All 2014-15 Issues

This .pdf contains all Solidarity! Issues for the 2014-15 school year. Click the date to jump to the Issue you'd like to view. Use Ctrl+F to search for a term or phrase across all Issues.

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**WELCOME BACK!**

To each and every one of the nearly 5,000 District employees who are represented by MTI, welcome, as the 2014-15 school year begins! MTI is the collective bargaining agent for all teachers and non-supervisory professional staff, educational assistants (EA-MTI), clerical/technical personnel (SEE-MTI), substitute teachers (USO-MTI), and school security assistants (SSA-MTI) who are employed by the Madison Metropolitan School District. *It is the Union’s mission to negotiate the best possible Collective Bargaining Agreements, and to provide the best representation and service possible, when assisting members with any Contract or work-related matter.* Contact your Union staff at MTI Headquarters (257-0491 or www.madisonteachers.org) should you have a question or need assistance with any Contract or work-related matter.

This school year will be yet another one of challenge as MTI continues to fight to preserve members’ wages, benefits and rights. MTI is one of the few public employee unions with contracts in place, given the devastating impact of Walker’s Act 10. While MTI prevailed in Circuit Court that Act 10 was in violation of the Constitution, the Wisconsin Supreme Court reversed that ruling. In her dissenting opinion, in which she was joined by Chief Justice Shirley Abrahamson, Justice Ann Walsh Bradley said the majority simply did not address the issue in MTI’s complaint, but rather the majority “reframes”, “dodges” and “twisted the issues to enable their own desired outcome.” The Court’s decision, Justice Bradley’s dissent and MTI Executive Director John Matthews’ press release may be found on MTI’s webpage www.madison.teachers.org.

**MTI Leaders Greet New Hires**

Members of MTI’s Board of Directors, Bargaining Committee and Union staff greeted the District’s 200+ newly hired teachers at New Teacher Orientation last Monday. Sixty-five have already joined the union.

MTI Executive Director **John Matthews** addressed the District’s new teachers during Monday’s gathering. In doing so, Matthews provided a brief history of the Union, its reputation of negotiating outstanding Collective Bargaining Agreements which provide both employment security and economic security, and in explaining the threat to both, given Act 10, said all MTI members would need to pull together to preserve the Madison Metropolitan School District as a quality place to teach.

Matthews acquainted the new hires with some of what MTI has accomplished in negotiations or through litigation. He spoke of such things as leave for religious holidays, childbearing and childrearing; the advancement of sick leave to new hires; the sick leave bank and the retirement insurance account; fringe benefits to cover one’s designated partner; and planning time.

Matthews challenged the new hires to become involved in the Union, telling them that as of their first day of work they are MTI; that it is only with each doing their part that MTI can continue to be the outstanding Union it is. MTI has Contracts for each of its five bargaining units through June 30, 2016.

**Continue the Protest,**

**Wear Your MTI Red on Mondays**

Since February, 2011, MTI members have been tirelessly protesting and working to end the horrendous impact on public sector workers as a result of Governor Scott Walker’s union busting. The most important reasons for resistance vary from one union member to another but include: *the legislation jeopardizes children’s future and the viability of public education and other public services; its provisions are dishonest and immoral; they constitute an attack on Wisconsin’s working-class and middle-class values; they ask for no shared sacrifice from the wealthy or profitable corporations.*

Payroll checks for all public employees have been substantially lessened because of Act 10, causing financial hardship for many families. *Walker’s Law forces all public employees to pay 50% of retirement contributions, even though MTI and the Madison Metropolitan School District had agreed that as part of one’s total compensation, dating to the early 1970’s, that the District would pay 100% of the contribution. Having to pay 50% of the WRS deposit causes a loss in pay of 7% for MMSD employees.*

MTI has various styles and sizes of **Solidarity!** shirts: a long-sleeved cotton/poly blend button-down shirt ($40); a short-sleeved soft/poly polo shirt ($25); the traditional MTI t-shirt with logo front and back ($10); and the MTI sweatshirt ($35). Members can stop by the MTI office any time to purchase MTI gear, order through an MTI Faculty Representative or call/email MTI.

**Show SOLIDARITY with your MTI Sisters & Brothers.**

*Wear MTI RED on MONDAYS & MTI lanyards everyday!*
Know Your Rights: Laptops and Additional Compensation

Over the summer, teachers were reminded several times by the District’s Department of Information Services to pick up their new laptops and to participate in orientation relative to them. In addition, the District offered several Mini Technology Conference sessions in July and early August. Involvement in any of these activities is considered work, and as such, is compensable via MTI’s Teacher Collective Bargaining Agreement.

Teachers can receive Extended Employment compensation or Professional Advancement Credits (PAC) for such work done before August 25. Teachers who picked up their laptop or participated in orientation after that date are not entitled to additional compensation. In addition, MTI has been advised that at least one principal directed teachers to attend meetings during the voluntary days (August 25 & 26). Per the Collective Bargaining Agreement, no teacher can be assigned specific work on these days. Any teacher who was so assigned or has questions and/or concerns should contact Eve Degen at MTI Headquarters (degene@madisonteachers.org).

MTI at the Willy Street Fair September 14

MTI is participating in the 2014 Willy Street Fair! MTI will host an information table in front of the MTI building and is seeking members to help with face painting for kids, a “cupcake walk”, and who will march together in the famous Willy Street Fair parade. This event takes place on Sunday, September 14, from 11:00 a.m. to 7:00 p.m. The parade begins at 11:00 a.m. Members willing to march in the parade should be at MTI by 10:30 a.m. Remember to wear MTI Red.

MTI is also looking for volunteers to staff the information table, make cupcakes (or brownies/cookies) for an old-fashioned “cupcake walk”, among other things.

To review a list of volunteer needs see MTI’s website, www.madisonteachers.org/MTI_Cares.

Why Einstein Joined the Union

“I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field.”

Albert Einstein joined the American Federation of Teachers, Local 522, at Princeton University, in 1938.

Jewish Holidays

In cooperation with the Madison Jewish community, MTI encourages District employees not to schedule school events on the evening before Jewish holidays. Similarly, teachers are requested not to schedule major exams or field trips on Jewish holidays inasmuch as Jewish students may not be able to attend school on that day. Rosh Hashanah is September 24-26 and Yom Kippur is October 3-4.

Under the Teacher Collective Bargaining Agreement (Section VI-F), leave for religious holidays will be with pay, if one elects to be paid from his/her earned sick leave or one can take the day without pay. One is no longer required to make-up work time.

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

Calendar of Events

- September 2 - Semester Begins
- Monday, September 8, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Monday, September 15, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, September 15, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, September 16, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, September 17, 4:15 p.m.,
  WEA Member Benefits (660 John Nolen Drive)
  EA-MTI Building Representatives &
  EA-MTI General Membership Meeting
- Tuesday, September 23, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Monday, September 29, 6:00 p.m., McDaniels Aud
  BOE Regular Meeting

Our Union Makes Us Strong!

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MTI’s email - MTI@madisonteachers.org
Nominations for MTI Elected Positions

Nominations will be received at the September 16 meeting of the MTI Faculty Representative Council to fill vacancies caused by retirement, and for terms which are expiring. Terms expire in October for two At-Large positions on the MTI Board of Directors, the Cabinet on Personnel, the Finance Committee, and the Political Action Committee; and three vacancies on the MTI Bargaining Committee, as a result of retirements. Nominations can be called into MTI Headquarters, or made from the floor at the September Council meeting by an MTI Faculty Representative. Nominations received at MTI will be placed in nomination by the Chair of the Nominations & Elections Committee. Pursuant to MTI Bylaws, the election for all referenced positions will be held at the October Council meeting.

MTI Board of Directors terms expire for Lauren Mikol (Lincoln) and Andrew Waity (Crestwood). Both are seeking re-election. The MTI Board of Directors consists of ten (10) members. Six (6) Officers are elected by the general membership and four (4) At-Large positions are elected by the MTI Faculty Representative Council. Officers are elected for a one-year term and At-Large members for two year terms. The President serves on the Board for three (3) years, one year as President-Elect, one year as President, and one year as Past President. Officers are elected in April’s MTI general election. Meetings of the MTI Board of Directors are held on the second Monday of the month, commencing at 4:30 p.m.

Finance Committee terms expire for Karen Lee-Wahl (Huegel), Bruce Bobb (Hoyt) and Andrew Waity (Crestwood). All are seeking re-election. Terms are for one year. The Finance Committee prepares the annual MTI Budget for consideration by the MTI Joint Fiscal Group. The latter consists of MTI teacher bargaining unit Faculty Representatives, and proportionate representation from MTI’s other four (4) bargaining units (SEE-MTI, EA-MTI, USO-MTI, and SSA-MTI). The MTI Finance Committee meets each year and generally completes its business in February, given that under MTI’s Bylaws the Budget is presented at the March meeting of the MTI Joint Fiscal Group and is voted upon at the April meeting.

Cabinet on Personnel terms are vacant due to the retirement of Nancy Roth and Susie Hobart. Peg Coyne (Black Hawk) and Holly Hansen (Lapham) have been nominated. Terms are for two years. The Cabinet on Personnel oversees MTI’s employment relations with its staff. The Cabinet meets on an as-needed basis.

Political Action Committee (MTI VOTERS) terms expire for Andy Mayhall (Thoreau), Karen Vieth (Sherman), Kathryn Burns (Shorewood) and Liz Donnelly (Elvehjem). All are seeking re-election. MTI’s Political Action Committee generally meets monthly on the second Tuesday, and additionally as necessary to interview candidates for election in Wisconsin’s primary and general elections. The Committee recommends endorsements for consideration by MTI members.

Bargaining Committee: Vacancies exists due to the retirement of Nancy Curtin and Karlton Porter, and the reassignment of Nichole Van Haden. Emily Pease-Clem (Schenk) has been nominated for the Elementary School position vacated by Curtin. The term is for one year. Michael Hay-Chapman (Spring Harbor) has been nominated for the Middle School position vacated by Porter. The term is for one year. Cindy Ball (Jefferson) has been nominated for the Middle School position vacated by Von Haden. The term is for three years.

Teachers and Involuntary Transfer

Should the District, based on pupil enrollment, determine to reduce staff at a given school by involuntarily transferring a teacher due to a “substantial change in the school’s enrollment or substantial program change,” they may do so within the first 25 days of school, under the terms and conditions of the MTI/MMSD Teacher Collective Bargaining Agreement, but only in accordance with the terms set forth in Section IV-E.

MTI’s Contract provides that such transfer “shall be the least senior teacher in the grade level (unit, grade or grade combination; e.g. 1-2) and/or department or subject (whichever is appropriate) from which the transfer must be made.” The Contract also provides that “any teacher so transferred shall, when reasonably possible, be provided five school days notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment.”
New Resource to Fight the “Ed Reform Machine”

The Progressive Magazine is revving up its movement to save public schools. On their website, created specifically for the anti-voucher/save public schools project, www.publicschoolshakedown.org, they are pulling together education experts, activists, bloggers, and concerned citizens from across the country.

PUBLIC SCHOOL SHAKEDOWN is dedicated to EXPOSING the behind-the-scenes effort to privatize public schools, and CONNECTING pro-public school activists nationwide.

“Public School Shakedown will be a fantastic addition to the debate”, says education historian and former Secretary of Education Diane Ravitch. “The Progressive is performing a great public service by helping spread the word about the galloping privatization of our public schools”.

It’s Here: New Educator Effectiveness Evaluation System

Starting this school year, Educator Effectiveness is the new educator evaluation tool required of all teachers and principals throughout Wisconsin. This new system is an entirely new culture for MTI members: it utilizes a new language (SLO, PPG, artifacts); a new set of values (students’ academic achievement is a part of the process); and a new calendar (it’s a year-long process). And all teachers, whether they are being formally evaluated this year or not, will be involved in parts of the process, every year.

Educator Effectiveness has two main parts. It balances educator practice (using the Charlotte Danielson model) with student performance outcomes. Each year, all teachers will develop a Professional Practice Goal (PPG) and a Student Learning Objective (SLO) which must be documented in the Teachscape Software module. Your PPG aligns with an area within the Danielson model framework that you wish to develop or focus on. It could have to do with planning, instruction, assessment, or any professional responsibility (for example: communication or collaboration). One’s SLO focuses on developing content area skills for a particular group of students you are working with. Both the PPG and SLO are to be completed by October (date uncertain). Building principals were directed to give teachers time to meet with their school-based team of teachers to work on these during the staff development days in August.

The District has developed a website with resources relating to Educator Effectiveness https://staffdevweb.madison.k12.wi.us/educatoreffectiveness. MTI has also posted information as well on our website: http://www.madisonteachers.org/. In addition, anyone who has questions regarding Educator Effectiveness should contact Sara Bringman at MTI (257-0491 or bringmans@madisonteachers.org).

Christina Stafslien Charity Golf Outing October 3

Teachers at La Follette High School have organized the 11th Annual Christina Stafslien Charity Golf Outing to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, October 3, 4:00 p.m. Proceeds from the tournament will go to the Christina Stafslien Scholarship Fund which is awarded to a deserving La Follette student. Details can be obtained from La Follette teacher Ted Ryan (tryan@madison.k12.wi.us or 204-3574).

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

Calendar of Events

- Monday, September 8, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Monday, September 15, 4:30 p.m., SCFL
  MTI Boards of Directors
- Monday, September 15, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, September 16, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, September 17, 4:15 p.m.,
  WEA Member Benefits (660 John Nolen Drive)
  EA-MTI Building Representatives & EA-MTI General Membership Meeting
- Tuesday, September 23, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Monday, September 29, 6:00 p.m., McDaniels Auditorium
  BOE Regular Meeting

Our Union Makes Us Strong!
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Act 10 Bites Again: MTI Recertification Elections to Commence this Fall

Governor Walker’s signature legislation, the 2011 anti-public employee, anti-union Act 10, which took away nearly all the bargaining rights of public employees, is once again on the front burner for those represented by MTI. MTI had initially challenged the legislation and gained a Circuit Court decision from Judge Colas that Act 10 was unconstitutional. This ruling allowed MTI and the MMSD to bargain Agreements for the 2014-15 and 2015-16 school years. Now that the Wisconsin Supreme Court has overturned Judge Colas’ decision and upheld Act 10, certain portions of Act 10 are now applicable to MTI, specifically the Act 10 requirement that public sector unions undergo a certification election to determine whether the union will maintain its status as the “certified representative” of the workers covered by the union. Under Act 10, this will have to be done each year.

Given the above, MTI has filed petitions with the Wisconsin Employment Relations Commission (WERC) for recertification elections for each of MTI’s five (5) bargaining units (Teachers, Educational Assistants, Supportive Education Employees, Security Assistants and Substitute Teachers). The elections will be conducted in November, 2014.

Unlike political elections which require that the prevailing candidate win the majority of votes cast, Act 10’s recertification elections require a public sector union to win 51% of all eligible votes in order to remain the certified agent. This means that “non-votes” are considered “no” votes. If this standard were applied to any United States political election, with low turnout rate, no candidate would be seated (for example, Governor Walker won only about 30% of all eligible votes during the 2012 recall). Fortunately, the experience has been much different for union recertification elections in Wisconsin. During recertification elections held in 2013, over 500 local Unions representing over 56,000 teachers, secretaries, aides, bus drivers, custodial workers and other school employees resulted in a 70% turnout statewide. And an overwhelming 98% of those voting, voted to recertify their Union. But even knowing this, MTI needs every vote possible.

