President’s Message

By Dr. Michael Rosen
Local 212 President

I hope you have a very happy and safe Thanksgiving. Enjoy your time off. You have certainly earned it.

I also want to thank you for your continued support and participation in your union. Your efforts make a difference. Not only do you provide our students with a world-class education, but you have made MATC the state’s flagship technical college. MATC is a good place to teach and learn because together we have fought for and secured manageable pupil-teacher ratios, faculty control of the curriculum, tenure and a voice in college governance to name just a few accomplishments.

We should never forget that our working/teaching conditions are our students learning conditions, a lesson that some college administrators ignore as they increase class size and teaching loads.

Many of our Wisconsin Technical College System colleagues have had their pay frozen or even cut and their class loads increased. At Lakeshore, Gateway and Waukesha full-time faculty class loads have been increased with no increase in pay. At WCTC part-time faculty pay was slashed by 25% and at Lakeshore and Gateway full-time faculty pay has been frozen.

Compensation Study Postponed
Last month I reported that several technical colleges had hired consultants to conduct compensation studies and that MATC was considering doing the same. I noted that these studies had been used to freeze the pay of some faculty, counselors and Paras, cut new hire salaries and raise at least some administrators’ salaries.

Fortunately, the MATC District Board’s Finance Committee decided not to move forward with a study at this time.

We do not need an outside consultant with no knowledge of our students, culture, college, and its role in the community giving us canned advice. Consultants are hawking a product – market-based compensation studies designed to reduce faculty, counselor and para pay.

Compensation studies at other colleges utilized a business model that reduces funding and support and participation in your union.

Thank you for all you do for our students, faculty, and community.

Happy Thanksgiving

November 2015

MKE Commission on Human and Civil Rights votes to restore democracy to MATC District Board

By Dr. Michael Rosen
Local 212 President

On October 26th, the Milwaukee Commission on Human and Civil Rights unanimously endorsed the MATC Coalition’s statement opposing the hostile takeover of the MATC board of directors by the Metropolitan Milwaukee Chamber of Commerce (MMAC) and County Executive Chris Abele’s continued failure to appoint qualified candidates from Milwaukee County to the MATC district board.

The Coalition’s statement was signed by former board members, three retired MATC vice presidents and other community and student leaders.

Three years ago the Wisconsin Legislature singled out MATC, severely limiting who could serve on the MATC board and changing who selected MATC’s board members.

The legislation was actually written by the MMAC after it failed to get its handpicked candidates appointed to the District Board.

In a blatant violation of the democratic principal of one person one vote, Ozaukee and Washington Counties with less than 8% of MATC’s students were awarded 50% of the board appointment power. The city of Milwaukee, home to 65% of our students, has no votes on the appointment committee.

The Commission’s resolution instructs the County Executive to represent Milwaukee County by appointing qualified candidates from Milwaukee County and to take whatever legal steps necessary to restore the democratic appointment process that had served the district since its inception.

County Supervisor Moore Omokunde, a member of the Commission, will now present the Commission’s resolution to Milwaukee County Committee on Intergovernmental Relations for action.

President’s Message

President’s Message

Continued on page 2

Newspaper Editor: Kim Blackwell - blackwell@matc.edu
Director of Communications: Craig Smallish

Local 212
Milwaukee Area Technical College

USCIS Citizenship Ceremony

The photos to the left and right are from the Fourth USCIS Citizenship ceremony hosted by MATC in the Cooley Auditorium on October 22, 2015.

Left: 129 candidates from 47 countries, from all over the state, took the Oath of Allegiance and became new U.S. citizens – the largest US-CIS Swearing-in ceremony in Wisconsin.

Right: ESL student from D.R. Congo, Patrick Joseph, an immigrant herself from Haiti, who officiated the ceremony.

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Inside this issue...

President’s Message

Commission Resolution

County Executive Election

Mark Pocan Op Ed

Continued on page 2
President's Message
Continued from page 1

It’s great that the administration and board have decided not to pursue a study at this time. But it is critical that we remain vigi- lant. If the board decides to pursue a study at a later date, we have to insist that the college use a CDM committee to develop a compensation philosophy before conduct- ing any study.

WTCS & UW Merger
It also appears that the proposed merger of technical colleges and the University of Wisconsin’s junior colleges has faded for the time being. This is a bad idea that keeps popping up, so I am sure some legislator who doesn’t appreciate that the two sys- tems have different missions, cultures and student bodies will bring it up again. But it appears dead for the fall session.

