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Solidarity!

Important Reminder Teacher Contracts

Teacher contracts for the 2015-16 school year will be issued in MAY. Signed contracts of all returning teachers **must be received by the District's Human Resources Department not later than June 15**. *MTI strongly recommends that teachers return their signed contracts in person to assure that it is received on time, and that it be done soon after receipt of the Contract offer.* Take a copy with you, ask that it be stamped "received," and retain it with your personal records. **Failure to return a signed contract by June 15 may result in the District accepting such as one's resignation.**

GHC Election: VOTE

MTI members who have selected Group Health Cooperative as their health insurance carrier are reminded to vote in the **important upcoming election for GHC Board members**. *Information on how to obtain an absentee ballot is in the mail to all MTI members who are insured by GHC.* Please act quickly to obtain your ballot. Anyone age 18 and over can vote. Make your vote count.

MTI/MMSD Second Harvest Food Drive – Sign-up BEFORE April 29!

MTI Cares is organizing its second annual food drive, in partnership with AFSCME, MMSD, and Second Harvest Foodbank of Southern Wisconsin. **The drive will take place May 11-15**. If your building administrator agrees to participate, complete an online sign-up form available at the MTI website (www.madisonteachers.org) under the *MTI Cares link*. The form asks participants to agree to a building organizer who is willing to promote the event and coordinate logistics with Second Harvest for the delivery and pick-up of the food barrels.

Replenishing the Food Bank just before the summer break is very important for many area families faced with food insecurity. During the summer months, households served by Second Harvest Foodbank must stretch their food budgets to provide the meals their children receive at school during the academic year. This drive will help Second Harvest address summer hunger with partner food pantries, shelters and meal sites; the Second Harvest Mobile Pantry and Kids Café programs; and with additional summer food service program sites.

Contact MTI Assistant Director Jeff Knight (knightj@madisonteachers.org/608-257-0491) with questions.

Academic Leave of Absence Deadline May 1

Section VI-B (Leaves of Absences) of MTI's **Teacher Collective Bargaining Agreement** provides that all *non-medical leaves of absence except academic, adoption and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. **Academic or childrearing leaves of absence must be for a minimum of one semester.** A request for an *academic* leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2015** for the first semester or the entirety of the 2015-16 school year.

Resignation

MTI-represented staff are requested that if they *plan to resign at the end of the current school year* that notice should be submitted to the Director of Human Resources as early as possible to enable timely replacement.

For those in **MTI's teacher bargaining unit** the following sums *may be assessed* for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) resignation without providing at least 30 days written notice results in an additional \$100.

Educational Assistants must resign in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to provide written notice at least two (2) weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees must resign in writing to the Director of Human Resources at least four (4) weeks prior to the effective date of resignation. SEE-MTI employees who fail to provide written notice at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

Mixing Work and Social Media

It is **important** for all to review the District's **social media policy** before using electronic media to interact with families, students, colleagues and/or the general public. The District policy permits communication with parents and students via District-sanctioned electronic media and accounts, and cautions against interacting on your personal social media accounts or cell phones. Comments you make on Facebook, Twitter or other social media accounts that can be tracked to your work as a teacher or educational support staff can become problematic if they reflect poorly on the District or use unauthorized copies of students' work, pictures or comments.

The policy contains the following phrase: **Be advised that failure to adhere to these guidelines may result in disciplinary action.** *MTI strongly encourages members to review the policy and contact MTI with any questions or concerns.*

www.madison.k12.wi.us/social-media-guidelines

Courage to Teach 2015-16 Professional Renewal Series

Interested in earning up to four graduate credits for taking time to slow down and reflect on your work as an educator? Interested in doing this in a beautiful natural setting, with home-cooked meals?

Applications are now being accepted for the **2015-16 Courage to Teach** retreat series (Nov. 6-8, 2015; Jan. 15-17; March 11-13; and June 23-25, 2016) which will be held at Bethel Horizons, near Governor Dodge State Park. This year-long series of four sessions (Friday evening through Sunday afternoon) is based on the work of noted educator, writer, and activist, **UW Professor Parker Palmer**. Educators experience extended time to explore "the heart of a teacher" and reconnect with their core values and the passion that brought them into teaching. Each retreat follows a seasonal theme, using the rich metaphors of nature, reflections on personal stories and classroom practice, poetry, and insights from various wisdom traditions.

Local educators pay \$850 (in three installments) for the four weekends, *which represents about 50% of the total cost of eight night's lodging, 24 meals, facilitation, and materials.* The remainder comes from a community match provided by local organizations and individuals. Participants can apply for a maximum of four hours of graduate credit from Edgewood College, at an additional cost of \$165 per credit.

Checkout the Courage to Teach website at (<https://sites.google.com/site/couragetoteachmadison/home>) for more information and an application form or contact: Barb bhummel@chorus.net or Bonnie bktrudell@juno.com.

Bay View Tragedy Commemoration

On May 3, labor and political activists will gather in Milwaukee to commemorate the 7 people who were gunned down by state militia as they were marching in support of the 8-hour work day. The event is known in Wisconsin's history as the **Bay View Massacre**. Thousands of Milwaukee workers had joined a national strike for the 8-Hour Day movement on May 1, and more were joining each day as the strikers went from factory to factory, urging workers to join. On the morning of May 5, the day after the Chicago Haymarket Square tragedy, the strikers were on their way to Bay View's iron and steel rolling mill, the area's largest factory where workers had not yet joined the movement. At the request of the mill's owner, Wisconsin Governor Rusk called out the state militia, and as the workers approached the mill, they fired upon the marchers, resulting in 7 known deaths, including one child.

The Bay View Tragedy will be commemorated this year on Sunday, May 3, at 3:00 p.m., at the State Historical Marker for the Bay View Rolling Mills, located at the intersection of S. Superior St. and Russell Ave. in Milwaukee. *MTI members, families and friends are invited.* Following the program, some will gather at St. Francis Brewery, 3825 S. Kinnickinnic Ave. The event is sponsored by the Wisconsin Labor History Society.

Use It or Lose It: Class Covering Pay

Section III-R of MTI's Teacher Collective Bargaining Agreement **ensures that teachers are compensated for covering another teacher's class, when a substitute is unavailable.** Nearly all members of MTI's teacher collective bargaining unit are **entitled to class coverage pay whether they volunteer or are assigned by a building administrator. This is also true whether one loses planning or not.** The *only exceptions* are the following positions: *learning coordinator, instructional resource teacher, PBS coaches, literacy coaches or dean of students, team teachers when the co-teacher is absent* (unless coverage results in lost planning time). Teachers are encouraged to follow up with their building administrator or administrative clerk to verify that this additional time is recorded for compensation. Class coverage pay is \$22 per hour.

Calendar of Events

- Monday, April 27, Doyle, 5:00 p.m.
BOE Operations Work Group
BOE Regular Meeting (6:30 p.m.)
- Wednesday, April 29, 4:15 p.m., MTI
SSA-MTI General Membership
- May 4-8 Teacher Appreciation Week
- Tuesday, May 5, 4:15 p.m., MTI
MTI Special Education Sub-Committee
EA-MTI Board & Building Representatives