For example, of the 132 educational assistants in the LaCrosse School District, 64 voted in favor of recertification and 2 voted against. The election was lost, since the Act 10 standard requires 51%, or 67 votes, which was not achieved.

MTI staff and elected leadership are currently developing recertification election campaigns to be implemented this fall and will be providing members and “fair shares” additional information in the near future. We will also be looking for organizers in every school, every work site and every bargaining unit to ensure successful recertification election outcomes. It’s time once again to roll up our sleeves, reach out to each other, and confirm our solidarity.

“Back to School” Night

Although District management cannot unilaterally extend work hours for teachers, or direct members of MTI’s “teacher” bargaining unit to attend Open House/Back to School Night, MTI suggests attendance. Participation is good public relations and will likely result in good will with your students’ parents. Similarly, teachers cannot be directed to attend any other after school functions, such as PTO/PTA.

Attention EA-MTI: Attend your General Membership Meeting on September 17

Members of MTI’s Educational Assistants’ bargaining unit (EA-MTI) will meet on Wednesday, September 17, commencing at 4:15 p.m., at the WEA Member Benefits Building (660 John Nolen Drive, 2nd Floor). There are many issues of importance for EAs, NAs and SEAs to discuss, including the future of the EA bargaining unit. Attend this important meeting! Make your voice heard!

Note: EA-MTI Building Representatives will also meet on September 17. If you are interested in becoming an EA-MTI Building Representative, please attend this meeting.
Know Your Contract & MMSD Policies: Workplace Bullying

Board of Education Policy 4502 outlines the District’s classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, “Schools must be places where effective learning can occur…students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school.”

The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, “The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying.”

Section 8013.8 provides that, “Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy.”

Show Solidarity with Substitute Teachers

Support your hard-working colleagues in MTI’s substitute teacher bargaining unit (USO-MTI) when they are in your building. They serve a vital role in keeping things functioning during both planned and unexpected absences. One challenge of being a substitute teacher is being the only or one of a few in a given building on a given day. And, given the hustle and bustle of the school day, being a substitute can be a very isolating experience. Given this, MTI asks staff to take time to introduce yourself, say hello and offer assistance. Substitutes are often given little guidance when they arrive at a building and the job is a difficult one, but an essential one to keep consistency in the classroom and allow teachers to use sick time, personal time and other time off of work.

Political Action Committee (PAC) Rebates

MTI VOTERS’ Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one’s annual Union dues. Deductions are made from each member’s monthly wage. Funds are used exclusively to support Committee approved pro-education candidates and pro-education causes. If one does not wish to assist their Union’s political efforts, by delivering WRITTEN NOTICE to MTI Headquarters by October 1, an advance refund of the school year’s PAC deductions will be issued. Payment will be made by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

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Calendar of Events

- Monday, September 15, 4:30 p.m., SCFL ALL MTI Boards of Directors
- Monday, September 15, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Tuesday, September 16, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, September 17, 4:15 p.m., EA-MTI Building Representatives & EA-MTI General Membership Meeting at WEA Member Benefits (660 John Nolen Drive)
- Tuesday, September 23, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Monday, September 29, 6:00 p.m., McDaniels Aud BOE Regular Meeting

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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.

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**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.

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“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](http://www.madisonteachers.org)

MTI’s email - [MTI@madisonteachers.org](mailto: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 Annual 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
You Are the Union: Your Help is Needed for Recertification Election Campaign

As previously reported, Governor Walker’s Act 10 requires public sector unions, except police & fire, to participate in an annual **recertification election** to enable Union members to retain representation by their Union. The election by all MTI-represented District employees will be conducted between **November 5 and November 25**, via telephone or on-line balloting (details forthcoming when received from the Wisconsin Employment Relations Commission).

MTI Faculty Representatives and EA Building Representatives at every school/work location have been asked to recruit colleagues to assist in building awareness of the importance of the recertification election, and to make sure that staff at their school/work location VOTE in the recertification elections. These individuals are being referred to as MTI Member Organizers and will be essential to successful recertification elections. The Union needs Member Organizers from every bargaining unit (MTI, SEE-MTI, EA-MTI, SSA-MTI & USO-MTI). Retired union members are also encouraged to assist in organizing. Assuring that each and every person vote is of great importance, because Act 10 requires that to win recertification, the Union must win 51% of all eligible voters.

If you are willing to support your Union by serving as a **Member Organizer**, or have additional questions about what this entails, see your MTI Faculty Representative/EA-MTI Building Representative, or contact MTI Assistant Director Doug Keillor (keillord@madisonteachers.org; 257-0491). Additional information will also be available at a MTI Member Organizer Q & A Session on **Saturday, October 4**, from 10:00-11:30 a.m., at MTI Headquarters.

**Reasons for Recertification #2: Preserving and Protecting Your Collective Bargaining Agreements** - MTI has successfully negotiated Collective Bargaining Agreements which preserve the vast majority of Contract rights and benefits for both the 2014-15 and 2015-16 school years and provide the Union the means to enforce those rights and benefits.

We’re ALL in This Together

Legislation and numerous other factors have produced challenges like never before for public education employees. Meeting these challenges successfully requires collaboration to best serve the interests of both students and staff. **Given that many MTI members are now working in instructional, training and non-pupil contact positions such as Teacher Leaders, Instructional Resource Teachers and Dean of Students, it is important to remember that all MTI members are brothers and sisters in the Union.** What kind of Union member one chooses to be is dependent on action, not a job title. **Helping one another address concerns, lending a hand when a colleague is in need and sticking together is the Union way.** Greater strength and more creativity surfaces when people work together, and in these changing times, we must not allow ourselves to be divided. Simply because one’s fellow MTI member works “downtown” or in an office, rather than in a classroom, does not make them any more or less “Union.” Especially in these challenging times, success is achieved by setting aside differences and working together. It produces better results for Union members and for students.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
**MTI Solidarity!**

Volume 49, #5, September 29, 2014

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**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 will be provided a compensatory day off, which day will be November 26, the day before Thanksgiving.* In exchange, teachers must have conferences on two (2) evenings. *For elementary teachers, fall and spring conferences will be held 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 conference times, if so agreed between the parent and teacher.

Complete details and 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.

**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, 2015.

**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, 2015.

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**Beware! It’s Not Your Computer**

When the District installed its computer system, management told staff, “*Use it as your own!*” Most District employees did so. However, *MTI WARNS, USE IT AS YOUR OWN NO MORE!*

One must assume that District management will review every stroke one writes or accesses on a District owned computer. The District has forensic software which enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day. This includes what you access on your home computer, if you access it using a District computer. As a result of requests by the public, under Wisconsin’s Open Records Law, MMSD archives ALL emails and research (websites accessed) performed on District computers.

***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!

**Calendar of Events**

- 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
- Saturday, October 4, 10:00 a.m., MTI MTI Member Organizer Q&A Session
- Monday, October 6, 5:00 p.m., Doyle Room 103 BOE Instruction Work Group
- Monday, October 13, 4:30 p.m., MTI MTI Board of Directors
- Monday, October 13, 5:00 p.m., Doyle Room 103 BOE Operations Work Group

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37 Days until Election Day!
MTI Member Organizer Network Building Awareness
Over November Recertification Elections

So far, one-hundred and fifteen (115) MTI members, teachers, educational assistants, clerical-technical employees and substitute teachers have stepped up to serve as MTI Member Organizers for MTI’s forthcoming recertification election. The Organizers will help to ensure that everyone in their school building/work site understands the importance of the recertification elections which are scheduled for November 5-25. Phone banks are being organized to contact substitute teachers, and other employees who work district-wide or intermittently. *Are you aware and informed?* If not, see your MTI Faculty Representative or EA-MTI Building Representative to see how you can help, or call MTI (257-0491). It is crucial that every school/work site has a plan to build awareness and assure that every eligible person votes.

Each MTI bargaining unit (MTI, EA-MTI, SEE-MTI, USO-MTI & SSA-MTI) will have a separate election. Under Walker’s signature legislation Act 10, 51% of all eligible voters is required, in each unit, to gain recertification. The election by all MTI represented District employees will be conducted between 12:00 Noon on November 5 and 12:00 Noon on November 25. Voting will be via telephone or on-line balloting conducted by the American Arbitration Association. This will be a simple and efficient process and detailed information will be provided by MTI.

Reasons for Recertification #3: Advocating for the inclusion of current employee rights and benefits in the Act 10-mandated Employee Handbook - MTI has gained the District’s assurance to work in a collaborative manner to develop an Employee Handbook which will guide employment policies and employee compensation and benefits when MTI’s Collective Bargaining Agreements expire June 30, 2016. The District has agreed that the Collective Bargaining Agreements will provide the foundation for the Handbook. Recertification reconfirms MTI as the collective voice of MTI’s bargaining unit members, in this process.

Political Volunteers Needed,
Only 30 Days until General Election!

*Yep, it’s a big deal.* Elections for Wisconsin Governor, Attorney General and Senate and Assembly are just around the corner on November 4. Polling shows MTI-endorsed candidate MARY BURKE is running neck and neck with Governor (Act 10) Walker. The Walker camp is calling in Big Corporate Boss money to flood the airwaves with misinformation to confuse and distract voters from his terrible record of dividing the state, crooked political appointments and anti-worker, anti-women policies like Wisconsin hasn’t experienced in over 100 years.

Wisconsinites deserve better. MARY BURKE, MTI’s endorsed candidate, will make education, fairness to women and educators among her priorities. She has also pledged to restore collective bargaining. *She knows that all are better off when employers and employees work together.* To accomplish this, volunteers are needed to educate voters, to be sure all vote, and to spread the word about the *Voter ID Requirement.*

*Getting “drop-off” voters (those who vote only in Presidential elections) to vote in this election is the key to success.* This can only be accomplished by personally reaching out to these folks. Put aside any trepidation about political activism ... *this election could change the fate of public education and educators in Wisconsin.*

Tuesday nights for the next four weeks are MTI Phone Bank nights at the Labor Temple. Stop by after school with a few colleagues and reach out to eligible voters. Or, take some time on the weekend to participate in neighborhood lit drops.

Check the MTI Website under Elections 2014 or contact Jeff Knight (knightj@madisonteachers.org) at MTI with any questions or for additional information on getting involved.

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30 Days until Election Day!

Our Union Makes Us Strong!
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MTI’s email - MTI@madisonteachers.org
Health Insurance Annual Choice/Open Enrollment

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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, 2015.

Substitute Teachers: Help to Preserve Your Union!

Substitute and Off-Campus Program Teachers are represented by USO-MTI and will be undergoing the recertification process along with all of MTI’s bargaining units in November. USO-MTI needs “Member Organizers” for the recertification campaign. One’s role as a Member Organizer will be to make contact with other substitute teachers about the certification election and ensure that folks are aware of the dates, the voting process and understand what it means to recertify their Union. Information will be provided by MTI staff, but members talking to members about this simple, but critical vote, is essential to the success of this effort. Members of all MTI units are requested to reach out to substitute teachers in your building about the need to recertify and about the high threshold of 51% of the eligible voters to prevail. The dates of the election are from November 5 – November 25, 2014. Let’s ensure that all units, including substitute teachers, keep their MTI-negotiated rights and benefits!

Courage to Teach 2014-15 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? Space is still available for the 2014-15 Courage to Teach retreat series, which begins in mid-November, 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, Parker J. 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. Dates for the retreats are: Nov. 14-16, 2014; Jan. 16-18; March 20-22; June 19-21.

Local educators pay a total of $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.

An upcoming Courage to Teach fundraiser and 12th anniversary celebration is an ideal opportunity to learn more. “Courage to Teach: The Harvest Comes,” featuring Parker J. Palmer, will be held on Sunday, October 19, 2014, 2:00-4:00 p.m., at Anderson Auditorium, Edgewood College.

Check out 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.

MTI Cares at the Willy Street Fair

MTI Cares, the MTI Community Outreach Committee, thanks all members and their families who attended or helped out at the Willy Street Fair. It’s a busy time of year, but MTI Red was out in force and highly visible in the Willy Street Parade. Members marched behind an MTI Banner, handing out MTI red balloons and pencils to excited children. Teachers and school staff were treated like celebrities! The crowd went wild as MTI members passed. A “cupcake walk” and the ever popular face painting were big hits in the MTI parking lot. If you are interested in becoming part of the MTI Cares Committee, contact Jeff Knight (knightj@madisonteachers.org) or Chair Kerry Motoviloff (motoviloff@att.net).

Calendar of Events

- Monday, October 6, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Wednesday, October 8, 4:15 p.m.
  EA-MTI Building Representatives at WEA Member Benefits, 660 John Nolen Dr.
- Thursday, October 9, 4:15 p.m., MTI
  MTI Special Education Sub-Committee
- Monday, October 13, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, October 13, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Wednesday, October 15, 4:15 p.m., SCFL
  USO-MTI General Membership Meeting
- Tuesday, October 21, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Monday, October 27, 6:00 p.m., Doyle Room 103
  BOE Regular Meeting
MTI Recertification Election Procedures Set

After ten days of very time consuming, detailed analysis and negotiations with MMSD, the parties have agreed as to who is eligible to vote in each of the five (5) upcoming MTI bargaining unit recertification elections. All MTI-represented employees who were identified as having actively worked for the District as of October 1, 2014 will be eligible to vote. The following illustrates the number of eligible voters in each bargaining unit:

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Eligible Voters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher</td>
<td>2985</td>
</tr>
<tr>
<td>Educational Assistants (EA-MTI)</td>
<td>723</td>
</tr>
<tr>
<td>Clerical/Technical (SEE-MTI)</td>
<td>234</td>
</tr>
<tr>
<td>Security Assistants (SSA-MTI)</td>
<td>27</td>
</tr>
<tr>
<td>Substitute Teachers (USO-MTI)</td>
<td>544</td>
</tr>
</tbody>
</table>

Given the super majority set forth in Governor Walker’s Act 10, at least 51% of each unit must vote “YES” in order for that unit to be recertified.

Recertification Election dates and voting procedure: The recertification elections will take place from noon on November 5 until noon on November 25 via telephone and on-line voting. MTI has distributed posters to all schools/work locations. They provide specific voting procedures, including phone number and web address for voting. The election is administered by the American Arbitration Association. As the election dates get closer, all MTI-represented employees will also receive “palm cards” with the phone number, web address and specific voting procedures.

Getting Organized! Those willing to serve as MTI Member Organizers have grown to over one hundred and forty (140) across (41) schools. Member Organizers are volunteers who have agreed to serve as point persons in their buildings/work locations to help build awareness and support for the MTI recertification elections. Is your school/work site ready? If not, contact Doug Keillor (keillord@madisonteachers.org /257-0491).

Living Wage Rally October 14 – Turn Up the Heat on Governor Walker

On September 24th, minimum and low-wage workers in Wisconsin filed affidavits with the State claiming that they are unable to cover the basic costs of food, shelter and utilities, even when working full time, as a result of the low wages they receive. The Wisconsin State Statutes (Chapter 104) allow the governor, through the Department of Workforce Development, to issue an Executive Order to increase the minimum wage in response to verified complaints that the minimum wage does not provide a living wage “sufficient to enable the employee receiving compensation to maintain himself or herself under conditions sufficient with his or her welfare.” The governor denied the claims.

On October 14, low wage workers, labor allies and community activists will gather at the State Street side of the Capitol at 5:30 p.m., and will stage a rally to hold the governor accountable for failing to address the issue. Let’s have a lot of MTI Red Shirts at this rally to show our support! Join MTI Staff and allies at this important event in solidarity with minimum wage workers and “Raise Wisconsin” activists.