Wisconsin Teacher Shortages
The demonstration of Wisconsin teachers and attacks on their salaries and benefits is taking a toll as teacher shortages are pop- ping up across the state. In a recent op ed, Congressman Mark Pocan noted that the University of Wisconsin-Madison’s School of Education has experienced more than a 52% decline in applications between the ‘10-11 and ‘14-’15 school years. In 2010 there were 329 applicants to the school of education. In ‘14-‘15 there were only 155.

Pocan writes: “The picture of this teacher shortage is even starker at the two larg- est education schools in Milwaukee. Both Marquette University and the University of Wisconsin-Milwaukee have reported significant drops in enrollment in their teaching programs. Marquette University’s enrollment dropped from 445 students in 2010 to 385 in 2014. The University of Wisconsin-Milwaukee School of Educa- tion’s enrollment dropped from 2,135 in 2010 to 1,516 in 2014.

This is no surprise. No one likes to be scapedgoated. But in claiming that teachers were the “new haves” Governor Walker and his allies demonized the state’s educa- tors. On top of that teacher’s already inad- equate take-home pay was cut and teaching conditions have deteriorated as Wisconsin imposed the biggest cuts in public educa- tion in the nation while slashing technical college and UW funding. Walker’s chick- ens are coming home to roost.

Milwaukee Commission on Human and Civil Rights Statement
In Support of Restoring Democracy at Milwaukee Area Technical College
Passed unanimously October 26, 2015

Whereas the MATC District Board was singled out and targeted by state legislature;
Whereas, the legislation was opposed by the Milwaukee delega- tion of the state legislature which represents MATC and its stu- dents;
Whereas, Washington County represents only 2.2% of the MATC district’s population but has 25% of the board appointment power;
Whereas, Ozaukee County represents only 8% of the MATC dis- trict’s population but has 25% of the board appointment power;
Whereas, the Washington County board chair does not even live in the MATC district;
Whereas, the changes in board composition and in the selection process have disenfranchised Milwaukee’s African American citi- zens who compose 35% of MATC’s students;
Whereas, the changes have eliminated African American and La- tino representation on the board appointment committee;
Whereas, African-American representation on the board has plummeted from four to one since the new non-representative ap- pointment committee and board representation plan was adopted;
Whereas, changes in the definition of employer representative this year would make it impossible for the only Latina on the board to run for re-election in her position despite the fact that 20% of MATC’s students are Latino;
Whereas the city of Milwaukee home to 65% of MATC’s students has no vote in appointing the MATC board of Directors;
Whereas County Executive Chris Abele has consistently voted to appoint candidates from Ozaukee County over qualified African American and other candidates from Milwaukee County;
Be it resolved that the Commission supports restoring the MATC board composition to that of all other Wisconsin technical colleges—two employees, two employers, three at-large members, an elected official and a school superintendent;
Further be it resolved that the apolitical and democratic appoint- ment process of MATC district school board presidents be recon- vened as the college’s district board appointment committee;
Further be it resolved that County Executive Abele who is elected to represent the citizens of Milwaukee County be instructed to ap- point qualified representatives to the MATC district board who live in Milwaukee County;

Continued on page 3

Condolences to the family of Thomas Dicristo
Recently, MATC lost one of its own. Tom Dicristo, a retired faculty member and ac- tive Local 212 retiree died.

Tom was a native son of Milwaukee who excelled at the UW Madison. After gradu- ating, he continued his education by leav- ing the security of his hometown to teach at a Baltimore high school. But, he eventually returned to work in MATC’s time-honored Adult High School in Pre-College Divi- sion.

For years Tom taught American and World history - in addition to Comparative Reli- gions, Civil and Criminal Law.

Tom was smart, quick witted, and always, always concerned about his students. He was equally committed to ensuring that MATC’s faculty were treated as profes- sionals. In the brutal winter of 1968-69 Tom, despite having just adopted his son Nick, joined his colleagues in the heroic 40 day strike that established AFT Local 212 as the faculty’s voice at MATC.

In the film Forty Days That Forged a Union Tom recalled that his young family’s cup- boards were empty as he walked the picket- line in the snow and cold. But, he never re- gretted the sacrifices he and his colleagues made. And Tom was proud of what the strike accomplished:

1) including the end to the indignity of having to participate in lunch room and study hall duty;
2) the end to punching a time clock;
3) and an agreement that the college president would meet with Local 212’s leadership monthly, the first step on the road to shared governance.

