

MBSD Goals for 2009-2011 Teacher Contract Negotiations

STUDENTS, STABILITY, AND SUSTAINABILITY

Teacher quality, improved instruction, and instructional leadership are all essential components to raising student achievement in MPS. However, a strong sense of urgency demands that unless we address some of the barriers to students receiving the maximum benefit of these initiatives, our work is incomplete. Therefore, the Board and the administration believes that it is important to focus on issues of increased student contact time; continuity and stability of instruction in the classrooms, particularly those of our lowest achieving students; time for teachers to share knowledge; and the long-term sustainability of the district. It is around these principles that we approach this bargain. There is a need to establish a consistent level of instructional time for students throughout the district; at all levels. There is the need to address existing practices that do not support continuity of instruction. Finally, given our unprecedented challenges, economic and otherwise, we have to look at ways that support our long-term sustainability as a district but also build a culture around a system-wide shared vision reflective of our strategic plan and the promises contained therein to raise student achievement, reduce the achievement gap, and increase the graduation rate of students who are prepared to compete in the 21st century.

DAF/TMF/er
2/17/09

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BOARD INITIAL EXCHANGE FOR MODIFICATION OF THE
SUCCESSOR AGREEMENT TO THE 2007-2009 CONTRACT BETWEEN
THE MBSD AND MTEA (TEACHERS)

February 17, 2009

In recognition that student achievement levels will not rise without concurrent focus on increasing instructional time, increasing time for staff to collaborate on improved instruction, effective staff development and increasing the availability of resources to support these efforts; the MBSD is proposing the following changes:

Two-Year Agreement

Instruction

- A longer day, a restructured day, and possible reconfiguration of the day to reflect the following:
 - More student instructional time
 - Reduce the number of staff changes in high need classrooms, thereby supporting continuity of instruction
 - Focus on encouraging experienced/master teachers to apply/transfer to our hard to staff schools, particularly those which have contain some of our lowest achieving students
 - More time for teachers to work on what works best for their students through analyzing data, sharing knowledge, and improved instructional approaches.

Staff Development

- Examine current staff development practices in terms of resource allocation, best practice, alignment with the strategic plan, and needs assessment all with the goal of ensuring that staff development effectively supports student instruction.

Resource Allocation

Fringe Benefits

- Discussion around the selection of the health and dental third party administrators
- Modification of the health and dental plan designs while maintaining quality benefits so as to reallocate monies to support increased expenditure on supports for students.

Other

- Review compensation practices that provide expenditures that do not directly reflect increased knowledge and/or skills; do not take advantage of or reflect current technology or current operational practices or impact effective local school operations.

The Milwaukee Board of School Directors reserves the right to add to, modify, or delete from any proposals and to challenge any permissive items contained in the collective bargaining agreement at any time up to final ratification by the union membership.