

MEA-MFT Resolutions

As amended - April 2, 2016 - MEA-MFT Representative Assembly

A – Professional Excellence

A-1 Professional Educators of Montana Code of Ethics (19)

MEA-MFT endorses the “Professional Educators of Montana Code of Ethics” adopted by the Certification Standards and Practices Advisory Council.

A-2 Multicultural Studies (19)

MEA-MFT believes our members should pursue and apply training in multicultural awareness, emphasizing American Indian history, literature, and culture.

A-3 Minimum Accreditation Standards (18)

MEA-MFT acknowledges Montana school accreditation standards define only the basic, minimum program that all school districts must provide.

MEA-MFT urges local school affiliates to negotiate into their master agreements full adoption and enforcement of the Montana school accreditation standards.

MEA-MFT believes a quality education encompasses more than just a basic, minimum program.

MEA-MFT supports Montana’s higher education institutions in achieving and maintaining the highest levels of accreditation.

A-4 School Nursing Accreditation Standard (18)

MEA-MFT supports adopting a standard of accreditation of one registered professional school nurse for every 750 students.

A-5 Peer Mentorship (18)

MEA-MFT supports an on-going peer mentorship program designed to assist and improve skills and provide information regarding professional growth needs and opportunities that will enhance high professional standards. Any information resulting from the mentoring process must be confidential and the sole property of the person mentored.

MEA-MFT believes peer mentorship is a responsibility of both union and management that should be collaborative and bargained mutually into local collective bargaining agreements.

If management is uninterested or unable to collaborate, MEA-MFT encourages local affiliates to design and implement their own peer mentorship programs.

A-6 Peer Review (19)

MEA-MFT supports peer review as a tool to enhance professional standards when collaboratively developed and mutually bargained. MEA-MFT recognizes that the methodology of peer review is unique to each group or unit and should be developed at that level.

Peer review should supplement, not supplant, administrative accountability for workplace performance and should not deny an employee’s right to due process.

A-7 National Board Certification (19)

MEA-MFT endorses the standards promulgated by the National Board for Professional Teaching Standards and the NEA Teacher Leadership Initiative as a framework for professional development activities throughout the state.

MEA-MFT encourages all educators to be nationally board certified in the area in which they are licensed.

Further, MEA-MFT supports the use of National Board Standards as a framework for professional development activities throughout the state.

A-8 Cultural Diversity (18)

MEA-MFT supports the preparation, recruitment, mentoring, and professional development of employees who are from multicultural backgrounds.

A-9 American Indian Public Service Employees (18)

MEA-MFT supports the preparation, recruitment, mentoring, and professional development of American Indian public service employees in Montana.

A-10 Professional Development (19)

MEA-MFT supports and promotes professional development opportunities for all members.

MEA-MFT shall promote professional development opportunities provided for in state statutes, board of public education rules, and collectively bargained agreements.

MEA-MFT encourages professional development for all public service employees so that the goals for Indian Education for All can be attained.

MEA-MFT encourages early career members to pursue MEA-MFT sponsored professional development opportunities.

B – Services and Programs

B-1 Indian Education for All (18)

MEA-MFT endorses the standards set forth in Indian Education for All and encourages development of curriculum, for pre-school, k-12, and higher education.

B-2 Privatization of Public Schools (16)

MEA-MFT opposes tuition tax credits, tax deductions, pay vouchers, private charter schools, or any other proposal that diverts public revenues to private, sectarian, and/or home school education.

B-3 Educational and Governmental Public Services (16)

MEA-MFT opposes the privatization of educational and governmental public services.

MEA-MFT supports active monitoring and opposition to any attempt to privatize bargaining unit jobs.

B-4 Home Schooling (16)

MEA-MFT believes home schools must annually report their existence and adhere to all Montana laws that generally or specifically speak to home schools.

B-5 Services and Programs (17)

MEA-MFT believes teachers of distance, online, and technology-based learning programs to k-12 students should be licensed and endorsed in Montana in the area of instruction taught.

B-6 For-Profit Universities (18)

MEA-MFT opposes for-profit universities.

C – Funding for Public Programs and Services

C-1 Tax System (16)

MEA-MFT supports a tax system that is adequate, equitable, balanced, simple, and universal.

C-2 Economic Development (16)

MEA-MFT believes significant and lasting economic development can only occur with adequately funded quality public education and public service.

C-3 Public employee salaries and benefits (18)

MEA-MFT believes that all public employees should receive nationally competitive salaries, retirement and healthcare.

D – Employee Rights and Collective Bargaining

D-1 Member Involvement (18)

MEA-MFT believes its members should have the opportunity to participate in shared governance, workplace planning and decision-making.

D-2 Prebudget Negotiations (17)

MEA-MFT supports prebudget negotiations for all state, county, and university employee compensation.

D-3 Professional/Union Leave (17)

MEA-MFT believes employers should provide professional leave opportunities for union related business.

D-4 Union Activity/Professional Development (17)

MEA-MFT supports paid release time for union activities as a component of professional development.

E – Human and Civil Rights

E-1 Separation of Church and State (19)

MEA-MFT believes in the separation of church and state.

E-2 No Advocacy of Sectarian Tenets (19)

Recognizing the personal nature of religious/spiritual beliefs, MEA-MFT affirms the Montana state constitution, Article X, Section 7, that states, “No sectarian tenets shall be advocated in any public educational institution of the state.”

E-3 Discrimination (17)

MEA-MFT values respect and dignity for all and opposes discrimination in any form.

E-4 Harassment, Intimidation, and Bullying (18)

MEA-MFT believes no person should be subject to harassment, intimidation, and/or bullying.

E-5 Public Participation in Government (19)

MEA-MFT supports the right of all Montanans to participate fully in the electoral, legislative, and rule making process.

F – Student Advocacy

F-1 Quality Education (17)

MEA-MFT believes that all students deserve a well-funded quality education that includes more than the basic, minimum programs.

F-2 Student Well Being (18)

MEA-MFT supports students’ academic, creative, physical, social, mental, and emotional growth.

MEA-MFT further believes that appropriate interventions and preventions should be readily available to all students.

F-3 Compulsory Enrollment (17)

MEA-MFT supports compulsory enrollment from age 6 to 18 or completion of a high school diploma or equivalent.

G – Public Health and Safety

G-1 Substance Abuse (17)

MEA-MFT believes children and adults should be informed of risks related to the use of tobacco, alcohol, and drugs.

MEA-MFT further believes that support and appropriate intervention should be available to children and adults who are at risk.

G-2 Facilities and Environment (17)

MEA-MFT believes that safe and healthy facilities and environments should be provided and maintained for children and adults.

G-3 Gun Free Schools (19)

MEA-MFT believes public school and university students, faculty, and staff must be safe from all acts of gun violence.

Pursuant to Montana law, MEA-MFT supports gun free schools.

MEA-MFT also supports professionally provided in-school firearms training and hunter safety programs.

Finally MEA-MFT believes that only officers of the law may carry weapons on school grounds.

H – Retirement Security

H-1 (17)

MEA-MFT supports retirement security for all, including defined benefit retirement pensions.

I – MEA-MFT

I-1 Committees (17)

MEA-MFT resolves to create and structure all committees, working groups, and programs to include all our diverse professions.

I-2 Organizing (17)

MEA-MFT shall actively promote organizing, training, and education for our members to support concepts that member activism and participation are what drive our union and make it stronger.

I-3 Community Engagement (19)

MEA-MFT shall build effective relationships with community-based organizations that share common values.