Tom remained active even as a Local 212 retiree.

Tom and Local 212’s Execuitive Vice President, Kevin Mulvenna, shared an office for many years. Kevin who visited Tom shortly before he passed, fondly recalls attending Badger games (Tom had season tickets, Kevin had to drive) and quarreling over Bear- Packer games (Tom loved his Packers, Mulvenna for some inexplicable lack in judge- ment is a Bears season ticket holder).

Our hearts go out to Tom’s wife, Mary Jo (also a former faculty member) and the Dicristo family.

Tom shall be remembered as he would choose to be: An excellent and compassionate educator who was dedicated to his students, college and hometown and who believed in the mission and power of his union.
Pocan Op-Ed: Where Have All The Teachers Gone?

By Rep. Mark Pocan, US Representative for the 2nd district of Wisconsin


There has been an onslaught of data showing many states around the country from California to Indiana are in desperate need of teachers. Wisconsin is no stranger to this teacher shortage. In August, the Milwaukee Journal Sentinel ran an op-ed with a striking headline: “School districts scramble to find teachers for open positions.” Many districts across Wisconsin are making last ditch efforts to fill teaching slots for this upcoming school year. As someone who cares deeply about our public education system, this is particularly concerning, so I started to delve deeper into Wisconsin’s teacher shortage to search for some answers.

Data obtained from the University of Wisconsin-Madison show the university’s School of Education has seen more than a 52% decline in applications between the ‘10-11 and ‘14-15 school years. In 2010, there were 329 applicants to the school of education, for ‘14-15 there were 155.

The picture of this teacher shortage is even starker at the two largest education schools in Milwaukee. Both Marquette University and the University of Wisconsin-Milwaukee have reported significant drops in enrollment in their teaching programs. Marquette University’s enrollment dropped from 445 students in 2010 to 385 in 2014. The University of Wisconsin-Milwaukee School of Education’s enrollment dropped from 2,135 in 2010 to 1,516 in 2014.

The question then becomes, why is there a sudden drop off in teachers?

Over the last few years polling shows teachers have become increasingly disillusioned about their jobs and the field of education as a whole. Educators cite low pay, under resourced schools, increased testing requirements, loss of job protections, and unfair teacher evaluations as contributing factors to low morale. It’s no surprise schools with budgetary problems are seeing teacher shortages. As a member of the State Assembly, I was deeply involved in opposing Act 10. For many years now, unions cooperated hardworking individuals have relied on the strength of their members to afford workers access to basic middle class benefits. Act 10 eliminated the rights of workers, including teachers, to collectively bargain for pay and benefits. This legislation was a targeted assault on unions and undermined teachers and other public employees who pride themselves on their service to their students and the state.

But Governor Walker and Republicans did not stop there. In recent years, the budget crunch has continued with teachers’ salaries declining 2.1% since 2000 while their students’ test scores increased 23.8%. Meanwhile, it’s worth mentioning again that funding for students has been cut to the tune of $150 per pupil over the past few years and precious funding for our public schools is being taken from public schools for taxpayer funded voucher programs.

During the 2011-12 academic year, Governor Walker cut spending on health and pension benefits for public employees, including teachers, by $287 million. In the state budget, Wisconsin’s Republicans capped how much schools can raise through property taxes. A more recent budget proposal from state Republicans even suggested eliminating requirements that teachers have certain academic credentials. It should not come as a surprise that all of this has led to teachers in Wisconsin feeling undermined.

National trends have been just as disturbing. The toxic rhetoric surrounding public employees and especially teachers has reached new levels. In August, Governor Chris Christie discussed his desire to punch those affiliated with teachers unions right in the face. During the debate on the Elementary and Secondary Education Act, Congressional Republicans proposed eviscerating public school funding and putting our teachers in the impossible situation of having to do more with less, year after year. And the result of these actions: Cutting teachers ability to bargain for fair wages + Reducing teacher pensions + Increased class sizes and demands on teachers + Damaging anti-teacher rhetoric = LESS TEACHERS.

To make matters worse, politicians don’t seem to be listening to educators about the policies affecting their classrooms. In August, a group of over 35 southern Wisconsin principals wrote to Governor Walker to tell him how his budget cuts are harming their schools. Teachers and others in the education field are reaching out to politicians to tell them what they need to best serve their students. Their concerns are falling on deaf ears.