23 Days until Election Day!
Disciplinary Interviews: Protect Your Rights

What should you do? An administrator or supervisor requires your attendance at a meeting. Follow the advice on the back of your MTI membership card which states, “If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I request that my MTI representative be present at this meeting.

If an issue arises in any meeting with an administrator or supervisor, or if a meeting “becomes disciplinary,” or even if you have reason to believe the purpose of the meeting may be disciplinary, call MTI for representation. Under such circumstances, one has a right to Union representation and may refuse to meet, or further meet, until an MTI representative is present. Should one unwittingly attend a meeting with an administrator which becomes a disciplinary interview, MTI advises that you politely stop the meeting and tell the administrator that you will be happy to continue, but only when your MTI staff representative can be present.

Voluntary, Unpaid Training Opportunity for Substitute Teachers

As all know by now, MMSD is implementing the new Behavior Education Plan this year. The District is offering a voluntary, unpaid training on the Plan to substitute teachers. The session will provide an overview of the Behavior Education Plan and opportunity to explore implications for substitute teachers in supporting and responding to a student's behavior. The voluntary session is October 20, 4:30-6:30 p.m. To register online go to: http://tinyurl.com/SUBBEP. Location will be announced following registration.

School Security Assistants: Know Your Contract -Uniforms

Under Section VII-D of the MTI/MMSD Collective Bargaining Agreement covering Security Assistants, whatever clothing the District requires an SSA to wear, as a condition of employment, must be provided, at no cost to the employee, by the District. In previous years, there have been issues with the timeliness of the District providing uniforms. MTI continues to monitor this matter. New employees should be provided uniforms soon after beginning employment with the District. Anyone who requests new clothing and does not receive it within a reasonable time frame, should contact Eve Degen (degene@madisonteachers.org) at MTI.

California of Events

- Monday, October 13, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, October 13, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Wednesday, October 15, 4:15 p.m., SCFL
  USO-MTI General Membership Meeting
- Monday, October 20, 5:00 p.m., Doyle Room 103
  BOE Special Meeting
- Tuesday, October 21, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Monday, October 27, Doyle Room 103
  BOE Special Meeting (5:00 p.m.)
  BOE Regular Meeting (6:00 p.m.)

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MTI’s email - MTI@madisonteachers.org
What’s at Risk Without MTI?

Over the past few weeks, discussions have been occurring throughout the District about MTI’s upcoming MTI Recertification Elections. One of the most frequently asked questions by newer staff, those who are not aware of MTI’s many accomplishments over the years is, “what is at risk if we lose the Union?” To answer that question, one only needs to look around the State of Wisconsin to see what has happened in other school districts where employees no longer have a collective voice in the workplace.

- In many school districts, employers have increased employee health insurance premium contributions to 12%. Such an increase would decrease an employee’s pay between $61 and $212 per month, depending on the plan the individual has selected. **Your Union is currently working with the District to collaboratively identify potential sources for health insurance savings rather than implementing a premium co-pay.** The five Contracts for MTI represented employees do not now mandate any employee contribution toward health insurance.

- For teachers who are new parents, MTI’s Contract provides paid time off during maternity leave via a combination of personal sick leave and Sick Leave Bank benefits. Non-probationary teachers also have the Contract right to take unpaid child rearing leaves of absence for a semester, a full school year, or up to two school years should they need or desire to stay home with their child(ren) for a period of time regardless of the child’s age. Those rights could disappear or erode without a Union to advocate for them.

- For longtime teachers, educational assistants, clerical-technical staff and security assistants approaching retirement, MTI’s Contracts provide retiring employees with 100% of the value of their accumulated sick leave for the payment of post-retirement insurances. Many school districts have capped or reduced such benefits, forcing longtime employees to work longer in order to afford post-retirement insurance premiums.

- Other school districts have added classes to the workday (without additional pay); extended the work year (without additional pay); required mandatory evening obligations (without additional pay); reduced benefits for disabled employees; eliminated planning time; pro-rated insurance benefits based on part-time status; eliminated just cause and due process protections against unfair discipline or dismissal; and destroyed salary schedules.

MTI encourages all represented employees to spend a few moments to page through their Collective Bargaining Agreement to see the entirety of the issues that the Union has negotiated for them over the past decades. Any or all of those negotiated items would be subject to employer discretion or whim without a Union as your collective voice. **Standing together,** we can continue to advocate for working conditions/learning conditions that educational employees and students need. **Voting to recertify** is the first step towards maintaining your collective voice at work.

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Be a Voter on November 4, Not a Drop-off Statistic

Mid-term elections are often decided by those who don’t vote. The drop off in voters is a significant problem in our political process. Drop-off voters are those who vote only in presidential election years. This is particularly true among Democratic-leaning voters. Statewide, there is a nearly 30% “drop-off” effect between presidential and mid-term elections for democratic candidates; that is over 400,000 votes, more than enough to change the outcome of an election. **If Wisconsin voters exercise their rights, Scott Walker’s reign will end, MARY BURKE will become Wisconsin’s governor, and we can start to put our state back together.** Talk to your network of friends and family about voting, but most importantly, don’t be a drop-off. **Be a voter. Make your voice heard.**

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We Know Giving: 2014 Combined Campaign Begins

The MMSD-MTI Combined Campaign starts today and will run through November 21. The umbrella agencies—United Way of Dane County, Community Shares, Community Health Charities, Access to Community Services, Earth Share, Global Impact and America’s Charities—all bring together people, resources and organizations to solve problems in Dane County and beyond. 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. Through the Combined Campaign, we all have the opportunity to make a positive impact by helping those who are less fortunate than ourselves.

**MTI members make a difference every day.** By giving through the Combined Campaign, we can also work together to make our local, national and global community a better place in which to live.
Unfilled Substitute Assignments & Class Covering Compensation

The District is again experiencing a shortage of substitute teachers, which has led to a high number of unfilled assignments for teacher and SEA absences. As a result of the ongoing shortage, many principals are asking teachers and other professional staff to cover for an absent teacher. When this happens, members of the teacher bargaining unit may be entitled to receive “class coverage compensation” pursuant to the Collective Bargaining Agreement. **Class coverage pay is $22 for each hour of covering another teacher’s students.**

In the event of an unfilled substitute assignment, volunteers must first be solicited to cover the class(es). If no volunteers come forward, the building administrator can assign other certified staff to cover the class(es). Class coverage compensation is covered under **Section III-R** of the Collective Bargaining Agreement and is paid under the following conditions:

- Special Education teachers can be assigned to cover students when an SEA assignment is unfilled. If this coverage results in the Special Education teacher losing planning time, he/she is entitled to class coverage compensation.
- For teacher absences, class coverage pay is due for each hour of class coverage regardless of whether the teacher loses planning time.
- If the District splits up a teacher’s class and assigns students to two or three teachers, Contract class coverage pay is prorated and each teacher is paid one-half or one-third of the class coverage rate respectively. However, if the District splits up a teacher’s class and assigns those students to four or more teachers, no additional compensation is provided.
- Class coverage compensation is not provided when students remain in their regular class with other students rather than leaving class to attend instruction elsewhere (e.g., reading recovery, TAG, speech and language, OT/PT).
- Finally, no additional compensation is paid when a teacher teaches his/her regular class and the team teacher is absent, **unless the teacher loses planning time.**

All “teachers” as defined in Section I-B of the Collective Bargaining Agreement are eligible for class coverage pay when covering the class of another teacher as set forth herein except individuals in the following positions: learning coordinator, instructional resource teacher, PBS coaches, literacy coaches or dean of students.

The District’s Human Resources staff are working to hire additional substitute teachers to fill the gap; however, during the interim it is important that you claim class coverage pay if you provide this additional service. If you have difficulty obtaining this pay, contact MTI for assistance.

Professional Development Days
November 14, February 6 & March 13

The days formerly designated in the MTI Collective Bargaining Agreement as WEAC and SWEIO Convention Days are now District Professional Development (PD) Days, thanks to Governor Walker’s Act 10. 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 District students on November 14, February 6 and March 13. **All teachers are required to attend PD in the morning on these days, unless approved 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 PD activities have been planned for their respective schools in the afternoon.

Secondary 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, the District’s director of PD.

Educational Assistants are required to attend PD only if the District provides notice at least three (3) weeks prior to each PD day. 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.

School Security Assistants are required to attend PD days only if the Security Coordinator provides notice no later than five (5) weeks prior to the PD day. If the PD is not mandatory, each SSA needs to notify the Security Coordinator no later than four (4) weeks prior to the PD whether she/he will be attending.

Calendar of Events

- **Monday, October 20, 5:00 p.m., Doyle Room 103**
  - BOE Special Meeting
- **Tuesday, October 21, 4:15 p.m., SCFL**
  - MTI Faculty Representative Council
- **Tuesday, October 21, 6:00 p.m., SCFL**
  - Member Organizers (all bargaining units)
- **Monday, October 27, Doyle Room 103**
  - BOE Special Meeting (5:00 p.m.)
  - BOE Regular Meeting (6:00 p.m.)
- **Wednesday, November 5, 4:30 p.m., MTI**
  - SEE-MTI Board of Directors
- **Monday, November 17, 4:30 p.m., MTI**
  - MTI Board of Directors

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)
Momentum Building: Voter Turn-out Needed for MTI Recertification Elections

Getting Organized! MTI now has over two hundred (200) Member Organizers including teachers, educational assistants, clerical-technical employees, substitute teachers, security assistants, and retired MTI members who are committed to helping the next generation maintain their Union. Member Organizers are volunteers who have agreed to serve as point people in their building/work location to help build awareness and support for MTI's recertification elections.

Get-out-the-vote! In political elections, voter turnout is critical. In Union recertification elections, it is even more critical. The experiences of other Wisconsin public sector Unions show that when employees vote, they overwhelmingly vote Union YES! Where recertification elections have lost, it is because less than 51% of the eligible voters cast a ballot. Unlike political elections, in recertification elections a non-vote counts as a “no vote”.

In MTI’s recertification election, ballots can be cast 24 hours per day, seven days per week, via phone or computer, beginning at Noon on November 5 and continuing through Noon on November 25. The process is quick and efficient and should take no more than a couple minutes. That said, others have reported difficulties where votes were not counted, when they failed to accurately complete each step in the balloting process. It is for that reason that MTI is providing all MTI-represented employees with detailed voting instructions on posters, flyers and palm cards.

The MTI Recertification Election palm cards provide MTI-represented staff the phone number, web address and voting instructions. On the reverse side of the palm card, voters are asked to complete their name, work location & bargaining unit and give the completed card to their MTI Faculty Representative or Member Organizer. After doing so, one will receive an “I Voted” button. Some work locations will hold raffles using the completed palm cards. By collecting completed palm cards, your Union organizing team will be able to try to assure that the 51% threshold is met, as mandated by Walker’s Act 10, during the 20-day election period. Additional information on MTI’s recertification elections is available at www.madisonteachers.org.

MTI Together - We Are One!

MTI Election Results

At its October 21 meeting, the MTI Faculty Representative Council re-elected Lauren Mikol (Lincoln) and Andrew Waity (Crestwood) to two at-large positions on the MTI Board of Directors. The Board consists of the MTI President, President-Elect, Vice-President, Past-President, Secretary, Treasurer and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council elected Peg Coyne (Black Hawk) and Holly Hansen (Lapham) to the MTI Cabinet on Personnel. The Cabinet, which oversees MTI’s employment relationship with its staff, consists of four at-large positions elected by the Council, the MTI President and Treasurer, and the Presidents (or his/her designee) from MTI’s educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

For the MTI Finance Committee, the Council re-elected Bruce Bobb (Hoyt), Andrew Waity (Crestwood) and Karen Lee-Wahl (Huegel). The Finance Committee oversees the development of the Union’s budget for presentation to and action by the MTI Joint Fiscal Group. The Committee consists of the MTI President and Treasurer, three at-large positions elected annually by the Council, and the Presidents (or his/her designee) from MTI’s educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

The Council also re-elected to MTI’s Political Action Committee (MTI-VOTERS) Andy Mayhall (Thoreau), Karen Vieth (Sherman), Kathryn Burns (Shorewood) and Liz Donnelly (Elvehjem). The Committee consists of the MTI President, Treasurer, the Presidents (or his/her designee) from MTI’s educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units, and nine members elected by the MTI Faculty Representative Council, one of whom is a member of MTI’s retired teacher organization.

In addition, due to vacancies created by retirements, elected to the MTI Bargaining Committee were Emily Pease-Clem (Schenk), Michael Hay-Chapman (Spring Harbor) and Cindy Ball (Jefferson).

9 Days until Election Day!
Early Voting is now available at your City Hall.
Joint MTI-MMSD Question and Answer Sheet on Monday Early Release Time

As most members are aware, the 2014-15 Collective Bargaining Agreement included changes to Monday early release time at both the elementary and secondary levels, including the scheduling of “structured team planning time”. Since the start of the school year MTI has received reports from a number of schools relative to confusion over the new Contract language as it relates to “structured team planning”, with some schools reporting that no team planning was occurring and that the specific agenda for “structured team planning” was being directed by persons outside the team.

In an effort to address some of these questions for both teachers and principals, MTI has worked with the District to produce a Q & A sheet on Monday early release time. This is a document created jointly by MTI and the MMSD, intended for both principals and teachers, to elaborate on the 2014-15 Contract changes in this area. The District has shared this document with building principals and MTI has shared the document with all MTI Faculty Representatives. Any teaching staff can locate this document on the MTI website: www.madisonteachers.org.

Both the SBLT and teacher teams have a role to play in determining the use of Monday Early Release time. Therefore, both of these are areas where teachers need to have a voice. We strongly encourage teachers within their buildings to continue to advocate for their planning needs both within the SBLT and within their teacher team.

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, 2015.

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, 2015.

Thinking Retirement? Plan Ahead: Attend a Retirement Planning Session

There will again be opportunities for employees to gather information to enable planning and preparation for retirement. MTI-represented employees have retirement benefits available through multiple sources. Understanding these benefits is essential to successfully planning for retirement. For that reason, MTI encourages those considering retirement in the next few years to attend one of the sessions noted below. Due to high demand, reservations should be made as soon as possible by calling the District’s Benefits Department at 663-1697 or email chills@madison.k12.wi.us.

Retirement Planning Meetings
October 29 & 30
7:00 - 9:00 p.m.
McDaniels Auditorium, Doyle Building

Calendar of Events

- Monday, October 27, Doyle Room 103
  BOE Special Meeting (5:00 p.m.)
  BOE Regular Meeting (6:00 p.m.)
- Monday, November 4, ÉLECTION DAY - VOTE!
- Wednesday, November 5, 4:30 p.m., MTI SEE-MTI Board of Directors
- November 5-25, MTI Recertification Election - Vote YES!
- Tuesday, November 11, 4:15 p.m., MTI MTI VOTERS
- Wednesday, November 12, 4:15 p.m.
  EA-MTI Building Representatives at WEA Member Benefits (660 John Nolen Dr.)
- Friday, November 14, Professional Development Day
- Monday, November 17, 4:30 p.m., MTI MTI Board of Directors

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

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
It’s Time to Vote “YES” for MTI Recertification!

