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# Solidarity!

## Parent-Teacher Conferences

Some principals appear to be confused about scheduling of parent-teacher conferences. **The following is the AGREEMENT between MTI and the District as regards scheduling of parent-teacher conferences, and whether or not teachers are obligated to report to school on Friday, November 15.**

“Section V-M of the MTI / MMSD Collective Bargaining Agreement **will be implemented** by evening conferences being scheduled on two evenings after the regular school day (November 12 and 14 for 2013). **No school will be scheduled for Friday of the week of evening conferences. Teachers can hold conferences for parents wishing conferences, but who could not make one of the two evenings, or teachers can agree to conference with the parent(s) at another mutually agreeable time/date. Teachers who complete all conferences during the two evenings or agree to hold conferences at times other than on Friday for those parents who could not make the evening conferences, need not report to school on Friday. Teachers will not be required to be present during the parent-teacher conference day once their parent teacher conferences are complete, or are scheduled to be completed.**”

## Health Insurance Annual Choice/Open Enrollment

MTI's various Collective Bargaining Agreements with the District **provide that between October 15 and November 15 each year there will be an annual choice to switch health insurance providers, between/among the insurance carriers named in each of the Contracts.** Members of MTI have their choice among the three insurers - GHC, Unity and Dean Health Plan.

**ANNUAL CHOICE** is the period during which MTI represented employees who are already covered under an MTI negotiated District health insurance plan **may choose, without having to prove insurability, an alternate plan which is available under the Collective Bargaining Agreement.** Implementation of new coverage will be effective **January 1, 2014.**

**OPEN ENROLLMENT** is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (*an assignment of 19 hours per week or a teacher contract of at least 50%*). Those with health

insurance who have an **eligible dependent, who is not now covered, may enroll that dependent during this period.** The effective date for all new coverage is **January 1, 2014.**

## Professional Development Days October 24 & 25

The days formerly designated in the MTI **Collective Bargaining Agreement as WEAC and SWEIO Convention Days are now District Professional Development (PD) Days.** The District's plans for professional development on these days vary depending upon which MTI bargaining unit one is in and whether one works at the elementary or secondary level.

There is no school for MMSD students on October 24-25 and February 21. **All teachers are required to attend professional development in the morning on October 24-25 and February 21, unless enabled by District management to attend license-related conferences. Elementary teachers will then have the remainder of each of those days for individual planning time. High school and middle school teachers will participate in whatever professional development activities have been planned for their respective schools in the afternoon.**

Secondary school teachers who want to attend conferences in their area of licensure on any of these three days should submit requests to their principals in writing, as soon as possible, while elementary teachers should submit the request to **Brad Kose, Director of Professional Development.**

**Educational Assistants are required to attend PD days only if the District provides notice at least three weeks prior to October 24, i.e. October 3.** If the PD is not mandatory, the EA Contract provides that an Educational Assistant may: 1) with the approval of his/her principal, work; 2) with the approval of his/her principal, attend staff training; or 3) take the day off without pay.



Show **SOLIDARITY**  
with your **MTI**  
Sisters & Brothers.  
Wear **MTI RED** on  
**MONDAYS**

## SEE-MTI General Meeting Wednesday, October 2, Labor Temple

Members of MTI's Supportive Educational Employees bargaining unit (SEE-MTI) will hold a General Membership Meeting on **Wednesday, October 2, 4:30 p.m.**, at the **Madison Labor Temple** (1602 S. Park Street). Come hear about Contract negotiations, an update on the legal status of Act 10, and details regarding work groups and workshops which have been established to address member concerns. Parking is plentiful, snacks will be provided, and strength comes in numbers. We hope to see you there. *Solidarity!*

## EA-MTI Building Representatives Meeting Wednesday, October 9

EA-MTI Building Representatives will meet again on Wednesday, October 9, at 4:15 p.m., at MTI Headquarters. See your Building Representative to find out more. If you are not yet a member of EA-MTI, see your Building Representative to join. If you would like to be an EA-MTI Building Representative, contact Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) at MTI headquarters. It is more important than ever for EAs to stick together and protect the many rights and benefits they have under collective bargaining. *Solidarity!*

## USO-MTI General Meeting Wednesday, October 16, Labor Temple

Members of MTI's Substitute Teachers bargaining unit (USO-MTI) will hold a general membership meeting on Wednesday, October 16 at 4:15 p.m., at the Madison Labor Temple (Room 109, 1602 S. Park St.) Nominations and elections for the USO-MTI Board of Directors will take place at this meeting. One must be a member of USO-MTI to attend and vote. Membership materials will be available at the meeting.

## MTI E-mail Communication

In this age of ubiquitous communication it can be overwhelming to receive e-mails, texts, letters, phone calls, tweets or Facebook posts in an effort to stay on top of the latest information. MTI, like many organizations, finds e-mail to be an efficient and cost effective method of communication. However, that is not the case when the information is not received or read. MTI sends information regarding Union issues, organizing information and political action. For this reason, members' home e-mail addresses are used. Please check your personal e-mail for MTI e-mail updates so you can be as informed as possible to participate in your union. **The strength of a Union is in its power to be the voice of those it represents.** If you need to update your e-mail, please see the MTI Website, [www.madisonteachers.org](http://www.madisonteachers.org).

## 2013 Combined Campaign

The 2013 *Combined Campaign* will begin on October 7 and run through November 8. This is the annual workplace fund raising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. The Combined Campaign allows employees to choose which agencies or umbrella groups will receive their charitable donations. *Under MTI's various collective bargaining agreements, one can make contributions, at any level, through payroll deduction.* This year, MTI Faculty Representatives are coordinating the Combined Campaign in each school. See your Faculty Representatives for more information. Everyone is encouraged to give to a cause of their choice. **Many people, working together, can make our community a better place in which to live.**

## SSA-MTI Board Vacancy

Given Diana Morales has left District employment, the position of Secretary in MTI's School Security Assistants bargaining unit is vacant. Any member of SSA-MTI interested in the position, or wishing to nominate a person for the position, should contact Vicky Bernards at MTI headquarters ([bernardsv@madisonteachers.org](mailto:bernardsv@madisonteachers.org) or 257-0491).

## Calendar of Events



- **Monday, September 30, 6:00 p.m., Doyle Room 103**  
BOE Regular Meeting
- **Tuesday, October 1, 4:15 p.m., MTI**  
Special Education Sub-Committee
- **Wednesday, October 2, 4:30 p.m., SCFL**  
SEE-MTI General Membership Meeting
- **Wednesday, October 9, 4:15 p.m., MTI**  
EA-MTI Building Representatives
- **Monday, October 14, 4:30 p.m., MTI**  
MTI Board of Directors
- **Tuesday, October 15, 4:15 p.m., SCFL**  
MTI Faculty Representative Council
- **Wednesday, October 16, 4:15 p.m., SCFL**  
USO-MTI General Membership Meeting

## *Our Union Makes Us Strong!*

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)