What’s happening in Wisconsin is a bellwether for what’s going on across the country. If we continue to undermine the teaching profession by reducing teacher pay and benefits, cutting funding from public education, and talking about our teachers with such hostility, we will lose much needed talent in our schools. Kids across the country deserve well-qualified teachers who are fairly compensated for all the time, energy, and dedication they put into their profession. Until we foster environments where teachers are respected and given the resources that they need, we cannot act surprised when we have a teacher shortage.

And further, be it resolved that the Milwaukee County Executive use every legal means available to fight the disenfranchisement of the African American and Latino community on the MATC board and in the board appointment process;
Nonetheless, those WOW counties in juxtaposition with the city of Milwaukee’s rainbow represent what the Milwaukee partisan Journal called “the most politicized part of a polarized state in a polarized nation.”

Mr. Abele’s tenure as Milwaukee county executive has been characterized by two distinct American traditions. The first, no-bless oblige, is hardly surprising given the Milwaukee-based Archdiocese of Milwaukee, the Abele family trust. (Forbes magazine estimated that Chris Abele’s father, who founded Boston Scientific, had a net worth that peaked at $2.7 billion.) Arguably, even Mr. Abele’s Milwaukee-based venture capital fund, CSA Partners, reflects no-bless oblige. The second tradition, a form of liberal elitism, emerged from the Progressive Era of Theodore Roosevelt and Woodrow Wilson. Jane Addams, and Wisconsin’s own Robert La Follette. La Follette did not share this view. But Progressives favored appointed positions over elected positions because they thought immigrant voters—who at the time the majority of the American working class—were ignorant and corruptible to oppression. They did not vote for the best and the brightest; that is, the nation’s Anglo-Saxon elite. Essentially, this is Mr. Abele’s position. He governs as if hired exclusively to manage the county and its residents rather than elected to represent the county and its residents.

By Kenneth O’Reilly

Submit articles, condolences, and photos to:
blackwek@matc.edu

By Sally A. Lindner (SAL)

We invite all retirees and soon-to-be retirees to get involved. Here is a summary by the Retiree Chapter:

• Ways to get involved: 4
  1) Joint partnership with MATCRA to form a travel club.
  2) Photo ID Training
  3) Ride Sharing 4
  4) Wisconsin Anti Alcoholism, Drug Abuse and Violence Effort (WALE)/Lobby Day

Class Availability –

• Lectures: 3
• Discussions: 11
• Study groups: 9
• Group excursions: 0
• Seminar/Workshops: 0
• Other: 1

Assignment Issues – Changes in faculty assignment, which will include bumping while balancing the rights of the students with those of the faculty. The supervisor will notify faculty of all teaching assignment(s) changes.

Contact Jennifer Medaj at 262-797-9561 or jmedaj@local212.org if you would like more information.

Retiree Chapter News

By Jennifer Medaj

Local 212 Retiree Chapter President

We had a dynamic full meeting on Oct. 16 at Best Place. Here is a summary by the numbers:

• Number attending: 40
  It was great to see some folks who hadn’t attended in awhile!
• State legislators attending: 2
• Door prize winners: 4
  Grand prize was a free breakfast at our Dec. 4 event
• New members: 3
  Volunteers who signed up to help with our new Ride Share program: 11 (willing to give a ride to our events)

Part-Time Faculty Corner

By Sally A. Lindner (SAL)

6th VP – Part-Time Faculty

Colleagues,

We recently submitted our Letter of Availability for the Spring 2016 semester.

Here is some essential information about the assignment process. Note: This information is in the Faculty Appendix.

Assignments – Faculty must be qualified to teach the individual courses they are requesting. If the supervisor/department head has concerns about an instructor’s qualifications to teach a course(s), that should be addressed with the instructor at the time he or she designates courses on the preference form. In determining qualifications, factors may include professional currency, experience, certification, and instructional and technical competence.

Assignment Process – In assigning classes, if the faculty has the requisite longevity and qualifications, he or she will be assigned classes within the load range on the preference form. The more experienced faculty members will meet the top preferences of part-time faculty via longevity; however, they may be assigned any course, campus, time, or day that is designated on the preference form.