Balloting for all five (5) MTI recertification elections begins Wednesday, November 5, at Noon. All MTI-represented staff were sent a recertification “fish” flyer and a palm card with specific voting instructions. Information has also been posted in your workplace with directions for voting. All those represented by MTI are eligible to vote. This includes:

• Union members and fair-share contributors;
• Employees on leave of absence;
• Employees in two bargaining units (such staff need to vote in elections for both units);
• Teachers, BRS, Interpreters; Educational Assistants, Special Educational Assistants, Nurse’s Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; and Coaches and Non-Faculty Coaches; and anyone else represented by MTI.

Please take a few minutes and vote “YES” for recertification, and be sure your co-workers do the same. Remember to confirm your vote. After you vote, complete the reverse side of your recertification palm card and return it to your MTI Faculty Representative or Member Organizer so we can coordinate our get-out-the-vote campaign. Then, proudly wear your “I VOTED MTI” pin. Stand together, vote to recertify your Union!

Elections are Won One Vote at a Time

Tomorrow’s general election is likely the most important of your career. Supporters of public education should win - if you be sure to vote and if you be sure your colleagues, family and friends vote.

Wisconsin polls open at 7:00 a.m. and close at 8:00 p.m. Wisconsin is one of the highest priority battleground states in the country for Governor. We know that Dane County has a reputation for very high voter turnout and good results will depend on that. Don’t leave your voice out of this election, vote for MTI-endorsed candidates (see your MTI palm card). Your future and education depend on you voting.

Remember, anyone can register at the polls with proof of residence! No ID is required to vote, unless one is not registered. Then, a utility bill or another document with one’s name and address is sufficient. Voting is a special right; take advantage of it.

A list of MTI-recommended candidates and voting procedures, including a link to find your polling place, can be found at: www.madisonteachers.org/elections-2014.

MTI’s Michele Ritt Honored

AFL-CIO Wisconsin President Phil Neuenfeldt presented MTI activist Michele Ritt with the State Union’s Public Sector Organizer of the Year Award, at last Tuesday’s MTI Faculty Representative Council meeting. Neuenfeldt commented that in spite of Governor Walker’s pledge to “divide and conquer” public sector Unions, that he sees the opposite as he travels Wisconsin. He said, “Solidarity among working people is really strong - and that it is because of activists like Michele Ritt, and Unions like MTI.” Neuenfeldt said success is built on one-to-one organizing and that MTI is in the forefront of that.

Michele enthusiastically recruited numerous new MTI members last school year and began recruiting during the summer at the school to which she transferred last school year. Last spring, Michele was elected to the Dane County Board. She also chairs MTI’s Special Education Subcommittee.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Sabbatical Leave Granted

The MTI/MMSD Joint Sabbatical Leave Committee has granted a leave to Chris Vander Ark (Memorial High School) for the second semester of the 2014-15 school year. The MTI/MMSD Joint Committee consists of MTI appointees Betsy Barnard (West), Matt Gray (Jefferson) and Laurie Solchenberger (Lincoln); and MMSD appointees Mike Hertting, Lisa Kvistad and Alex Fralin.

Under the terms of MTI's Collective Bargaining Agreement, the Board of Education budgets $45,000 for sabbatical leaves for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to MMSD for at least two full years of service following the sabbatical leave, or repay the compensation received for the sabbatical leave. The Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted. Applications for the first semester or full school year for 2015-16 are due February 1, 2015.

Leave of Absence Deadlines

Pursuant to Section VI-B (Leaves of Absences) of MTI's "Teacher" Collective Bargaining Agreement, all non-medical leaves 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 must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

Initial Request: One semester (academic or childrearing). Extension: One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

Initial Request: One full school year. Extension: One extension consisting of the following school year.

Requests for an academic or childrearing leave of absence for the second semester of the 2014-15 school year are due by DECEMBER 1, 2014.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2015-16, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by March 1, 2015. 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 ensuing school year.

Given that one remains represented by MTI and has benefits available while on leave, partial dues for the period one is on leave can be paid either during the leave or upon return.

MMSD-MTI Combined Campaign

What Your Dollars Can Provide

- Community Health Charities - $5 per month pays for a blood pressure cuff.
- Community Shares of Wisconsin - $5 per month helps pay for hydro-geologists and environmental health specialists to assess the quality, and the need for safety, of our drinking water.
- Access to Community Services - $5 per month can buy footballs and flags for one Special Olympics flag football team.
- United Way of Dane County - $5 per month provides two and a half weeks of school lunches for a child - so a family doesn’t have to choose between paying for rent and providing healthy food for their child.
- Earth Share - $4 per month will adopt an acre in the Northern Rockies and create a network of wildlife corridors connecting large tracts of land.
- Global Impact - $26 per year can provide a school uniform, socks and shoes for a child in Kenya.
- America's Charities - $26 per year will buy 5 swim goggles for an adaptive water-ski program.

Calendar of Events

- Tuesday, November 4, ELECTION DAY - VOTE!
- Wednesday, November 5, 4:30 p.m., MTI SEE-MTI Board of Directors
- November 5-25, MTI Recertification Election - Vote YES!
- Wednesday, November 12, 4:15 p.m., MTI EA-MTI Building Representatives (Recertification Phone Bank following meeting)
- Friday, November 14, Professional Development Day
- November 17-21 American Education Week
- Monday, November 17, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, November 18, 4:15 p.m., SCFL MTI Faculty Representative Council

Show SOLIDARITY with your MTI Sisters & Brothers.

Wear MTI RED on Mondays, MTI LANYARDS everyday, and sport your “I VOTED MTI” pin!
Have You Voted to Recertify Your Union?

MTI’s recertification election began last Wednesday (November 5) and continues until Noon, Tuesday, November 25. A “YES” vote by **51% of all eligible voters**, in each bargaining unit, is required by Act 10 for MTI to continue as the certified Union for that bargaining unit. **Eligible employees (those employed as of October 1) can cast their ballot either by phone or computer by following the directions below:**

- **Call** (toll-free) 1-866-458-9862 or log-on to www.aaaelections.org/WERC. The voting system is in operation 24 hours a day, 7 days a week during the voting period.
- **When prompted**, enter the **first four letters** of your last name
- **When prompted**, enter the **last four digits** of your Social Security number.
- **When prompted**, VOTE “YES” for MTI to continue as your Union representative.
- **When prompted**, CONFIRM YOUR VOTE. Do not hang up or log-off until you hear or see a message thanking you or acknowledging your vote.
- Anyone experiencing a problem with the automated voting system or who needs special assistance when voting, should call MTI at (608) 257-0491 for assistance (Monday through Friday, 8:00 a.m. to 5:00 p.m.). **Technical voting assistance is also available at 1-800-529-5218** (Monday through Friday, 10:00 a.m. to 6:00 p.m.).

After you vote “YES” to recertify MTI, it is important that you complete your recertification palm card, and return it to your MTI Faculty Representative or Member Organizer. You will then receive your “I Voted” to recertify button. This is MTI’s means of assuring that all members vote.

MTI Achievement of Equal Rights for Women

Among the many things MTI has accomplished for its members is the advancement of rights for females. Early in the Union’s history was MTI’s achievement of equal pay. MTI negotiated a salary schedule which recognized that the value of the work of an elementary teacher, where almost all were female in the 1960s & 1970s, is as valuable as that of a high school teacher of advanced placement physics.

The salary schedule negotiated by MTI recognizes that the task each teacher faces is about the same and the economic reward should be as well. Given this, MTI’s negotiations did away with the School Board’s created “head of household” additive pay - which went to male teachers in those days; and MTI negotiated a salary schedule which treats all teachers equally. That salary schedule proposed by MTI in the late 1960s, while periodically improved, remains in the Collective Bargaining Agreement today. The right to equal pay for equal work was extended to those in all MTI bargaining units through negotiations.

Also, in the 1960’s and early 1970’s, School Board policy stated that a female employee had to “immediately notify her supervisor upon becoming pregnant” and resign when the “pregnancy began showing.” This meant a loss of income until the individual was rehired - which did not always occur - as well as a reduction in Social Security and Wisconsin Retirement System benefits, due to the lost wages.

In the early 1970s, MTI challenged the Board’s policy as discriminatory, based on gender. The Union prevailed and leave of absence due to childbirth - at full pay - was created, as was leave of absence for childrearing, for women and men.

These provisions are now not only contained in the Collective Bargaining Agreements of all five MTI bargaining units, but are available to all Wisconsin public employees, because of MTI’s advocacy.

Knowing Our History

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because....” Submissions must be postmarked on or before February 13, 2015. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at www.wisconsinlaborhistory.org.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Parent-Teacher Conferences: MTI Brochures in Several Languages

For parents of all elementary pupils, MTI will be distributing a brochure “Talking with Your Child’s Teacher.” This year, it has been sent to MTI Faculty Representatives in schools where there are at least 20 students who speak a given language. Faculty Representatives can also request the brochures in any of the languages in which the family primarily speaks the language. The brochures will be distributed to elementary staff for distribution to all students to take to their parents. Brochures for non-English speaking parents will be distributed via the District’s Bilingual Resource Specialists. The BRS are members of MTI’s teacher bargaining unit.

The terms and conditions of the 2014-15 MTI/MMSD Collective Bargaining Agreement relative to Parent-Teacher Conferences provides the following:

“All teachers are required to attend up to two (2) evenings for parent teacher conferences per contract year as directed by the teacher’s building administrator. Teachers participating in evening parent-teacher conferences will be provided a compensatory day off as designated on the School Calendar in Section V-L. 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, such teachers shall be released from the early release SIP-aligned activities Monday during the months of November and March. At the elementary level conferences will be held in lieu of the report cards for the reporting periods in which they are held.”

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 will be provided a compensatory day off, which day will be November 26, the day before Thanksgiving. In exchange, teachers must have conferences on two (2) evenings. For elementary teachers, fall and spring conferences will be held 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 conference times, if so agreed between the parent and teacher. Complete details and language regarding Parent-Teacher Conferences can be found on MTI’s website (www.madisonteachers.org).

Flexible Spending Account

Now is the time to act. MTI’s various Collective Bargaining Agreements enable one to set wages aside, tax free, to cover employee contributions toward health insurance premiums, policy deductibles, co-pays and uninsured medical, dental and optical expenses, as well as childcare expenses. One can set aside the maximum IRS allowance of $2,500. Remember, however, that money set aside and not used during the calendar year for such expenses is lost.

Plan now to use the balance of funds set aside for 2014, before December 31. These can be used for unplanned expenses such as prescription glasses, hearing devices, over-the-counter medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year (see Employee Benefits Corporation (www.ebcflex.com). The deadline for changing one’s deduction for 2015 is November 17.

Bylaw Amendments

MTI’s Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council. That meeting is held on the third Tuesday in November (this year November 18). Any proposals received are referred to the Union’s Constitution Committee for study and recommendation. The Committee’s recommendations will be presented at the Council’s February meeting, at which time the Council will act on the proposals. The Constitution Committee requests that any proposed amendments submitted to the Council be in final form and that several copies be presented for distribution at the Council meeting or delivered to the MTI Office prior to the November meeting.

Calendar of Events

- November 5-25, MTI Recertification Election - Vote YES!
- Wednesday, November 12, 4:15 p.m., MTI EA-MTI Building Representatives (Recertification Phone Bank following meeting)
- Friday, November 14, Professional Development Day
- November 17-21 American Education Week
- Monday, November 17, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, November 18, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, November 26, Schools Closed Teacher Comp Day

Wear MTI RED on Mondays, MTI LANYARDS everyday, and sport your “I VOTED MTI” pin!
MTI’s recertification elections which began on November 5 are off to a great start, but 100% voting is the goal. MTI Member Organizers across the District are encouraging everyone represented by MTI to vote, tracking who has voted, and reporting that information to MTI staff. When a recertification voter is identified, they are removed from the MTI contact list, as regards the recertification process. Phone banks will continue to contact eligible voters who have yet to confirm their vote to MTI Member Organizers or to MTI.

Why the big effort to turn out the vote? Two reasons: A non-vote counts the same as a “no” vote, in the bizarre world of Act 10 recertification elections, which requires that 51% of all eligible voters to recertify a union. Second, the larger the turnout, the stronger the message that MTI-represented employees will continue to stand together to advocate for the needs of their students and their profession. Anyone who has not voted is encouraged to do so today. And if you have voted, make sure to share that message with your work site MTI Member Organizer, or by calling MTI headquarters (257-0491). Recertification is not an opinionnaire - it will determine how MTI can represent its members next year. Together we are stronger!

Health Insurance and Wellness: No Co-pay of Premium

In 2012, with the authority granted to them by Governor Walker’s Act 10, the Board of Education unilaterally changed health insurance carriers. Previously, the health insurance carrier had been a mandatory subject of bargaining given MTI’s victory before the Supreme Court many years ago. MTI filed that lawsuit because the District had been trying to change the carrier away from WPS when MTI members had stated in the Union’s bargaining survey that keeping WPS was their highest priority.

Given their authority under Act 10, at their October 27 BOE meeting, the Board adopted the recommendations of insurance consulting firm M3 to institute a $20 co-pay for office calls and for services received from urgent care facilities.

A joint Union-District Committee on Health Insurance, which was created in last spring’s bargaining, recommended that the $20 co-pay not apply to office/urgent care services for pediatric services, or for preventative care, per the Affordable Care Act. The Board of Education agreed. The change to implement the co-pay will begin January 1, 2015.

The BOE also agreed to the joint committee’s recommendation that a District employee who becomes ill during the workday, or has a family member who gets ill during the workday, can leave their work site prior to the end of the workday, with their supervisor’s approval. The purpose of this is to encourage clinic service rather than more expensive urgent care. The above modifications preserve the zero co-pay of premiums for Union-represented staff. Act 10 enables public sector employers to charge up to 12% of the premium to employees. MMSD management pay 10% of their health insurance premium.

Another change that will be implemented January 1 is the District’s Wellness Program. In an effort to hold down future premium increases, the joint Union-District Committee on Health Insurance recommended creation of a Wellness Program. Details are yet to be decided, but evidence is that wellness programs help contain costs. They usually include a health screening, which is confidential between the employee and his/her elected physician, or a mutually agreed upon firm which administers a biometric screening and an online health risk assessment. It is agreed that all information gathered in the Wellness process will be HIPAA-protected for confidentiality. The Program will commence February 1, 2015. Individuals and their spouse/partner have until January, 2016 to complete the process. Those who elect not to participate will be assessed up to 3% of their health insurance premium. That will increase to 5% in January, 2016, and 10% effective January, 2017. The Union and District will develop the means by which anyone who delays the health risk assessment and biometric screening can be relieved of the premium co-pay. MTI encourages members to participate in the Wellness Program.

American Education Week
November 16-22

Though federal and state governments are obligated to provide free public education, both fail to fully fund their financial mandates. While every child in America deserves a quality public education, the failure of federal and state governments, and the state usurping the authority of local school boards to adequately fund their schools, has placed American education in a very difficult situation over the last several decades. America must provide students with quality public schools so that the next generation can grow, prosper, and achieve. NEA’s American Education Week (www.nea.org/aw) presents all Americans with an opportunity to honor individuals who are making a difference in ensuring that every child receives a quality education for the nation’s 50 million students.
MTI & Religious Holidays

Last week, MTI Solidarity! contained an article about achieving equal rights for female teachers. The same teacher who told MTI Executive Director John Matthews many years ago that she was pregnant and did not want to quit work because she was pregnant went to John and asked why the school calendar enabled only Christian holidays to be observed. MTI challenged, claiming that the holy days of the woman’s faith must also be recognized and an individual be free to observe the holy day when they fall on a school day. MTI prevailed. Several years later, MTI and the District agreed that any District employee may be off work to observe their religious holy days. This provision is set forth in all of MTI’s Collective Bargaining Agreements.

