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# Solidarity!

## National Teacher Day: A Day for the Governor & Legislators to Step-up for Children, Teachers & All Other Public Employees

Governor Walker continues down the path with action harmful to public education and educators by imposing even more severe cuts in State aid to school districts and continuing to control what school boards can raise locally. Walker's legislation and policies usurp every school board's authority and destroys local control to operate local schools at the quality level the local population demands.



May 5 is National Teacher Day. *It is a time for honoring teachers and recognizing the lasting contributions teachers make in society, especially in the lives of children.* The celebration again this year is dampened by school boards across Wisconsin being forced to cut staff and programs, because of Walker's failures. Wisconsin public education is being destroyed by the Governor and legislators who are more interested in privatizing education to enable voucher and charter schools to profit, rather than continuing Wisconsin's historical excellence in public education.

Class sizes are far higher than what has been shown to support optimal learning. Classes for music, art and accelerated learners are being reduced and eliminated, while special education has gone from being specialized for students' disabilities to being generalized. There is not even enough funding to enable classrooms to be cleaned on a daily basis, including those for pre-K and kindergarten, which have higher incidences of food and drink spills and general uncleanness.

## Employee Handbook Update

Work continues on the creation of an Employee Handbook to take effect once the Collective Bargaining Agreements expire in June, 2016. **MTI-represented employees continue to be covered by Collective Bargaining Agreements through June 30, 2016.** The Board of Education has approved a process for the development of the *Employee Handbook* which includes a joint Oversight Group composed of five (5) appointees by MTI, two (2) by AFSCME, one (1) by the Building Trades Council, three (3) building principals and up to five (5) other administrators. *It was agreed in negotiations for the 2015-16 Contracts that the Collective Bargaining Agreements will serve as the foundation of the Handbook.*

The Board of Education received an update on the work of the Handbook Oversight Group at their Board Workshop last Monday, April 27. District management prepared two documents for the meeting. The first, a **Summary Memo**, outlines the issues to be discussed through this process. This document highlights those areas where Act 10 requires revisions; those areas where the Oversight Group will be discussing possible changes; and those areas that are recommended to be continued without change (or only editorial changes).

The second document provided to the Board of Education was a draft **Table of Contents** for the Handbook which identifies those issues proposed to be covered by the Handbook. This work is in its initial stages and the substantive discussions over the contents of the Handbook will be occurring later this spring and throughout the summer with final recommendations subject to BOE approval. **Copies of both of these documents, as well as an outline of the Handbook Development process, are posted on MTI's webpage ([www.madisonteachers.org](http://www.madisonteachers.org)), and will be updated throughout the summer.**

All MTI-represented employees are encouraged to review the documents referenced above and to check the MTI webpage regularly for updates as this work progresses. An Employee Handbook email update will also be sent this summer to all MTI members who have shared their personal email address with MTI. *Stay informed and up-to-date by checking the MTI website regularly!*

## Reminder - GHC Election: VOTE

MTI members who have selected Group Health Cooperative as their health insurance carrier are reminded of the importance of voting in the **upcoming election for GHC Board members**. *Information on how to obtain an absentee ballot was mailed to all MTI members who are insured by GHC and is on MTI's webpage ([www.madisonteachers.org](http://www.madisonteachers.org)).* Requests to vote absentee must be postmarked by May 8. Please act quickly to obtain your ballot. Anyone age 18 and over can vote. **Vote to assure Board members who will work to save GHC.** Make your vote count. A recent election in Chicago was won with 50.14% of the vote.

## SSA-MTI Election Results

At their April 29 General Membership meeting, members of MTI's School Security Assistant (SSA-MTI) bargaining unit re-elected the following to the SSA-MTI Board of Directors: **Jeff Kriese** (Hamilton) as President, **Kevin McGuire** (La Follette) as Vice-President, and **Bennie Brown** (La Follette) as Secretary. Terms are for one year.

## MTI/MMSD Second Harvest Food Drive

The Second Annual *MTI Cares* food drive, in partnership with AFSCME, MMSD, and Second Harvest Foodbank of Southern Wisconsin **will take place May 11-15**. A list of participating schools can be found on MTI's website from the MTI Cares Food Drive link on the Home Page. If your school was unable to participate, please consider supporting the drive at participating schools or making a donation to Second Harvest Foodbank of Southwestern Wisconsin in care of MTI Cares.

**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.

### \*\*\*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.**

## MTI Email Communication

In this age of ubiquitous communication it can be overwhelming to receive emails, texts, letters, phone calls, tweets or Facebook posts, in an effort to stay on top of the latest information. *MTI, like many organizations, finds email to be an efficient and cost-effective method of communication.* MTI sends information regarding Union issues, organizing information and political action. For this reason, members' home email addresses are used. Please check your personal email for MTI email updates so you can be as informed as possible of issues your Union believes are of interest and importance to you. **The strength of a Union is in its power to be the voice of those whom it represents.**

If you need to update your personal email address, please see the MTI website, [www.madisonteachers.org](http://www.madisonteachers.org).

## 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)

## When a District Employee Is Hired into Another Bargaining Unit

Section III-I of MTI's Educational Assistants Collective Bargaining Agreement and Section III-J of MTI's Supportive Educational Employees Collective Bargaining Agreement grant the following rights to an employee who transfers from one MTI bargaining unit to another. Each Agreement provides that the *employee be given credit for total years of service from the date of original hire for provisions relating to wages and longevity; and that sick leave be converted based on dollar value of earned days/hours from the old position to the new position.*

Section IV-K of the USO-MTI Collective Bargaining Agreement provides *substitute teachers hired under regular contract up to five years of experience credit on the salary schedule for years in which they have worked at least 100 days as a substitute teacher.*

## SCFL Annual "Picnic" May 20

The South Central Federation of Labor's Committee on Political Education will hold its **53<sup>rd</sup> annual COPE Bean Feed**, hosting Madison and Dane County elected officials, legislators and union members and their families, on **Wednesday, May 20, at 6:00 p.m., at the Madison Labor Temple**, 1602 S. Park Street. *One may have all the beans, hot dogs and potato salad one wishes, plus one free soda or beer.* The meal will be served from 6:00 to 7:15 p.m. **The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists** in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties. Any MTI-represented District employee can receive tickets (first come, first served) by calling MTI.

## Calendar of Events

- May 4-8 Teacher Appreciation Week
- Tuesday, May 5, 4:15 p.m., MTI  
MTI Special Education Sub-Committee  
EA-MTI Board & Building Representatives  
SEE-MTI Board of Directors (4:30 p.m.)
- Monday, May 11, 4:30 p.m., MTI  
MTI Board of Directors
- Tuesday, May 19, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Wednesday, May 20, 4:00 p.m., Olbrich  
Retirement Reception
- Wednesday, May 20, 6:00 p.m., SCFL  
COPE Bean Feed

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