Assignment Commitments – Faculty have the responsibility to be available for the entire assignment, completing all course obligations, except in cases of unannounced job conflicts, illnesses, family situations or other emergencies. Faculty who do not complete an assignment for reasons other than the above will not be granted a semester of seniority for that semester. Scheduling vacations during the semester is not acceptable and may be subject to disciplinary action if it occurs.

Class Availability – When a class becomes available unexpectedly, efforts to reassign the class will be made based on faculty qualifications, longevity, and preference.

Milwaukee, Inc.

The County Executive Election and MATC’s Future

By Lawrence K. Collins

The Milwaukee Journal Sentinel

We also heard a pension update from Bar bara Toles, and Mike Rosen informed us of the hostile takeover of the MATC board.

We invite all retirees and soon-to-be retirees to these upcoming events:

Social Breakfast • Dec. 4, 2015
Spring Gardens Restaurant
1716 W. Layton Ave. Milwaukee

Winter Meeting • Jan. 22, 2016
Cuisine Restaurant
MATC Downtown Campus
2740 W. Mill Rd.
(note location change from Best Place

[Image 1016x407 to 1188x682]
Milwaukee, Inc.
The County Executive Election and MATC’s Future

By Kenneth O’Rally
LAS (History and SOCCSI)

War imagery is everywhere in our two-party system. The Republicans imagine a Democratic war on Christians from Claus to Christ while bragging about their own war on terror, war on crime, war on drugs, war on inflation, etc. Democrats sometimes brag about the long-ago war on poverty but more often complain about what they see as stealth GOP wars on science, immigrants, blacks, women, the poor, etc.

War imagery has even affected MATC as we find ourselves in the middle of what might be described as a corporate war on Milwaukee. Nor is the middle a safe place. As Molly Ivins used to say of Texas: Nothing is in the middle of the road except yellow lines and dead armadillos. We would be best served by choosing sides.

State Senator Chris Larson, a consistent MATC advocate, has declared his candidacy for County Executive. He is a progressive Democrat and not a corporate Democrat. The incumbent, County Executive Chris Abele, has worked hand in glove with Milwaukee’s corporate elite since his election four years ago.

Granted, Mr. Abele has been progressive on some social issues,largely made possible by the billions in tax rebates he gave to the corporates from his patronage of the MATC Promise, ended the county transit workers dispute by dropping the $100 per year transit benefit, and improved the city’s schools. But his record on the corporate agenda is an abysmal one. Mr. Abele eroded African American representation on the county board in both Milwaukee and the county’s suburbs. A number of Milwaukee voters and residents who think Abele and the corporate elite have no regard for the neighborhood’s needs. At the very time the city desperately needed a new, comprehensive anti-poverty agenda, Abele and his generals were elsewhere.

Thereafter up to five MPS schools could be privatized. Mr. Abele has had nothing to say about inadequate funding and other substantive problems facing MPS that privatization cannot address. Average family income in the MPS counties is double that of city of Milwaukee families—and far more than that of other Milwaukee families. A U.S. New and World Report ranking of the nation’s best public high schools found the top Wisconsin school coming in at number 291. Only one MPS school, Reagan College Prep, ranked among Wisconsin’s top ten. Reagan has an average student-teacher ratio of 35:1—a typical ratio for MPS. Eight of the remaining top ten schools are either suburban Milwaukee or Milwauke area high schools with an average student-teacher ratio of 17:1. It is easy to see why MPS has failed. But it would be more correct to say that the county and the state have failed Milwaukee’s children.

It would not be a total exaggeration to say that Mr. Abele has sided with the county council as the corporate elite. Mr. Abele cares little for the citizens of Milwaukee (both city and county). And the citizens of Milwaukee (both city and county).

Our speaker was Rep. Taylor from Madison. He reaffirmed the need for an open, honest and transparent government. He emphasized that these recommendations are not political donations to political parties and legislative committees. He stressed that these bills will damage Wisconsin’s tradition of open, honest and transparent government.

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• Ways to get involved: 4

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2) Photo ID Training
3) Ride Sharing 4) AM/PM Anti Violence Effort (WAVE)

By Sally A. Lindner (SAL) 6th VP – Part-Time Faculty

College(s), We recently submitted our Letter of Availability for the Spring 2016 semester.

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Class Availability – When a class be- comes available unexpectedly, efforts to reassign the class will be made based on faculty qualifications, longevity, and preference.

