



Solidarity!

821 Williamson St. * Madison, Wisconsin 53703-4503 * Phone (608) 257-0491 * Fax (608) 257-1168

Vote YES to RECERTIFY MTI - November 5-25, 2014

Governor Walker's Act 10 requires public sector unions, except police & fire, to engage in annual **recertification elections**, in order to retain their status as the representative of the employees in their bargaining unit. *Even though MTI's certification goes back to 1964, and it has represented MMSD employees and negotiated Contracts for them beginning with the 1964 Collective Bargaining Agreement for teachers, Walker's signature legislation Act 10 mandates that MTI participate in a recertification election. The election by all MTI represented District employees will be conducted between November 5 and November 25 via telephone or on-line balloting (more detailed information will be forthcoming).*

Why is recertification important? *The recertification election will determine whether MTI will continue to be the legally recognized "certified representative" for the following year. While there were processes available in prior law for a Union's certification to be challenged by dissatisfied employees, Walker's Act 10 forces such elections annually. And to make recertification more difficult, unlike political elections where the candidate with the most votes wins, Act 10 requires that to win recertification, the union must win 51% of all eligible voters. Between now and November 25 we will use this space to highlight a number of reasons why recertification, and your participation in it, is important.*

Reason #1- Standing Together – When one votes to recertify MTI, that individual is voting to “*stand together*” to support one's profession and colleagues. A YES vote sends a message to policymakers that employee groups *stand together* on important issues that affect their profession, schools and students – *such as reasonable class size, sufficient planning time, effective professional development, fair compensation and a host of other work-related, professional and economic issues.* **Standing together** provides a stronger voice than one has individually.



Teachers: Give Yourself a Raise Credits for Salary Advancement October 1 Deadline

MTI's Teacher Contract requires that teachers, prior to level 15 of the salary schedule, earn 6 credits to cross from salary level 8 to 9, and 12 to 13. After level 15 is achieved, one must earn 3 credits each 2 years to move to the next incentive level.

MTI requests information annually from the School District to enable assistance to members whose wage placement has been frozen. In negotiations, MTI gained a provision which allowed a teacher whose salary had been “frozen” to advance to their proper placement upon the submission of required credits. If a member's salary has been frozen in error and/or in violation of the Collective Bargaining Agreement, then the Union can seek retroactive payment. Members are advised to confirm salary schedule movement and that they are being paid correctly. If the action was done in accordance with the Collective Bargaining Agreement, MTI has no ability to seek monies lost in the interim.

MTI's Teacher Contract provides the means for one to satisfy the vertical salary barrier requirements between levels 8 and 9, 12 and 13, and each level after 15, by one earning Professional Advancement Credits (PAC). **Professional Advancement Credits, under MTI's Contract, can be academic credits or credits granted by the joint MTI-MMSD PAC Committee for inservice courses, independent study, committee work, conference/convention attendance, and professional writing/research pursuant to Section III-H of the Contract.**

PAC credits can also be used to move from one track on the salary schedule to another, except for tracks 4, 7 and 8. **Track movement increases one's salary an additional 2.5%.**

*To cause a retroactive salary adjustment effective with the commencement of the first semester, the application for credit should be submitted by **October 1**. Wage increases under these circumstances will result in the **increased wage being paid in equal installments beginning November 1**, for the remainder of the school year. Credits which are on file with the District Department of Human Resources by **July 1** will be reflected by an adjustment in wages effective October 1. Credits submitted by **February 1** will cause a retroactive wage adjustment effective with the beginning of the second semester.*

MTI's Contract enables teachers to **BANK** credits which are in excess of those needed to cross improvement and incentive levels.

**“Your Union is like the safety belt on your car,
you don't appreciate it until you need it.”**

Don Schultz
(Don is a retiree who taught many years at Lincoln when it was a middle school and at West High School. He is a strong Union activist.)

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org

Nominations Finalized

At the September 16 meeting of the MTI Faculty Representative Council, nominations were received for a number of MTI (teacher unit) leadership positions. The Bylaws call for nominations to be finalized at the September meeting of the Council and election at the October meeting, for the positions referenced below.