Health Insurance

Annual Choice/Open Enrollment Deadline - Today, November 17

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, 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, 2015.

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, 2015.

Inclement Weather & Closing School

All five MTI Collective Bargaining Agreements with the District contain provisions that deal with the impact on members when schools are closed. Given winter’s sometimes severe weather, these Contract provisions are called to the attention of those who are represented by MTI.

The pivotal Contract is that governing members of MTI’s teacher bargaining unit. Section V-K provides that should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m. Should schools be closed, teachers will be compensated for the day on their regular monthly payroll check. Section V-K of MTI’s Teacher Contract also covers therapy assistants, interpreters, science materials specialists and special needs nurses.

Bilingual Resources Specialists: BRS are governed by Addendum F of MTI’s Teacher Contract. Under this Addendum, BRS who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The EA-MTI Contract provides that EAs are allowed the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The SEE-MTI Contract provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a “snow day”, or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor’s approval.

SSA-MTI: The SSA-MTI Contract provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Calendar of Events

- November 5-25 - MTI Recertification Election - Vote YES!
- November 17-21 American Education Week
- Monday, November 17, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, November 18, 4:15 p.m., SCFL MTI Faculty Representative Council
- November 26, Schools Closed - Teacher Comp Day
- November 27/28 - Thanksgiving Break

Wear MTI RED on Mondays, MTI LANYARDS everyday, and sport your “I VOTED MTI” pin!

Our Union Makes Us Strong!
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MTI’s email - MTI@madisonteachers.org
Last Chance to Vote to Recertify; Join MTI’s Huge Turnout

The vote for all who are represented by MTI to recertify MTI as their Union ends at Noon, on Tuesday, November 25. As of November 14, the mid-point of the 20-day election period, the Wisconsin Employment Relations Commission (WERC) confirmed that 3,196 of 4,513 MTI-represented employees had already cast ballots. This represents over 71% of all eligible voters. MTI Member Organizers and Faculty Representatives are continuing their hard work to encourage those who have not yet voted to do so. The larger the turnout, the more powerful the message.

If you have not voted, do so now by calling 1-866-458-9862. Call MTI for assistance.

Leave of Absence Deadlines

Section VI-B (Leaves of Absences) of MTI's "Teacher" Collective Bargaining Agreement provides that all non-medical leaves 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 must be for a minimum of one semester. The Contract specifies that leaves and leave extensions are granted to teachers as follows:

- **Initial Request**: One semester (academic or childrearing).
- **Extension**: One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.
- **Initial Request**: One full school year.
- **Extension**: One extension consisting of the following school year.

Requests for an academic or childrearing leave of absence for the second semester of the 2014-15 school year are due by **DECEMBER 1, 2014**.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2015-16, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **MARCH 1, 2015**. 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 ensuing school year.

Given that one remains represented by MTI and has benefits available while on leave, partial dues for the period one is on leave can be paid either during the leave or upon return.

How Cold Is Too Cold?

With the return of winter to our fair city, temperatures have and will continue to plunge to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that “[T]he heating system shall be designed to maintain a temperature of not less than ... 67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.”

Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance. Whether the heating systems are insufficient, improperly installed or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment.

Members seeking the Union’s assistance should contact Eve Degen (degene@madisonteachers.org).

Happy Thanksgiving!
Sick Leave Bank

The Sick Leave Bank (see Section VII-G of MTI’s Teacher Collective Bargaining Agreement) is an innovative and progressive Contract provision and it is unique to teachers represented by MTI. Because of its value to those in need, unions across the country have tried to emulate it. A sign of Union solidarity, the Sick Leave Bank (SLB) has provided income to many teachers who otherwise would go without income.

The SLB was created by MTI’s 1980 negotiations. Days to fund the SLB are assessed in February, when the number of days required in the Bank falls below six per member of MTI’s teacher bargaining unit. BECAUSE THE BANK IS CURRENTLY ADEQUATELY FUNDED, NO ASSESSMENT WILL BE REQUIRED IN FEBRUARY, 2015. It was originally funded by each member of MTI’s teacher collective bargaining unit donating three sick days to the “Bank”. The Sick Leave Bank acts as a short-term disability policy for teachers forced to be off of work for medical reasons, and who have consumed their earned sick leave. SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her Personal Sick Leave Account. SLB benefits are payable for a maximum of forty-four (44) days, or until the Contract-provided long term disability benefit begins, whichever occurs first. The SLB Contract provision enables pay at 100% of the individual’s daily rate of pay for each work day from the SLB. Without the SLB, teachers without sufficient sick leave to cover an extended illness would be forced to go without pay until long term disability benefits begin when one is absent for 55 work days; i.e. until one qualifies for long-term disability coverage.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their Personal Sick Leave Account, when the balance of days in the SLB drops below the contractually-defined threshold of six (6) days per teacher. Of course, when a teacher signs up for the SLB, she or he is committed to return to the Bank for the number of days specified at the time of the contract negotiations.

One can earn 200+ days in his/her RIA. The RIA benefit is calculated by multiplying the number of earned, but unused sick leave days by one’s daily wage at retirement. The Income Continuation Plan dovetails one’s sick leave earning, accrual and use; long term disability insurance; and insurance payments upon retirement (see Contract Sections VI-A and VII-G).

Keep Your Own "Personnel" Records

Record keeping by an employee is important. Don’t wait for trouble to start before you begin to compile your own personnel records. Having good records is also very important, should you become involved in a grievance over your Contract rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should maintain his/her own personnel records.

One’s file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisor(s) and administrators, and for teachers - individual teacher contracts for each year, licenses, and teaching assignments by year with subjects taught.

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

Calendar of Events

- November 5-25 - MTI Recertification Election - Vote YES!
- Monday, November 24, 6:00 p.m., McDaniels Auditorium
  BOE Regular Meeting
- November 26, Schools Closed - Teacher Comp Day
- November 27/28 - Thanksgiving Break
- Monday, December 1, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Monday, December 8, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, December 9, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- December 22 - January 2: WINTER BREAK

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Standing Together

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THANK YOU! MTI-Represented Employees Vote Overwhelmingly for Recertification

“Love their Union” came through loud and clear as MTI-represented District employees in all five (5) MTI bargaining units voted overwhelmingly to recertify MTI as their Union. The teacher unit voted 2,624 to recertify (88% of the eligible voters), while the educational assistant unit (EA-MTI) voted 549 (77%); the clerical/technical unit (SEE-MTI) voted 359 (73.5%); and the security assistant unit (SSA-MTI) voted 22 (81.5%). In all, 85.35% of the eligible MTI voters voted in the recertification election. MTI has not been challenged since it became the bargaining agent for teachers in 1964. Since its creation, MTI has grown from 900 to 4,700 members, and has gained the reputation as one of the most successful public sector Unions in the country. It is Governor Walker’s Act 10 that forced the vote this year. MTI had to pay fees of $3,550 to the Wisconsin Employment Relations Commission to conduct the election. Additional costs were experienced for educational and promotional materials related to the election which, under Act 10, must be conducted annually.

The large turnout is a testament to MTI members’ appreciation and support of their Union, and to the hard work of the over 200 MTI Member Organizers who reached out to engage their colleagues in conversations about their Union. MTI members clearly understand that students & staff will be better served if we continue to “Stand Together.” Thanks to all who made their voice heard by voting.

In solidarity, we move forward together!

January Paycheck

MTI’s Teacher and Substitute Teacher Collective Bargaining Agreements provide that the January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 2, given that January 1 is a Federal Reserve Bank Holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2014, i.e one would pay income tax on 13 months’ wages in 2014. Confirmation of the deposit for teachers will be distributed at each person’s work location on January 5, the day school resumes. For substitute teachers, verification will be on or about January 5.

Members of MTI’s Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units’ paychecks will be directly deposited on December 26. Confirmation of the deposit will be distributed at each person’s work location on January 5.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.

Sabbatical Leave applications for either the first semester of the 2014-15 school year or for the entire school year are due in the MTI Office by 5:00 p.m., February 1.

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.

(Note: Contract deadlines which occur on weekends will be extended to the following Monday.)

In Memoriam - Roy Fortune

Roy Fortune was a teacher and MTI leader, serving on the Bargaining Committee and as Faculty Representative at Orchard Ridge (now Toki) Middle School. He passed away on November 17, 2014. To honor his dedication to his students, his profession and to his Union, his daughter Lisa contacted MTI to establish a memorial contribution in his name to the MTI Solidarity Fund, which is used to assist members with financial hardship. During her call to MTI, Lisa recalled being in elementary school in 1976, when her father helped organize and lead MTI’s teacher strike in January of that year, an action that is not only memorable to her, but also to the thousands of MTI members who have since benefitted from that brave action. Read Roy’s obituary. http://www.garfieldcares.com/obituaries/obituary-listings?obId=363766#obituaryInfo

One can make a donation to MTI's Solidarity Fund, in Roy’s name, by sending it to MTI (821 Williamson St., Madison, 53703). Please reference Roy’s name in association with your donation.

Our Union Makes Us Strong!

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The Americans With Disabilities Act

The federal Americans with Disabilities Act (ADA) prohibits discrimination on the basis of one’s disability. The law requires that reasonable accommodations be provided by one’s employer to enable a person with a disability to participate as fully as possible in their employment environment(s).

In 2008, Congress passed amendments to the ADA Act of 1990. The amended Act became effective on January 1, 2009. The improved Americans with Disabilities Act as Amended (ADAAA) clarifies who is covered under the law. The changes were made in response to federal appellate court decisions that continually narrowed ADA protections by imposing ever higher, more onerous standards on employees to meet the qualification standards under the original ADA.

The revised definition of “disability,” created with the 2008 amendments, more broadly encompasses disabilities that substantially limit a major life activity. Congress clarified the definition of a disability to state that, “An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability”; and, “An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.”

The amended language also provides that mitigating measures, including assistive devices, auxiliary aids, accommodations, medical therapies and supplies, (other than eye glasses and contact lenses) have no bearing in determining whether a disability qualifies under the law.

The purpose of the 2008 amendments is to make it easier for an employee seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADAAA.

MTI staff have assisted many members with ADA issues. Anyone with questions regarding or seeking assistance with such issues, should contact MTI Assistant Director Eve Degen (degene@madisonteachers.org) at MTI Headquarters.

Adopt-A-Teen Campaign

MTI member Liz Donnelly (Elvehjem) is requesting donations for an Adopt-A-Teen program in concert with Briarpatch Youth Services. In addition to her work as a full-time 4K teacher Liz also works as an independent consultant for Arbonne. Donations to this campaign will help provide skin and hair care products for the winter months to a group of Madison-area teenage girls who participate in a peer support group called “Choices,” through Briarpatch. All products will be purchased at cost, which is a 35% discount from regular prices, and provided to the girls free of charge.

To support Liz in this campaign, contact her by phone or e-mail (lizgrad01@hotmail.com / 608-215-7764) and provide her with the following information:

- Name, Phone Number, Email Address
- How much you’d like to donate.
- Preferred payment method: Cash, Check or Credit Card

Checks should be made payable to Liz Donnelly. She will contact you to get credit card info and/or arrange for drop off or pick up of cash/check. The deadline to contribute is Monday, December 8. Thank you for supporting Madison-area efforts to bolster the lives of young people facing hardships.

Click and Shop Union:
Affirm Your Values for the Holidays

Union-made goods and services are now available online for the public to view and buy. The Union Label & Service Trades Department of the AFL-CIO web site features all Union-made gifts. Americans will spend $1 trillion by December 1. Imagine the impact if just a fraction of those dollars goes towards products made by our Union brothers and sisters. Current offerings include clothes, shoes, computers, greeting cards, housewares, sports equipment, toys and games. Millions of good family-supporting jobs have disappeared from the U.S. economy. You can save money and jobs by looking online for “Union-made Products” or “AFL-CIO Union Products.” Take a stand and make a difference! Support good jobs by buying Union-made goods and services when holiday shopping. Solidarity!

2014 Combined Campaign a Success

Thank you to everyone who donated to the Combined Campaign this year. Special thanks to all of the wonderful school and work site volunteer coordinators who helped spread the word and collect contributions. So far, electronic contributions total over $23,000, with more pledges still coming in. Although the Campaign officially ended on November 21, donations are still being accepted. Under MTI’s various Collective Bargaining Agreements, one can make a contribution, at any level, through payroll deduction. For more information, contact Eve Degen (degene@madisonteachers.org) at MTI.

December Calendar of Events

- Monday, December 1, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Monday, December 8, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, December 9, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Wednesday, December 10
  EA-MTI Building Reps - CANCELLED
- Thursday, December 11, 4:15 p.m., MTI
  MTI Special Education Sub-Committee
- December 22 - January 2: WINTER BREAK

Wear MTI RED on Mondays, MTI LANYARDS everyday, and sport your “I VOTED MTI” pin!
MTI’s Successful Recertification Speaks Volumes

The Act 10-mandated recertification results speak loudly about how highly MTI members value their Union. While totals are still being gathered and analyzed, preliminary results reveal 6 work sites where 100% of those assigned voted; another 27 work sites where over 80% voted; with 17 over 90%.

Tremendous Union support was illustrated not only by the high number of votes cast, but the almost NON-EXISTENT negative showing. Votes against recertification, among those voting, were only .015 in the teacher bargaining unit; .01 in the educational assistant (EA-MTI) unit; .055 in the clerical/technical (SEE-MTI) unit; and .02 in the substitute teacher (USO-MTI) unit. There were ZERO negative votes in the security assistant (SSA-MTI) bargaining unit.

The high turnout is not only a credit to the Union’s credibility among its members, but also of the hard work of Member Organizers in carrying the message to members of the importance of voting.

Teacher Retirement and TERP
Deadline February 15

In order for one to be eligible for the MTI-negotiated Teacher Emeritus Retirement Program (TERP), he/she must be a full-time teacher, at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, Sharon Hennessy at 663-1795.

MTI was successful in negotiations for the 2014-15 and 2015-16 Contracts in negotiating a guaranteed continuance of TERP. Thus, MTI members can be assured that TERP runs through 2016 and not feel pressured into retirement before they are ready.

MTI Assistant Director Doug Keillor is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

FMPS: Funding Educators’ Dreams to Reality

The Foundation for Madison’s Public Schools (FMPS) and the William T. Evjue Foundation are offering grants up to $25,000 to help educators turn their ideas into a reality. The 2015-2016 Foundation for the Future Grants has two categories: Collaborative and Staff. Collaborative grants will range from $10,000-$25,000 each and ideally involve an entire school, multiple schools, multiple departments/grade levels within a school, or community partners. Staff grants will not exceed $10,000 and do not need to demonstrate collaboration with other schools, departments, grades or community partners.

The Foundation for the Future Grants allow educators to implement creative programs they feel are in their students’ best interest, giving them the tools they need for success. Applications for 2015-16 are available on the Foundations website (www.fmps.org) and are due January 13.
Educational Assistants (EA-MTI) and Personal Leave

Educational assistants may receive up to **two unpaid personal leave days per school year** in at least one-half (½) day increments. Requests are submitted to the school principal for approval. Educational assistants are advised to request any unpaid time off sufficiently in advance so that the principal is able to plan for the absence. Pursuant to Section VI-E of the EA-MTI Contract, EAs may also request longer term leaves of absence with 30 days advanced notice. Absences are for the remainder of the semester unless mutually agreed otherwise. Anyone with questions regarding personal leave days should contact Eve Degen (degene@madisonteachers.org) at MTI Headquarters.