Our speaker was Rep. Taylor from Madi- son. She gave us an update of some troub- ling legislation currently being consid- ered. This includes proposals to replace the Government Accountability Board with a partisan system, to drastically limit John Doe investigations to exclude cases of po- litical corruption, and to rewrite campaign finance laws to allow unlimited corporate donations to political parties and legisla- tive committees. She emphasized that these bills will damage Wisconsin’s tradition of open, honest and transparent government.

Contact Jennifer Matej at (608) 262-979-9561 or jmatej212@locall212.org if you would like more information.

Part-Time Faculty Corner

By Sally A. Lindner (SAL)

Colleagues,

Did you know that the Faculty Appendix decrees that we Part-Time faculty will have access via INFOnline to our teach- ing assignment, which will include be- ginning and end date, percent workload, and compensation for each course?
Pocan Op-Ed: Where Have All The Teachers Gone?

By Rep. Mark Pocan, US Representative for the 2nd district of Wisconsin


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The question then becomes, why is there a sudden drop off in teachers?

Across the country, we’re seeing a bellwether for what’s going on across the country. If we continue to undermine the teaching profession by reducing teacher pay and benefits, cutting funding from public education, and talking about our teachers with such hostility, we will lose much needed talent in our schools. Kids across the country deserve well-qualified teachers who are fairly compensated for all the time, energy, and dedication they put into their profession. Until we foster environments where teachers are respected and given the resources that they need, we cannot act surprised when we have a teacher shortage.

And the result of these actions: Cutting teachers ability to bargain for fair wages + Reducing teacher pensions + Increased class sizes and demands on teachers + Damaging anti-teacher rhetoric = LESS TEACHERS.

To make matters worse, politicians don’t seem to be listening to educators about the policies affecting their classrooms. In August, a group of over 35 southern Wisconsin principals wrote to Governor Walker to tell him how his budget cuts are harming their schools. Teachers and others in the education field are reaching out to politicians to tell them what they need to best serve their students. Their concerns are falling on deaf ears.

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And further, be it resolved that the County Executive and the Milwaukee County Board work with the Wisconsin legislature to pursue the restoration of democracy at MATC by restoring the board composition to that of all other Wisconsin Technical Colleges and restore the board appointment process to the previous school board president committee.
President’s Message

Continued on page 1

Quality education to a commodity. That is inappropriate for an institution of higher learning. Quality education is not a commodity that you buy at Walmart. It's a process of engaged interaction between highly skilled educators, students and other educational professionals.

The values of the market place are profit, low wages, inequality and competition. Those are not the values of higher education and are antithetical to MATC’s values of opportunity, equity, quality, and empowerment.

We know the value of English, math, and the liberal arts. We know the value of pre-engineering, pre-medical, and all the pre-professional programs. We know the value of pre-education to a commodity. That is inappropriate for an institution of higher education.


Whereas the MATC District Board was singled out and targeted by state legislation;
Whereas, the legislation was opposed by the Milwaukee delegation of the state legislature which represents MATC and its students;
Whereas, Washington County represents only 2.2% of the MATC district’s population but has 25% of the board appointment power;
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Be it resolved that the Commission supports restoring the MATC board composition to that of all other Wisconsin technical colleges-
two employees, two employers, three at-large members, an elected official and a school superintendent;
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Continued on page 3

Wisconsin Teacher Shortages

The demonstration of Wisconsin teachers and attacks on their salaries and benefits is making a toll as teacher shortages are popping up across the state. In a recent op ed, Congressman Mark Pocan noted that the University of Wisconsin-Madison’s School of Education has experienced more than a 52% decline in applications between the 2010-11 and ’14-15 school years. In 2010 there were 329 applicants to the school of education. In ’14-15 there were only 155.

Pocan writes: “The picture of this teacher shortage is even starker at the two largest education schools in Milwaukee. Both Marquette University and the University of Wisconsin-Milwaukee have reported significant drops in enrollment in their teaching programs. Marquette University’s enrollment dropped from 445 students in 2010 to 385 in 2014. The University of Wisconsin-Milwaukee School of Education’s enrollment dropped from 2,135 in 2010 to 1,516 in 2014. This is no surprise. No one likes to be scapegoated. But in claiming that teachers were the “new haves” Governor Walker and his allies demonized the state’s educators. On top of that teacher’s already inadequate take-home pay was cut and teaching conditions have deteriorated as Wisconsin imposed the biggest cuts in public education in the nation while slashing technical college and UW funding. Walker’s chickens are coming home to roost.

