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Solidarity!

Nominations Due for MTI Officers; Bargaining Committee

Any member of MTI's "teacher" collective bargaining unit who is interested in nominating a colleague, or himself/herself, for MTI President-Elect, Vice-President, Secretary or Treasurer should call or email MTI Executive Director John Matthews (matthewsj@madisonteachers.org/257-0491). The term of office for these positions is one year. As of this writing, seeking re-election are incumbent **Art Camosy** (Memorial) for Vice President; incumbent **Liz Donnelly** (Elvehjem) for Secretary; and incumbent **Greg Vallee** (Thoreau) for Treasurer. President-Elect **Peg Coyne** (Black Hawk), who was elected last April, will assume the MTI presidency for the 2015-16 school year. MTI's Bylaws provide a president-elect system, in which one serves as president-elect for one year and then becomes president. **Andrew Waity** (Crestwood) has been nominated for president-elect.

Nominations are also open for five (5) positions on the 15-member MTI Bargaining Committee. Of the 15 positions, one position each from elementary school; middle school; and high school levels; plus one at-large and one educational services positions are elected each year. Terms are for three (3) years. Seeking election are: for High School Representative - **Larry Iles** (West); Middle School Representative - incumbent **Michael Hay-Chapman** (Spring Harbor); Elementary School Representative - incumbent **Emily Pease-Clem** (Schenk); At-Large Representative - incumbent **Susan Covarrubias** (Stephens); and for Educational Services Representative (High School) - incumbent **Judy Gump** (East).

Nominations for both the MTI Officers and Bargaining Committee will be received and closed at the March 17 meeting of the MTI Faculty Representative Council. Nominations can also be made by an MTI Faculty Representative, from the floor, at the March 17 meeting, or called/mailed to MTI Executive Director John Matthews by 12:00 Noon, March 17. MTI's general election will be held April 27-29.

Absentee and Early Voting for the April 7 Election

Don't let spring break ruin your employment security. If you are going out of town, vote absentee. **Election day is the day school resumes after spring break.** Additional information about the upcoming election is available on the MTI Website (www.madisonteachers.org) under **Elections and Political Action 2015**. There are two ways to vote early or obtain an absentee ballot:

In person (early voting): Beginning March 23 through April 3, one can visit the municipal clerk's office during business hours, Monday – Friday. Normal business hours for the Madison Clerk are 8:00 a.m. - 4:30 p.m. Check the Madison Clerk's website for extended hours (www.cityofmadison.com/clerk/). Voters can register and cast an absentee ballot in the same visit. One needs proof of residence to register. Bring a Wisconsin driver's license or State ID, or you can provide other approved forms of proof of residence. Check the city clerk's website for details.

By request: Absentee ballots can be requested by mail, email or fax. Requests must be received by the clerk's office on or before April 2. Ballots will be mailed out through this date as well. Absentee ballots must be returned to the municipal clerk's office or postmarked by Election Day, April 7.

Wellness Program Update: Confidentiality and Availability

MTI has received numerous questions about the Wellness Program since the District commenced scheduling biometric screening appointments at work sites across the District. The two most common questions involve confidentiality and availability.

Confidentiality: In order to avoid a 3% employee health insurance contribution in January, 2016, employees need to participate in a biometric screening (either at the work site or through their healthcare provider) and complete a health risk assessment (via their health care provider). *Some have expressed concerns about whether their personal medical information will be shared with the District.* The answer is **NO**. The District will only receive aggregate data (e.g. number of employees with high blood pressure) and will not receive any personally identifiable medical information. **MTI's legal counsel has reviewed the medical releases involved in the MMSD Wellness Program and has confirmed that individual medical information is protected by HIPAA.** MTI legal counsel advises that none of the documents one signs for the Wellness Program constitutes a waiver of one's HIPAA protected confidentiality. *Under HIPAA's Privacy Rule, 45 C.F.R. § 160.103, employer-sponsored health plans may not use or disclose individually identifiable personal health information, unless the individual provides written authorization or an exception to the privacy rule applies. An employer-sponsored wellness program falls within the HIPAA definition of a "health plan." The health plan or wellness plan may not disclose health information obtained from the health plan or wellness program to the employer unless the data is aggregated and de-identified (i.e., names, addresses, and other personally identifiable information are removed). See 42 C.F.R. § 164.504(f).*

Availability: The District has scheduled bio-screen appointments at work sites across the District between now and mid-April. The response has been strong so far and some work sites have had all screening times filled and have added more. **Principals are being encouraged to be as flexible as possible to enable employees to participate in the available screenings.** Sharon Hennessy, MMSD Benefits Manager, is monitoring the available screening times and adding more as necessary. If your work location is in need of more screening times in order to accommodate all interested staff, please contact Ms. Hennessy (shennessy@madison.k12.wi.us/663-1795).