Nominated for two at-large positions on the **MTI Board of Directors** were incumbents **Lauren Mikol** (*Lincoln*) and **Andrew Waity** (*Crestwood*). Terms are for two years.

Nominated for two at-large positions on the **MTI Cabinet on Personnel** were **Peg Coyne** (*Black Hawk*) and **Holly Hansen** (*Lapham*). Terms are for two years.

Nominated for three positions on the **MTI Finance Committee** were incumbents **Bruce Bobb** (*Spring Harbor*), **Andrew Waity** (*Crestwood*) and **Karen Lee-Wahl** (*Huegel*). Terms are for one year.

Nominated for four positions on the **MTI Political Action Committee, MTI VOTERS**, were incumbents **Andy Mayhall** (*Thoreau*), **Karen Vieth** (*Sherman*), **Kathryn Burns** (*Shorewood*) and **Liz Donnelly** (*Elvehjem*). **Kati Walsh** (*Randall*) was also nominated for the position held by Mayhall. Terms are for two years.

Nominated for three positions on the **MTI Bargaining Committee** were **Emily Pease-Clem** (*Schenk*) for Elementary School, the term is for one year; **Michael Hay-Chapman** (*Spring Harbor*) for Middle School, the term is for one year; and **Cindy Ball** (*Jefferson*) for Middle School, the term is for three years.

Elementary Monday Early Release Time Agreement for 2014-15

In an effort to provide regular, scheduled time for teams of teachers to collaborate, the parties agreed to changes in the scheduling of Monday elementary release time. Commencing with the current school year at the elementary level the time is to be used as follows:

Structured team planning - Three Mondays a month teachers will engage in structured collaborative planning with an established grade level or content team for one hour. Structured means guaranteed planning in which teams of teachers plan their core instruction, including use of instructional materials, strategies, and assessments, and reflect on student progress. For the remainder of these three early release Mondays, teachers will engage in individual planning.

Other SIP-aligned activities - One Monday a month will be used for focused professional development on instructional strategies outlined in the school's improvement plan, individual student or small group problem-solving for the purposes of providing timely intervention, and opportunities for staff to review their progress toward established goals.

In months with five Mondays that are workdays, one of those Mondays will be used for additional individual planning time. In months with less than 4 Mondays, one of those Mondays must be used for SIP-aligned activities as defined above.

2014 MMSD-MTI Combined Campaign

The **2014 Combined Campaign will begin on October 20 and run through November 20**. This is the annual workplace fundraising 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. Donors can choose which agencies will receive their donations. Under MTI's various Collective Bargaining Agreements, one can make a contribution, at any level, through payroll deduction. This year, donations can also be made online. Everyone is encouraged to give to a cause of their choice. *All of us, working together, can make our local, national and global community a better place in which to live.*

SEE-MTI General Meeting Wednesday, October 1, Labor Temple

Members of MTI's Supportive Educational Employees bargaining unit (SEE-MTI) are urged to attend the General Membership Meeting on **Wednesday, October 1, 4:30 p.m.**, at the **Madison Labor Temple** (1602 S. Park Street). This is an important meeting to discuss the future of your Union, hear about updates on Contract status, the legal status of Act 10, and the pending recertification election. Parking is plentiful, snacks will be provided, and strength comes in numbers. We need to see you there. *Solidarity!*



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

See your MTI Faculty Representative, EA-MTI Building Representative, or a member of one of the Board of Directors of MTI's five bargaining units to **order your shirt**. *There are currently discounts on MTI polo & oxford shirts.*

Calendar of Events

- **September 17-25 (deadline 5:00 p.m.)**
MTI VOTERS' on-line ballot voting
- **Wednesday-Friday, September 24-26** - Rosh Hashanah
- **Monday, September 29, 6:00 p.m., McDaniels Aud**
BOE Regular Meeting
- **Wednesday, October 1, 4:30 p.m., SCFL**
SEE-MTI General Membership Meeting
- **Friday-Saturday, October 3-4** - Yom Kippur
- **Monday, October 6, 5:00 p.m., Doyle Room 103**
BOE Instruction Work Group
- **Monday, October 13, 5:00 p.m., Doyle Room 103**
BOE Operations Work Group