above, and propose to again use banking days as make-up days. Our union's bargaining team may develop counterproposals for other make-up days. We can't predict the outcome - but the days will have to be made up.

If schools vote to do banking time in 2008-09, our union will be in about the same bargaining position next year - very little leverage.

What Our Union Could Propose

Our negotiators see various make-up day alternatives that our union could propose if we had some leverage at the bargaining table. For example, **if** MPS were willing to bargain changes in the 2008-09 calendar **now**, we could propose three banking days for next school year and establish a make-up day for each day beyond two snow days. Many other solutions could be worked out in bargaining.

But Only If You Provide the Leverage

There is only one way our union can gain some leverage and ask MPS to re-negotiate the 2008-09 school calendar. A substantial number of schools must vote to **not** bank time in 2008-09.

If you would like our union to attempt bargaining changes in the school calendar, give our team the leverage:

Do not vote for banking time!