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Whereas, the changes in board composition and in the selection process have disenfranchised Milwaukee’s African American citizens who compose 35% of MATC’s students;
Whereas, the changes have eliminated African American and Latino representation on the board appointment committee;
Whereas, African American representation on the board has plummeted from four to one since the new non-representative appointment committee and board representation plan was adopted;
Whereas, changes in the definition of employer representative this year would make it impossible for the only Latino on the board to run for re-election in her position despite the fact that 20% of MATC’s students are Latino;
Whereas the city of Milwaukee home to 65% of MATC’s students has no vote in appointing the MATC board of Directors;
Whereas County Executive Chris Abele has consistently voted to appoint candidates from Ozaukee County over qualified African American and other candidates from Milwaukee County;
Be it resolved that the Commission supports restoring the MATC board composition to that of all other Wisconsin technical colleges—two employees, two employers, three at-large members, an elected official and a school superintendent;
Further be it resolved that the apolitical and democratic appointment process of MATC district school board presidents be reconvened as the college’s district board appointment committee;
Further be it resolved that County Executive Abele who is elected to represent the citizens of Milwaukee County be instructed to appoint qualified representatives to the MATC district board who live in Milwaukee County;
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Happy Thanksgiving

By Dr. Michael Rosen
Local 212 President

I hope you have a very happy and safe Thanksgiving. Enjoy your time off. You have certainly earned it.

I also want to thank you for your continued support and participation in your union. Your efforts make a difference. Not only do you provide our students with a world class education, but you have made MATC the state’s flagship technical college. MATC is a good place to teach and learn because together we have fought for and secured manageable pupil-teacher ratios, faculty control of the curriculum, tenure and a voice in college governance to name just a few accomplishments.

We should never forget that our working/teaching conditions are our students learning conditions, a lesson that some college administrators ignore as they increase class size and teaching loads.

Many of our Wisconsin Technical College System colleagues have had their pay frozen or even cut and their class loads increased. At Lakeshore, Gateway and Waukesha full-time faculty class loads have been increased with no increase in pay. At WCTC part-time faculty pay was slashed by 20% and at Lakeshore and Gateway full-time faculty pay has been frozen.

Compensation Study Postponed

Last month I reported that several technical colleges had hired consultants to conduct compensation studies and that MATC was considering doing the same. I noted that these studies had been used to freeze the pay of senior faculty, counselors and paras, cut new hire salaries and raise at least some administrators’ salaries.

Fortunately, the MATC District Board’s Finance Committee decided not to move forward with a study at this time.

We do not need an outside consultant with no knowledge of our students, culture, college, and its role in the community giving us canned advice. Consultants are hawking a product – market-based compensation studies designed to reduce faculty, counselor and para pay.

Compensation studies at other colleges utilized a business model that reduces quality and increases class size and teaching loads.

Continued on page 2

MKE Commission on Human and Civil Rights votes to restore democracy to MATC District Board

By Dr. Michael Rosen
Local 212 President

On October 26th, The Milwaukee Commission on Human and Civil Rights unanimously endorsed the MATC Coalition’s statement opposing the hostile takeover of the MATC board of directors by the Metropolitan Milwaukee Chamber of Commerce (MMAC) and County Executive Chris Abele’s continued failure to appoint qualified candidates from Milwaukee County to the MATC district board.

The Coalition’s statement was signed by former board members, three retired MATC vice presidents and other community and student leaders.

The legislation was actually written by the MMAC after it failed to get its handpicked candidates appointed to the District Board. In a blatant violation of the democratic principal of one person one vote, Ozaukee and Washington Counties with less than 10% of the district’s population and fewer than 8% of MATC’s students were awarded 50% of the board appointment power. The city of Milwaukee, home to 65% of our students, has no votes on the appointment committee.

County Executive Abele, one of four people on the appointment committee, has routinely voted for candidates from Ozaukee County while failing to support qualified candidates from Milwaukee County. As a result, African American representation on the board of a college that has an African American student population of 35% has plummeted from four to one.

The Commission’s resolution instructs the County Executive to represent Milwaukee County by appointing qualified candidates from Milwaukee County and to take whatever legal steps necessary to restore the democratic appointment process that had served the district since its inception.

County Supervisor Moore Omokunde, a member of the Commission, will now present the Commission’s resolution to Milwaukee County Committee on Intergovernmental Relations for action.

Continued on page 2