

February 17, 2009

A Message from MPS Teachers

Does the Milwaukee School Board recognize that highly-qualified educators – who have the necessary time, tools, and support – are essential to substantially improving student achievement?

Does the School Board realize that much more than a competitive salary/benefits package is needed to attract and retain the best teachers for the students with the most severe needs?

Through an extensive survey and listening process, the MTEA's teacher bargaining team has identified what teachers know is needed to help them make a difference in the lives of children and be more effective in improving student achievement.

The teacher proposals being presented today provide the School Board with an opportunity to listen and respond to the men and women who work directly with the students of MPS. Their teaching conditions are the students' learning conditions.

To improve teaching and learning in MPS, teachers are proposing:

- Class size maximums to enable age-appropriate instruction and individual attention.
- Safe conditions for all students and staff.
- Planning time for all elementary teachers
- Administrative support, especially with students who continually disrupt classes.

As a union of professionals, teachers are asking for working conditions that are essential to their success and the success of their students.

These conditions are set forth in the attached teacher proposals for the 2009-11 contract between the MTEA and the School Board.

MTEA Summary of Initial Proposals

Class Size

Proposal to regulate the number of students in all classes and to mandate ratios for social workers, counselors, nurses, librarians, speech pathologists and others.

Elementary Planning

Proposal to secure planning time for all elementary teachers.

Residency

Proposal to eliminate language on residency from the contract.

Tuition Reimbursement

Proposal to define and increase the monies available for tuition reimbursement.

Mileage

Proposal to eliminate areawide rate. All daily per diem for travel would be at the citywide rate.

Special Education Consulting Period

Proposal to provide special education teachers with a consulting period each day.

MRP Teacher Support

Proposal regarding paraprofessionals being assigned to MRP special education teachers and monetary compensation if the paraprofessional is not in the classroom.

Social Workers

Proposal to define experience credit for social workers.

Discipline

Proposal to exclude chronically disruptive students from the classroom and specify conditions for re-admittance.

Domestic Partners

Proposal to provide all rights and insurance benefits to domestic partners of an employee.

Athletic Directors/Cheerleaders Advisors

Proposal regarding wages, hours and working conditions for athletic directors and cheerleader advisors.

Association Leave

Proposal for the release of the MTEA President and MTEA members engaged in Association work.

Nurses

Proposal to bargain wages, hours, terms and conditions of employment for nurses.

Speech

Proposal to address time spent by speech pathologists for Medicaid reimbursements.

Professional Development

Proposal to allow movement on salary schedule for meeting PI-34 standards, and receiving National Board Certification. Proposal to Pay PDP Reviewers. Proposal to reinstitute district-wide professional development programs.

Block Schedule

Proposal for procedures to be followed when a school considers implementing a block schedule.

Year-Round Schools

Proposal for procedures to be followed when a school considers going to a year round schedule.

Work Load

Proposal to compensate teachers for collecting, recording and analyzing data.

Job Sharing

Proposal to remove sunset.

Wages

Proposal to increase the salary and all other wages, as defined in the appendices of the contract.