January Paycheck

MTI’s Teacher and Substitute Teacher Collective Bargaining Agreements provide that the **January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 2, given that January 1 is a Federal Reserve Bank Holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2014, i.e. one would pay income tax on 13 months’ wages in 2014. Confirmation of the deposit for teachers will be distributed at each person’s work location on January 5, the day school resumes. For substitute teachers, verification will be on or about January 5.**

Members of MTI’s Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units’ paychecks will be **directly deposited on December 26.** Confirmation of the deposit will be distributed at each person’s work location on January 5.

MTI Cares: Looking for Committee Members & Outreach Activists

**MTI Cares**, the outreach committee created to help bring a united front of MTI members to causes benefiting Madison’s children and families, is seeking MTI members to work on projects to support.

MTI members who have an idea for a project and would be willing to shepherd it with the committee, are asked to join the **MTI Cares Team.** The Committee meets about once a month, with additional meetings as necessary to plan events. More members will increase the likelihood that **MTI Cares** can continue to accomplish its good work for the community.

Campaigns that **MTI Cares** has supported over the past year include:

- **MTI Bowl-A-Thon** – Raised over $11,000 for the Briarpatch Youth Services (Teen Homelessness);
- **Boy’s and Girls Club Bike Fundraiser** – Raised over $2,000 in pledges;
- **MTI/MMSD Second Harvest Food Drive** – Raised the 3rd most of all drives in Dane County;
- **Santas Without Chimneys** – Autonomous Solidarity Organization Holiday Toy/Clothing Drive;
- **Backpacks for Success 100 Black Men of Madison** – MTI member volunteers;
- **Solidarity Event at the Willy Street Fair** to benefit the Wil-Mar Community Center.

To join or to find out how to participate in **MTI Cares**, contact MTI staff representative Jeff Knight (knightj@madisonteachers.org / 257-0491) or **MTI Cares** Chair Kerry Motoviloff (motoviloff@att.net).

December Calendar of Events

- **Monday, December 8, 5:00 p.m., Doyle Room 103**
  - BOE Operations Work Group
- **Tuesday, December 9, 4:15 p.m., MTI**
  - MTI VOTERS Political Action Committee
- **Wednesday, December 10**
  - EA-MTI Building Reps - CANCELLED
- **Thursday, December 11, 4:15 p.m., MTI**
  - MTI Special Education Sub-Committee
- **December 22 - January 2: WINTER BREAK**

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Kudos to MTI and Others on Recertification

In a recent article blog, well-known defender of public schools and education expert, Diane Ravitch, writes, “For their steadfastness, courage, and consistency in fighting a governor who hates not only unions but public education, I place the teachers of Wisconsin on this blog’s honor roll. Scott Walker is a model ALEC (American Legislative Exchange Council) governor, ready to do whatever corporations want, while failing to care for the children of the state. If only he would listen to the teachers of Wisconsin instead of ALEC, the Koch brothers, and big corporations in pursuit of tax cuts, he could secure the future of his state.”

Ravitch goes on to quote a recent The Capital Times’ editorial, which describes teachers’ unions as “vital defenders of public education” and describes Act 10 as “Walker’s anti-union initiative, [which makes it] virtually impossible for organized labor to function in Wisconsin by, among other things, requiring that every public worker union in every workplace must go through a process of recertification every year.” The editorial then points out, “But Walker did not count on one thing, Wisconsin teachers like and respect their unions enough to thwart Walker’s anti-labor strategies... In Madison, where the Madison Teachers Inc. union has played a leading role in opposing Walker’s anti-labor agenda, the pro-certification votes have been overwhelming.” The Capital Times’ editorial concludes by saying, “Of course, unions will remain under assault in Walker’s Wisconsin. But Walker is spending more and more of his time preparing to abandon Wisconsin and begin a presidential run that is likely not just to embarrass the governor but also to expose his failure nationally and in Wisconsin. Eventually, Walker will be gone, and Wisconsin will again elect a governor who reflects the best of our values and our hopes.... It is vitally important that, when Walker is gone, Wisconsin’s rich legacy of supporting public teachers and public education remains - along with the unions that fight to maintain that legacy.”

EA’s: Demand Your Lunch Time!

The EA-MTI Collective Bargaining Agreement, Section VI-J, provides “Educational assistants working four (4) or more hours per day shall be provided one-half (½) hour unpaid duty-free lunch.” There is no equivocation. One working four or more hours shall be provided a duty-free lunch break. Even if one is on a morning-long field trip, one still has the right to take a duty-free lunch.

Unfortunately, some members of MTI’s EA unit have a schedule created which encourages them to work through the lunch period. Agreeing to work such a schedule undercuts this hard-earned right. If you have had a schedule created which requires you to work through your lunch, demand it be redone. Members with questions should contact Assistant Director Eve Degen (degene@madisonteachers.org).

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Santas Without Chimneys

MTI Cares encourages MTI members to participate in Santas Without Chimneys, a project for Madison’s homeless children. The effort is organized by the Autonomous Solidarity Organization (ASO) which was developed by participants in the 2011 Wisconsin Uprising.

Every night, over 1,000 children in the greater Madison area go to sleep without permanent shelter. These children worry that Santa might not visit, because he has no chimney to slide down. Santas Without Chimneys is an annual event designed to raise awareness of the impact of poverty in our communities, and deliver personalized gifts DIRECTLY to children in need.

If you’re interested in donating or volunteering, visit the website: http://www.santaswithoutchimneys.org/ and volunteer in any way you can. One can register for specific gifts based on “wish lists” or you can make a cash donation. All donations will go to this project.
Reminder - January Paycheck

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Members of MTI’s Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units’ paychecks will be *directly deposited on December 26.* Confirmation of the deposit will be distributed at each person’s work location on January 5.

DPI Licensing Updates – Check your License Expiration

DPI accepts license applications online only. It is important for you to review the expiration date of your license and prepare for renewal. If your license expires, you are in jeopardy of losing your teaching contract or you may be restricted from substitute teaching in Wisconsin public schools. It is your responsibility to know your license expiration date and prepare any materials for renewal. *Licenses typically expire at the end of June.* The DPI Licensing website provides a license look-up tool that will allow you to review your current license(s) and their expiration date(s).

Additional information regarding the license renewal process can be found at: [http://tepdl.dpi.wi.gov/licensing/elo](http://tepdl.dpi.wi.gov/licensing/elo).

Important February Deadlines

*Salary Advancement Credit* for passage over a salary barrier or for salary track advancement, *effective with the beginning of the second semester,* are due in the office of Human Resources by 5:00 p.m., *February 1.*

*Sabbatical Leave applications* for either the first semester of the 2015-16 school year or for the entire school year are due in the MTI Office by 5:00 p.m., *February 1.*

*Teacher Retirement and Teacher Emeritus Retirement Program (TERP)* enrollment applications are due in the office of Human Resources by 5:00 p.m., *February 15.*

(Note: Contract deadlines which occur on weekends will be extended to the following Monday.)

Knowing Our History

The *Wisconsin Labor History Society* has announced that its annual *High School Essay Contest* is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because...”

Submissions must be postmarked on or before February 13, 2015. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at [www.wisconsinlaborhistory.org](http://www.wisconsinlaborhistory.org).

Winter Break/MTI Office Closed

This will be the last *MTI Solidarity* for 2014. MTI wishes everyone a safe, enjoyable and relaxing winter break. *When you wonder “who cares,” rest assured that your Union cares.* The MTI Office will be closed on December 24, 25, 26, 31 and January 1.

December Calendar of Events

- **Monday, December 15, 6:00 p.m.,** Doyle Auditorium
  BOE Regular Meeting
- **December 22 - January 2:** WINTER BREAK
- **Monday, January 12, 4:30 p.m.,** MTI
  MTI Board of Directors
- **Tuesday, January 13, 4:15 p.m.,** MTI
  MTI VOTERS Political Action Committee
- **Monday, January 19,** Martin Luther King Jr. Day

Wear *MTI RED* on Mondays, *MTI LANYARDS* every day, and sport your “I VOTED MTI” pin!
Divide and Conquer Part II: “Right to Work” is Dead Wrong

Buoyed by the election which provided Republican majorities in both the Assembly (+27 majority) and the Senate (+5 majority), conservative anti-worker/anti-union legislators have announced that they will introduce Right to Work legislation when the January session begins. Right to Work laws limit collective bargaining, make it easier to outsource jobs and cut wages and benefits. Their plan was to do this in 2012, but legislators were worried that it was too soon after the 2011 protests against Act 10, and would cause public backlash. On average, workers in Right to Work states earn $7,030 a year less, according to the Congressional Research Service (6/20/12), and the rate of workplace deaths is 52.9% higher. Workers in Right to Work states are even more likely to be uninsured (16.8%, compared with 13.1% overall).

Governor Walker’s Act 10 has already done great damage to Wisconsin’s public sector workers and the economy. Act 10 has been described as “Right to Work on Steroids.” But now, the far-right is coming after the 13% of Wisconsin’s private sector workers who have the benefit of union representation. And it is because CEOs and company owners care more about big business and profits than they do about workers who create them. And, middle class families become struggling families. Right to Work will surely shrink the middle class.

Despite its misleading name, such a law does not guarantee anyone a job and it does not protect against unfair firing, i.e. it provides NO “right to work”. Rather, a Right to Work law prohibits employers and employees from negotiating an agreement — also known as a union security clause — that requires all workers who receive the benefits of a collective bargaining agreement to pay their share of the costs of the Union in representing them. A Right to Work law mandates that unions represent every employee, whether or not he or she pays Union dues. In other words, such laws enable workers to pay nothing and still get the benefits of union membership. Imagine if a Madison resident, who sends their children to MMSD schools, but can opt out of paying property taxes to finance the schools.

A Right to Work law compels dues-paying members to subsidize the cost of representation for those who opt not to pay. If a worker who is represented by a union and doesn’t pay dues is fired illegally, the Union must use resources from dues-paying members to defend the non-member even if that requires going through a costly, time-consuming litigation.

Right to Work laws don’t benefit workers. By weakening unions, the law weakens workers’ ability to bargain. Worker rights, such as the ability to take time off to take one’s children or even one’s parents to receive medical care.

To color their anti-worker proposed legislation, Republican lawmakers call it “Workplace Freedom.” As Governor Walker said in 2011, Act 10 would pass because their strategy enabled them to “divide and conquer” union members. Right to Work is more of the same. It weakens working people. Real workplace freedom would enable workers to organize into unions if the majority wish to do so. State Representative Andy Jorgensen says a Union is “…run just like America, where the majority rules … and if the majority of the workers don’t want to have a union anymore, you can take a vote to decertify. It’s a democracy. It’s a freedom we now enjoy.” Jorgensen added that the proposed Right to Work legislation is just “another attempt by the Republicans to break unions.”

A decade after Right to Work passed in Oklahoma, bitterness remains and there is animosity between workers. And unemployment in Oklahoma has increased from 3.7% to 5.1% since the passage of Right to Work. Such legislation is being promoted by Americans for Prosperity, a Koch Brothers organization, which recently opened an office in Madison. The Koch Brothers own several Wisconsin businesses, including Quilted Northern tissue, a division of Koch Brothers’ Georgia Pacific. They gave Governor Walker $8 million during the recall election.

School Privatization Exposed

MTI has sent The Progressive Magazine to each MTI Faculty Representative, as well as to the Board members of all five MTI bargaining units and MTI Bargaining Committee, to enable easy access by any interested member. The Progressive has published in the December-January issue a broad and detailed analysis of the attempts by numerous monied people/corporations to privatize public education to pad their own wallets.

The referenced issue of The Progressive was promoted by an animated video “Profitship Learning.” It is a takeoff on the for-profit Charter Schools, Rocketship, which are springing up across the country; this fall in Milwaukee, causing significant loss in revenue to Milwaukee schools.

A video link is also available from any MTI Faculty Representative, or on MTI’s webpage www.madisonteachers.org.

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Behavior Education Plan: Opportunity for Feedback

The opportunity to provide one’s opinion to the District’s Behavior Education Plan (BEP) is possible online, as well as the opportunity to offer suggestions, successes and promising practices. One can also submit questions regarding the Plan. Individuals can complete this form anonymously, or include contact information if they would like a response by the District to their submission. It is important to note that:

- If staff are logged in to the MMSD website, the submission will not be anonymous, as it automatically includes the staff member’s B-number. For it to be anonymous, one must be logged out.
- Keep in mind also that this is a District feedback form with the information one provides being shared with the District representatives.

This information will be reviewed weekly by members of the MMSD Behavior Education Leadership Team, which includes Mike Hertting, John Harper, Leia Esser, Luis Yudice, Joseph Hill, and Mara McGlynn. It will inform communication, professional learning, and considerations for annual policy revision.

This feedback will also be shared with members of the Joint MTI-MMSD Safety/Discipline Committee which will be meeting regularly to discuss issues of school safety as well as the implementation of and compliance with the BEP.

The form can be found via a link on MTI’s webpage at www.madisonteachers.org.

Martin Luther King, Jr. Holiday January 19

As a result of MTI’s successful negotiations several years ago, all District employees now have a paid holiday, a day off, in recognition of the accomplished civil rights leader Martin Luther King, Jr. Given the terms of MTI’s various Contracts with the District, members of MTI’s teacher, educational assistant, clerical/technical and school security assistant bargaining units will be paid for the day. MTI encourages members’ observance of this important holiday which signifies the importance of Dr. King’s legacy.

“The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief to the destitute, and above all new wage levels that meant not mere survival, but a tolerable life.”

Dr. Martin Luther King, Jr.

Position Postings for Teacher & SEE Unit Online Only Beginning January 12

The District has determined to stop posting printed versions of vacancy postings for TEACHER and SEE-MTI bargaining unit positions effective January 12, 2015. The last printed vacancy postings will be January 9, 2015. After that date, vacancy postings will only be available online. Directions on how to access the postings will be printed and placed in buildings where the printed postings currently appear.

Instructions on how to access the postings for INTERNAL (current staff) CANDIDATES is available on the MTI website http://www.madisonteachers.org/vacancy_postings/

EA-MTI and SSA-MTI vacancies will continue to be printed and posted per each unit’s Collective Bargaining Agreement. MTI’s Teacher and SEE unit Contracts do not expressly require postings to be “printed,” only that they be posted.

Calendar of Events

- Monday, January 6, 5:30 p.m., Doyle, Room 103
  BOE Instruction Work Group
- Monday, January 12, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, January 12, Doyle, Room 103
  BOE Special Meeting, 5:00 p.m.
  BOE Operations Work Group, 6:30 p.m.
- Tuesday, January 13, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Wednesday, January 14, 4:15 p.m., MTI
  EA-MTI Building Representatives
- Monday, January 19, Martin Luther King Jr. Day

Wear MTI RED on Mondays, MTI LANYARDS every day, and sport your “I VOTED MTI” pin!
Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1. (See MTI’s Teacher Collective Bargaining Agreement, Section III-G & H.)

Sabbatical Leave applications for either the first semester of the 2015-16 school year or for the entire school year are due in the MTI Office by 5:00 p.m., February 1. (See MTI’s Teacher Collective Bargaining Agreement, Section VI-E.)

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15. (See MTI-negotiated Memorandum of Understanding.)

MTI Contracts and Memoranda are also available at www.madisonteachers.org.

(Note: Contract deadlines which occur on weekends will be extended to the following Monday.)