Updated information on the MMSD Wellness Program is available at: <https://hr.madison.k12.wi.us/wellness-program>.

Changes Made to Parent-Teacher Conferences

As a result of a joint MTI-MMSD committee on parent-teacher conferences, several changes were agreed upon. *For the first time, teachers participating in evening parent-teacher conferences were provided a compensatory day off, which occurred last November 26.* In exchange for the comp day, teachers must have conferences on two (2) evenings. For elementary teachers, the fall conferences occurred on November 19. The spring conference will occur on March 19. Conferences are in lieu of report cards, and staff are not required to do additional record-keeping beyond normal data collection and logging parent attendance at conferences. Conferences are recommended to be 15 minutes.

The joint MTI/MMSD committee agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress. The joint committee also agreed that conferences may occur at other than the scheduled times, if agreed between the parent and teacher.

Pursuant to Section V-M of the MTI/MMSD Collective Bargaining Agreement, in recognition of 4K, non-Sage 2nd grade, non-Sage 3rd grade, 4th grade and 5th grade teachers having more parent-teacher conferences due to increased class size shall be excused from the early release SIP-aligned activities on Mondays during the month of November and March.

Complete language regarding parent-teacher conferences can be found on MTI's website (www.madisonteachers.org). Teachers who have further questions can call or email Eve Degen (degene@madisonteachers.org) at MTI headquarters.

Nominations & Election for MTI Delegates to the WEAC & NEA Representative Assemblies

Nominations & the election for those interested in attending the WEAC Representative Assembly will be received at the March 17 meeting of the MTI Faculty Representative Council. Nominations will also be received for MTI delegates to the NEA Representative Assembly. The WEAC Representative Assembly will be held April 17-19, in Milwaukee, and the NEA Representative Assembly will be held July 1-6, in Orlando, FL. **MTI does not fund delegates to the NEA RA.** By virtue of the MTI Bylaws, the MTI Board of Directors serve as delegates to the WEAC RA. Nominations and the election will be held at the March 17 Council meeting.

Rockwell Award for Outstanding Cooperating Teachers

Have you observed an outstanding cooperating teacher mentoring and sharing their expertise with the next generation of teachers? Through the generosity of Roland and Ruth Rockwell, the University of Wisconsin-Madison offers three \$500 awards to outstanding cooperating teachers. *The Rockwell Awards recognize excellent teachers who have chosen to pass on their expertise by providing professional experiences for UW-*

Madison student teachers. Information on how to nominate a cooperating teacher is available on the UW School of Education's website <http://www.education.wisc.edu/soe/pk-12-education/for-cooperating-teachers/rockwell-awards-for-cooperating-teachers>.

Completed nomination packets should be mailed to: Rockwell Nominations, Education Academic Services, 139 Education Building, 1000 Bascom Mall, University of Wisconsin-Madison, Madison, WI 53706. **Nominations are accepted through Friday, March 13, 2015.**

Sign Your Team Up Today! MTI Bowl-A-Thon April 12

The **MTI-Briarpatch Youth Services Bowl-A-Thon 2015** promises to be a fun and rewarding event for all involved. Last year, MTI members raised over \$11,000 through a combination of business and labor sponsors, and individual contributions. These funds are directed at raising money to open and operate a teen homeless shelter, a critical but unmet need in Dane County.

Don't want to bowl? No problem! This year we are also hosting a **Silent Auction** from products and services donated to the cause. Drop by and bid on prizes.

Please don't wait, sign-up now! **The MTI Bowl-A-Thon takes place on Sunday, April 12, from 12-3:00 p.m., at Dream Lanes in Madison.** The MTI Cares Committee asks that each bowler set a goal of \$20 in donations on the day of the event. The cost for bowling is just \$9 for three games and shoes. We are also still looking for sponsors and Silent Auction items.

Sign-up is available online at the MTI Website www.madisonteachers.org/bowl-a-thon2015. Contact Jeff Knight (knightj@madisonteachers.org) at MTI for additional details or questions.

Calendar of Events



- Monday, March 9, 5:00 p.m., Doyle BOE Operations Work Group
- Monday, March 9, 4:30 p.m., MTI MTI Safety Committee
- Tuesday, March 10 & 17, 6:00 p.m. GreenPath Home Buyer Education Classes 1970 S. Stoughton Road
- Wednesday, March 11, 4:15 p.m., MTI EA-MTI Building Reps. & General Membership
- Friday, March 13 **PROFESSIONAL DEVELOPMENT DAY**
- Monday, March 16, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, March 17, 4:15 p.m., SCFL MTI Faculty Representative Council
- Friday, March 27, *End of Third Quarter*
- March 30 - April 6 **SPRING BREAK**

Our Union Makes Us Strong!

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