Professional Development Days February 6 & March 13

The days formerly designated in MTI’s Collective Bargaining Agreement as WEAC and SWEIO Convention Days are now District Professional Development (PD) Days, thanks to Governor Walker’s Act 10. 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 District students on February 6 and March 13. Elementary teachers shall attend one-half day of PD and shall receive individual planning time for the other one-half of the day. High school and middle school teachers will participate in whatever PD activities have been planned for their respective schools on such days.

Secondary 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, the District’s director of PD.

Educational Assistants are required to attend PD only if the District provides notice at least three (3) weeks prior to each PD day. If the PD is not mandatory, the EA- MTI 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.

School Security Assistants are required to attend PD days only if the Security Coordinator provides notice no later than five (5) weeks prior to the PD day. If the PD is not mandatory, each SSA must notify the Security Coordinator no later than four (4) weeks prior to the PD whether she/he will be attending.

Opportunity for Involvement: The University League Invites You to Become a Member

For nearly 115 years, The University League of University of Wisconsin-Madison has provided opportunities for people with similar interests to get together to learn, to share information, and to form lasting friendships through interest groups, volunteer groups, social gatherings and scholarship benefits. They give more than $100,000 annually for UW-Madison student scholarships via their 501(c)(3) non-profit organization. The current president, Kay Jarvis-Sladky, is a retired MTI member.

The University League welcomes those interested. One does not need to be a graduate of, or a faculty member of, the UW or any of its university systems. For more information about The University League, its activities, and membership see www.univleague.wisc.edu.

Our Union Makes Us Strong!
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MTI’s email - MTI@madisonteachers.org
Dues and Taxes

When calculating one's income tax, a Union member may use Union dues as a deduction, subject to the 2% IRS code reduction. If one itemizes deductions, dues, with the exception of that which is used to support the Union’s political action program, are deductible. The amount of each bargaining unit’s political action contribution, which can be found below, should be subtracted from the annual amount of dues. Those in the MTI, EA-MTI, SEE-MTI and SSA-MTI bargaining units who elect not to become members are required to make fair share contributions because of MTI's obligation to represent them in employment matters and because they receive all of the rights and benefits of the Collective Bargaining Agreement. Such individuals do not pay into MTI's political action committee. Premiums paid for health/dental insurance and Union dues for 2014 are listed on each employee's last payroll check stub in 2014.

MTI - Teachers who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2014 (January through December) paid dues/fair share in the amount of $1,092.96. Of that amount, $285 was for WEAC, $182.30 for NEA, $595.90 for MTI, and $29.76 for MTI VOTERS (MTI's political action committee). Because of wide variances, teachers employed under part-time contracts should check their last payroll check stub in 2014 for the correct amount to use in calculating their taxes.

Addenda B & H - Employees who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2014 (January through December) paid dues/fair share in the amount of $867.61. Of that amount, $142.14 was for WEAC, $102.69 for NEA, $593.15 for MTI, and $29.63 for MTI VOTERS (MTI's political action committee). Because of wide variances, employees under part-time contracts should check their last payroll check stub in 2014 for the correct amount to use in calculating their taxes.

EA-MTI - Members of MTI's educational assistant collective bargaining unit (EA-MTI) who worked full-time paid dues/fair share in the amount of $180.86, of which $8.60 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $90.43, of which $4.30 was for MTI VOTERS.

SEE-MTI - Members of MTI's clerical/technical bargaining unit (SEE-MTI) who worked full-time paid dues/fair share in the amount of $308.42, of which $14.72 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $154.18, of which $7.30 was for MTI VOTERS.

SSA-MTI - Members of MTI’s school security assistants bargaining unit (SSA-MTI) who worked full-time paid dues/fair share in the amount of $303.72, of which $14.47 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $151.85, of which $7.21 was for MTI VOTERS.

USO-MTI - Members of MTI's substitute bargaining unit (USO-MTI) paid dues/fair share in the amount of $173.60, although substitutes pay dues only in the months in which they work. Substitute teachers who wish to know what they paid in dues/fair share should check their last payroll check stub in 2014.

Retiree Health Insurance

In MTI’s 2009-11 Contract negotiations, a significant gain was made for retirees, including future retirees. It was agreed that one’s MTI-negotiated Retirement Insurance Account can be used to pay the premiums for group health insurance plans other than the group health insurance plans which are part of the MTI/MMSD Collective Bargaining Agreement. This means that one can use their RIA to pay for coverage they have under their spouse’s/partner’s employer or other group or Medicare supplement plans. Caution: HMOs only provide emergency coverage outside their service area. See Contract Section VII-G-6-f for details.

Calendar of Events

- Monday, January 12, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, January 12, Doyle, Room 103
  BOE Special Meeting, 5:00 p.m.
  BOE Operations Work Group, 6:30 p.m.
- Tuesday, January 13, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Wednesday, January 14, 4:15 p.m., MTI
  EA-MTI Building Representatives
- Monday, January 19, Martin Luther King Jr. Day
- Tuesday, January 20, 4:15 p.m., MTI
  MTI Special Education Sub-Committee
- Wednesday, January 21, 4:15 p.m., MTI
  USO-MTI Board of Directors
- Friday, January 23, Semester Ends
- Monday, January 26, Doyle, Mdaniels Auditorium
  BOE Regular Meeting, 6:00 p.m.

Wear MTI RED on Mondays, MTI LANYARDS every day, and sport your “I VOTED MTI” pin!
Governor and Legislature Threaten Public Schools

What did the people lose by failing to get to the polls last November? Among the valued possessions which could be lost is the very heart of every community - their public schools.

It has been a long, well-planned attack. In 1993, in an action against their own philosophy; i.e. decisions by government should be made at the lowest possible level, the Republican Governor and Legislature began actions to control local school boards. They passed Revenue Controls on school boards to limit how much they can increase taxes. This in itself caused harm by instructional materials and textbooks becoming out-dated. School Boards had to make choices between providing “current” materials and texts, or small class sizes to enable optimum learning. Eventually, the legislated revenue controls caused a double-whammy - out-dated texts & materials and an increase in class size, because of layoffs caused by the legislated revenue controls.

Next, the Governor & Legislature enabled vouchers so those who choose to send their children to private or religious schools can use “vouchers” which cause the public school, where the child could attend, to forfeit public/tax funds to pay for the child to attend the private or parochial school.

With revenue controls crippling the means to provide the best quality education and adequate financial reward for school district employees; and vouchers taking another big chunk, Wisconsin’s Governor and Legislature say of the schools that they have been starving to cause their failure, now, because of your failure, we will close your schools and convert them to for-profit private charter schools. This plan is to appease the Koch Brothers and others, who provide large sums to buy the elections of those promoting these privatization schemes.

Assembly Bill 1, in the 2015 Wisconsin legislative session, is designed just to do what is described above, and it is on the fast-track for approval, just as Act 10 was a few years ago. If it is not stopped, it will rip the heart out of every community - the public school will be gone, as will quality public education for all of Wisconsin’s children. The smaller the community, the bigger the harmful impact on Wisconsin’s towns and villages because of AB 1.

Call your Assemblyperson and Senator today. Say NO to AB 1. We, the people of Wisconsin, cannot afford the destruction of our public schools.

Ballots Sent for SEE-MTI Board Elections; Nominations Needed for Central Administration Positions

Ballots have been sent out for the SEE-MTI Board of Directors’ positions that expired on December 31, 2014. Nominated are the following: Former President Travis Grover for President; incumbent Larry Palm for Vice-President; incumbent Jane Ninmann for Secretary; incumbent Ann Jessee-Schwabe for Elementary Representative and Elizabeth Contrucci for Middle School Representative. All positions are uncontested. Ballots must be returned to MTI by January 26, 2015, with the newly elected leaders being seated at the February 4 SEE-MTI Board Meeting.

Nominations are also being solicited for two Central Administration SEE-MTI Board positions recently vacated. If you are a SEE-MTI member assigned to Central Administration and interested in representing your co-workers on your Union’s Board of Directors, nominations are due by the February 4 SEE-MTI Board meeting. Much important work needs to be done this year including work on the Joint Committee to develop the Employee Handbook which will replace the Collective Bargaining Agreements when they expire in June, 2016. You continue to have a voice, make it heard.

MTI Endorsements for Spring Election

MTI’s Political Action Committee, MTI-VOTERS, interviewed candidates for Board of Education, Mayor, Supreme Court and Circuit Court on January 13, as regards this spring’s election. The primary election will be held February 17 and the general election April 7.

An e-mail has been sent to MTI VOTERS’ members (contributors to fund MTI’s political action) to enable them to vote on the Committee’s recommendations. Voting will be via electronic ballot. A link to the survey is available on the MTI website under “Important Information - Spring 2015 Endorsement Ballot”. Those for whom MTI has a personal email address do not need a password. However, a password is required to access the ballot on the website. Contact MTI (257-0491 or mti@madisonteachers.org), or contact an MTI Faculty Representative, EA-MTI Building Representative, or member of the MTI, SEE-MTI, EA-MTI or SSA-MTI Board of Directors for the password.

Balloting closes Friday, January 23, at 5:00 p.m.
Important February Deadlines

**Salary Advancement Credit** for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1**. (See MTI’s Teacher Collective Bargaining Agreement, Section III-G & H.)

**Sabbatical Leave applications** for either the first semester of the 2015-16 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1**. (See MTI’s Teacher Collective Bargaining Agreement, Section VI-E.)

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15**. (See MTI-negotiated Memorandum of Understanding.)

MTI Contracts and Memoranda are also available at [www.madisonteachers.org](http://www.madisonteachers.org). (Note: Contract deadlines which occur on weekends will be extended to the following Monday.)

“**Our Song**” Celebrates 100 Years

In 2011, hundreds of thousands joined the MTI led protests against the Right-wing proposed destruction of collective bargaining for Wisconsin’s public workers. Wisconsin was the first state to pass legislation enabling public sector bargaining. As the protests got underway and continued for months – and years following via the Solidarity Sing-Along – spirits rose when the crowd burst into **SOLIDARITY FOREVER!** Last Saturday was the 100th anniversary of the great song, which has solidified the movement of police, firefighters, auto workers, teachers, clerical workers, educational assistants, security staff, substitute teachers, longshoremen, teamsters, and others as they stood their ground demanding social and workplace justice, safe working conditions, a living wage, insurance and retirement benefits. And together - through union - working people have been successful.

**SOLIDARITY FOREVER!** was written in 1915 by Chicago activist and cartoonist Ralph Chaplin. Anyone wanting a little excitement in their day should Google Chaplin, Pete Seeger or “**SOLIDARITY FOREVER!**”.

Cold Weather Update

As staff continue to endure the Arctic chill which has invaded Madison over the last several weeks, MTI has received many phone calls about cold classrooms and heating malfunctions in District schools. MTI advises staff to initially contact their school principal and head custodian when there is a heating issue; in many cases, the principal is already working with the school custodial staff to rectify the problem. In cases where it is determined that there is a larger malfunction, such as a non-functioning blower fan or a pump breakdown, the custodian may already also be working with the District’s Building Services Department. Members should also feel free to call or email MTI ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) to report ongoing heating or other building issues. The Union is glad to intercede and advocate for Union members regarding cold classrooms and other building conditions.

Although there is no district-wide policy regarding cold weather and recess, the practice is to keep students indoors if the wind chill is lower than minus ten (-10). Decisions are generally made at each school site. Sending or not sending children outside can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises staff to work with their school principal on this issue, and contact MTI with concerns. National Weather Services’ wind chill chart: [www.nws.noaa.gov/om/windchill/images/windchillchart3.pdf](http://www.nws.noaa.gov/om/windchill/images/windchillchart3.pdf).

Wear Your MTI Red & Show Solidarity

MTI has various styles and sizes of **Solidarity!** shirts: a long-sleeved cotton/poly blend button-down shirt ($25); a short-sleeved soft/poly polo shirt ($15); the traditional MTI t-shirt with logo front and back ($10); and the MTI sweatshirt ($35). Members can stop by the MTI office any time to purchase MTI gear, order through an MTI Faculty Representative or call/email MTI.

Wear **MTI RED** on Mondays & **MTI LANYARDS** every day!

Calendar of Events

- **Monday, January 19, Martin Luther King Jr. Day**
- **Tuesday, January 20, 4:15 p.m., MTI**
  MTI Special Education Sub-Committee
- **Wednesday, January 21, 4:15 p.m., MTI**
  USO-MTI Board of Directors
- **Friday, January 23, Semester Ends**
- **Monday, January 26, Doyle, McDaniels Auditorium**
  BOE Regular Meeting, 6:00 p.m.

Our Union Makes Us Strong!

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MTI Contracts and Memoranda are also available at www.madisonteachers.org. (Note: Contract deadlines which occur on weekends will be extended to the following Monday.)

ERRATA - Dues & Taxes

Last week’s MTI Solidarity! newsletter contained an error for MTI’s Teacher Contract Addendum B (Therapy Assistants, Interpreters, Braillists, Science Materials Specialists, Special Needs Nurse) & Addendum F (BRS) employees, educational assistants and school security assistants. The following dues amounts should be used by those employees when calculating one’s income tax for 2014.

Addenda B & F - Employees who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2014 (January through December) paid dues/fair share in the amount of $972.68. Of that amount, $159.52 was for WEAC, $115.57 for NEA, $664.40 for MTI, and $33.19 for MTI VOTERS (MTI's political action committee). Because of wide variances, employees under part-time contracts should check their last payroll check stub in 2014 for the correct amount to use in calculating their taxes.

EA-MTI - Members of MTI's educational assistant collective bargaining unit (EA-MTI) who worked full-time paid dues/fair share in the amount of $201.98, of which $9.60 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $100.99, of which $4.80 was for MTI VOTERS.

SSA-MTI - Members of MTI’s school security assistants bargaining unit (SSA-MTI) who worked full-time paid dues/fair share in the amount of $340.21, of which $16.21 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $170.10, of which $8.08 was for MTI VOTERS.

MTI Bowl-A-Thon

Sunday, April 12 - Save the Date!

MTI Cares is planning the 2nd Annual MTI Bowl-A-Thon to benefit Briarpatch Youth Services’ Teen Homeless Shelter. The event will take place on Sunday, April 12, 2015 from 12:30 p.m., at Dream Lanes in Madison. Last year, with the help of 150 bowlers, countless donors and over 30 business and labor sponsors, MTI members donated over $11,000! We also had a lot of fun and learned some things to improve the event this year.

Once again, we’re looking for sponsorships and donations from local businesses. If you know of one that would be willing to sponsor this event, please see the MTI website. This year, we’ll be holding a silent auction with donated items. If you can donate hand-made craft items or anything of value to auction off for the Briarpatch Shelter, please see the MTI website.

This year, you must register as a team of 5-6 bowlers. A team does not need to consist of MTI Members. This will be a family-friendly event. Each team will then occupy one lane. Sign-ups will be first come, first serve until all lanes are full. Sign-up information is also on the MTI website under the Bowl-A-Thon Icon (www.madisonteachers.org/bowl-a-thon2015).

The MTI Cares Committee is also seeking volunteers to help out both prior to and on the day of the Bowl-A-Thon. If you’re interested in helping out, contact Jeff Knight (knightj@madisonteachers.org; (608-257-0491).

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
EAs/SEAs/NAs Provide an Invaluable Service to Students

Educational Assistants (EAs), Special Education Assistants (SEAs) and Nurse’s Assistants (NAs) provide direct services to children across multiple environments within Madison schools and the community. All are members of MTI’s Educational Assistant bargaining unit (EA-MTI).

MTI asks the members of all MTI bargaining units to assure that EAs, SEAs and NAs maintain the ability to work effectively and efficiently, by recognizing the importance of their roles in the educational process, and collaborating with them. EAs, SEAs and NAs do not receive planning time, so they do not get regularly scheduled time to review programs and daily classroom plans. Developing systems of communication is important. In addition, while an SEA may be primarily responsible for servicing students with IEPs, she/he may not have access to IEPs or the time to become familiar with the information contained in them. Sharing information is essential.

Wisconsin Labor History Society’s High School Essay Contest Submission Deadline February 13

Since 1983, the Wisconsin History Society (WLHS) has sponsored an annual labor history essay contest for high school students as a way of encouraging students to become more aware of Wisconsin’s rich labor history. WLHS’s 2015 essay contest invites all students in grades 9-12 to write 750 words on the topic, “Unions have been important to my family and community because....” Prizes will be awarded to contest winners from $500 for first place, $300 for second place, $ 200 for third place and five (5) $100 prizes for honorable mention.

For more information, contact Professor Harvey Kaye, UW-Green Bay (kayeh@uwgb.edu) or visit the WLHS website: www.wisconsinlaborhistory.org. Essays should be sent to Prof. Kaye, Center for History & Social Change, UW Green Bay, Green Bay, WI 54311.

MTI activist, Bargaining Committee member and Faculty Representative Laurie Solchenberger (Lincoln Elementary), who shows further leadership by including labor history in her curriculum. Laurie also serves on the Board of Directors of the Wisconsin Labor History Society.

Life Insurance: Beneficiaries Up-To-Date?

Whether one has life insurance via one of MTI’s Collective Bargaining Agreements, on a personal basis, or both, one must frequently be sure that their beneficiaries are up to date. The beneficiary is the person or persons you designate to receive your life insurance proceeds in the event of your death.

Usually, one designates a number of beneficiaries and the proceeds from their life insurance are divided equally among those individuals. One can indicate otherwise and specify a different percentage or amount to specific individuals. For instance, if one names his/her spouse as beneficiary and he or she dies before the insured and the insured has not named a new beneficiary, his/her life insurance benefits are paid to the children. If one has no children, the benefits are paid to his/her parents. If one’s parents are deceased, the benefits go to siblings, and so on. Remember that if your spouse is designated as your beneficiary and you get divorced, your ex-spouse will receive the payment unless you change your beneficiary. These illustrations are presented to remind members of the need to keep their beneficiaries current.

Children under 18 can be beneficiaries, but some special rules apply. The proceeds will be paid only to a Court-appointed guardian of the child’s estate or to a trust that has been established in the child’s name. A guardian must be someone designated by the courts to oversee the child’s finances. The guardian is not the same as someone who has custody of the child. If there is no court-appointed guardian or trust, the proceeds may be held in an interest-bearing account until the child turns 18.

Calendar of Events

- Monday, January 26, Doyle, McDaniels Auditorium
  BOE Regular Meeting, 6:00 p.m.
- Wednesday, February 4, 4:30 p.m., MTI
  SEE-MTI Board of Directors
- Thursday, February 5, 4:15 p.m., MTI
  MTI Special Education Sub-Committee
- Friday, February 6, Professional Development Day

Show SOLIDARITY! Wear MTI RED on Mondays & MTI LANYARDS every day!
Accountability Bill Really Enables STATE TAKEOVER

The January 14 hearing by the Assembly Education Committee produced ONLY ONE speaker who favored the Accountability proposal, Assembly Bill 1 (AB 1), and that was the Bill’s author, Rep. Jeremy Thiesfeldt. During his testimony, Thiesfeldt refused to name either the person or organization who asked him to introduce it, the source of the information from which the Bill was produced, or who additional sponsors of the Bill are. Much appears to have come from the far-right group, the American Legislative Exchange Council (ALEC). Thiesfeldt did say that additional COMMON CORE STANDARDS would be added to his Accountability Bill proposal, as it proceeds through the legislative process.

Major opposition was heard from DPI policy advisor Jeff Pertl who testified that if AB 1 was in effect in 2015, $587 million in State education funds would be diverted from public schools to for-profit charter schools.

Senator Dave Hansen (Green Bay) said, “Some of the special interests in the Capitol might not like that fact, but a lot of the problems we’re seeing with AB 1 could have been avoided if a more inclusive effort had been made by the author.”

PRIVATEIZATION - the goal of AB 1 was made clear in remarks by Rep. Eric Genrich (Green Bay) who said, “Today’s hearing has made clear that this most recent effort to take over certain public schools and further privatize public education is hastily and poorly crafted. This legislation is being rammed through the legislative process without giving deference to or seeking real input from the educational professionals and local school boards who serve our school kids every day.”

SEE-MTI Election Results

Election results for MTI’s Supportive Educational Employees bargaining unit (SEE-MTI) have been tabulated. Elected to the SEE-MTI Board of Directors are Former President Travis Grover for President; incumbent Larry Palm for Vice-President; incumbent Jane Ninmann for Secretary; incumbent Ann Jesse-Schwa for Elementary Representative, and Elizabeth Contrucci for Middle School Representative.

MTI Board Says Vote YES for OUR Schools!

The Board of Education has approved a referendum which will be on the ballot on Tuesday, April 7. The $41 million referendum includes $39 million for building improvements, classroom additions, and improved accessibility at 16 District schools, and an additional $2 million for upgrades to technology infrastructure. The MTI Board of Directors adopted a motion recommending that MTI members vote FOR the referendum. As state resources for education continue to decline, the District must rely on Madison residents to ensure that kids and community have adequate facilities.

“Madison Community and Schools Together” (CAST) is a public advocacy group that is working to provide information to the community about the need for this referendum. CAST needs volunteers to help. Interested MTI members should contact: madisoncast@sbcglobal.net.

More detailed information about the projects to be completed if this referendum is approved can be found on the MMSD Website at: https://buildings.madison.k12.wi.us/referendum-school-facilities.

Feedback Important on the Behavior Education Plan Survey

The MTI/MMSD Joint Safety Committee has developed and distributed a survey to collect staff feedback on the Behavior Education Plan (BEP). The survey was distributed to all school-based staff via e-mail. All staff are encouraged to provide their feedback by completing the survey by Wednesday, February 4, 2015. The MTI/MMSD Joint Safety Committee will then review the compiled survey results at their meeting on February 12. The Committee will also review the information shared via the BEP feedback form available on the MMSD webpage for the past month. The data collected will be used to inform the Central Office Behavior Education Leadership Team in designing implementation outcomes and corresponding action steps. (NOTE: survey responses are not personally identifiable.)

As with the Joint Employee Handbook Committee and the Joint Wellness Committee, the Joint Safety Committee represents MTI members’ vehicle to continue to have a collective voice represented in matters of importance. The MTI appointees to the Joint Safety Committee include Art Camosy (Memorial), Steve Pike (West), Karen Vieth (Sherman), Greg Valee (Thoreau), Katrina Ladopoulos (Crestwood), Cheryl Olson (Black Hawk) and MTI Staff Representatives Doug Keillor and Sara Bringman.
Inclement Weather & Closing School

All five MTI Collective Bargaining Agreements with the District contain provisions that deal with the impact on members when schools are closed. Given winter’s sometimes severe weather, these Contract provisions are called to the attention of those who are represented by MTI.

The pivotal Contract is that governing members of MTI’s teacher bargaining unit. Section V-K provides that should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m. Should schools be closed, teachers will be compensated for the day on their regular monthly payroll check. Section V-K of MTI’s Teacher Contract also covers therapy assistants, interpreters, science materials specialists and special needs nurses.

Bilingual Resources Specialists: BRS are governed by Addendum F of MTI’s Teacher Contract. Under this Addendum, BRS who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to makeup the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The EA-MTI Contract provides that EAs are allowed the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The SEE-MTI Contract provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a “snow day”, or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor’s approval.

SSA-MTI: The SSA-MTI Contract provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Joint Committees on Wellness & Handbook to Get Underway

In Contract negotiations, MTI and the District agreed to create two joint committees, one to develop the agreed-upon Wellness Program and the other to discuss the Act 10-mandated Employee Handbook.

The Board of Education has adopted the process for development of the Handbook, which was designed by District management, MTI, AFSCME and the Building Trades Council. The process enables collaborative development of the Handbook. The Agreement provides that the 2015-16 Collective Bargaining Agreements of the above-referenced Unions will serve as the foundation for the Handbook. The Handbook development process will begin soon, with the first draft expected to be completed in August.

The Joint Committee on Wellness will commence their work within the next two weeks, and all employees will receive a communication about the initial steps.

MTI appointees to the Joint Committee on Wellness are: Kathy Christer (SEE-MTI, Doyle), Cheryl Nelson (EA-MTI, Chavez), Amy Taebel (MTI, Lapham), Andy Waity (MTI, Crestwood), and MTI Assistant Director Doug Keillor. District appointees are: Tammy Thompson-Kapp, Irish Tirado, Jean O’Leary, Jessica Cady Barthiowew and Tony Rodriguez.

MTI will be represented on the joint committee on Handbook by: MTI President Mike Lipp, President-Elect Peg Coyne, SEE-MTI President Kris Schiltz, EA-MTI President Erin Proctor, and MTI Assistant Director Doug Keillor. Also, on the Union’s Committee are: AFSCME Staff Representatives Neil Rainford and Bob Larsen, as well as Building Trades Executive Director Dave Branson. District representatives have not yet been appointed.

Calendar of Events

- Wednesday, February 4, 4:30 p.m., MTI SEE-MTI Board of Directors
- Friday, February 6, Professional Development Day
- Monday, February 9, 4:15 p.m., SCFL Room 201B MTI Board of Directors
- Monday, February 9, 4:45 p.m., SCFL Room 201B All MTI Boards & Bargaining Teams
- Wednesday, February 11, 4:15 p.m., MTI EA-MTI Board & Building Representatives
- Thursday, February 12, 4:15 p.m., MTI MTI Special Education Sub-Committee
- Monday, February 16, TERP Deadline
- Tuesday, February 17, PRIMARY ELECTION-VOTE
- Tuesday, February 17, 4:15 p.m, SCFL Room 201C MTI Faculty Representative Council

Show SOLIDARITY!
Wear MTI RED on Mondays & MTI LANYARDS every day!
**JUST CAUSE** does not mean “just because.” It establishes standards and procedures that must be met before an employee can be disciplined or discharged. Fortunately, for members of MTI’s bargaining units, all have protection under the **JUST CAUSE STANDARDS**. They were negotiated by MTI to protect union members.

There are **seven just cause tests**, and an employer must meet all seven in order to sustain the discipline or discharge of an employee. They are: notice; reasonableness of the rule; a thorough and fair investigation; proof; equal treatment; and whether the penalty reasonably meets the alleged offense by the employee.

MTI’s various Contracts enable a review and binding decision by a neutral arbitrator, as to whether such an action by a District administrator/principal is justified. The burden of proof is on the District in such cases.

The provisions of just cause are steps every employer should be obligated to follow. Unfortunately, all administrators do not have a conscience that leads them to follow these principles. However, an MMSD administrator must follow them, because of the rights MTI members have under the Union’s Collective Bargaining Agreements.

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**MTI Endorsements for Spring Election**

The Spring primary election will be held **February 17** and the general election **April 7**. MTI endorsements are:

- Paul Soglin - Mayor
- Anna Moffit - Board of Education (Seat 1)
- Mary Burke - Board of Education (Seat 2)
- Josann Reynolds - Circuit Court Branch 2
- Shelly Gaylord - Circuit Court Branch 6
- Juan Colas - Circuit Court Branch 10
- Julie Genovese - Circuit Court Branch 13
- Ann Walsh Bradley - Supreme Court.

Mark your calendar to ensure you vote in this important election. **Each of the referenced positions are important in protecting quality education and employee rights.**

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**February & March Deadlines**

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15**.

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before **March 1 for the 2015-16 school year**. Reducing one’s contract without doing so by using this contract provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).

(Note: Contract deadlines which occur on weekends are extended to the following Monday.)
MTI Delegate to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. A term expires in March for David Fawcett (Allis). Fawcett is seeking re-election. The terms is for two years. Other nominations can be called into MTI (608-257-0491), emailed to MTI Executive Director John Matthews (matthewsji@madisonteachers.org), or made at the February 17 meeting of the MTI Faculty Representative Council. The election will be held at the March 17 meeting of the Council.

Seeking Volunteers for the National Speed Skating Race in March

The Madison Speed Skating Club is hosting the Short Track Age Class National Race in Verona, March 13-15. This is a national speed skating race and at least one Madison skater, a student at Memorial, is hoping to compete in this national event. The Madison Speed Skating Club is relatively small and most of its members are area kids. The club is seeking volunteers to help take tickets, take skate guards from the start location to the finish location, post scores and other tasks associated with this type of national event. If you are interested in helping, please contact MTI Member and Secretary of the Madison Speed Skating Club, Gretchen Forbes, at svea@starlake.org.

Calendar of Events

- Monday, Feb. 9, 4:15 p.m., SCFL Room 201B
  MTI Board of Directors
- Monday, Feb. 9, 4:45 p.m., SCFL Room 201B
  All MTI Boards & Bargaining Teams
- Monday, February 9, Doyle, Room 103
  BOE Special Meeting, 5:00 p.m.
  BOE Operations Work Group, 6:00 p.m.
- Thursday, February 12, 4:15 p.m., MTI
  EA-MTI Board & Building Representatives
- Thursday, February 12, 4:15 p.m., MTI
  MTI Special Education Sub-Committee
- Monday, February 16, TERP Deadline
- Tuesday, February 17, PRIMARY ELECTION-VOTE
- Tuesday, February 17, 4:15 p.m, SCFL Room 201C
  MTI Faculty Representative Council

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
What Does Your MTI Contract Do for You? *SENIORITY*

Rights granted to an employee by the Union’s Contract are among the most important conditions of one’s employment. Those represented by MTI, in each of MTI’s five bargaining units, have numerous *SENIORITY* protections. Whether it is protection from involuntary transfer, being declared “surplus” (above staff requirements) or layoff, *SENIORITY* is the factor that limits and controls management’s action. Because of *SENIORITY* rights guaranteed by the Union’s Contract, for example, the employer cannot pick the junior employee simply because he/she is paid less. Making such judgments based on one’s *SENIORITY* may seem like common sense and basic human decency, but it is MTI’s Contract that assures it.

**TERP Deadline Today; Contract Reduction Deadline March 1**

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., TODAY, February 16.

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before March 1 for the 2015-16 school year. Reducing one’s contract without doing so by using this Contract provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491). (Note: Contract deadlines which occur on weekends are extended to the following Monday.)

**Leave of Absence Deadlines**

Section VI-B (Leaves of Absences) of MTI’s Teacher Collective Bargaining Agreement provides that all non-medical leaves except academic and childrearing leaves, must be for a minimum of one full school year and must commence at the beginning of the first semester. Academic and childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

**Initial Request:** One semester (academic or childrearing). **Extension:** One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

**Initial Request:** One full school year (academic or childrearing). **Extension:** One extension consisting of the following school year.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2015-16, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by March 1, 2015. 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 ensuing school year.

One remains a member of MTI’s bargaining unit while on leave and has benefits available during the time on leave. Given this, partial dues while one is on leave can be paid during the leave or upon return.

**MTI’s Contracts Provide Mileage Reimbursement**

MTI’s various Collective Bargaining Agreements with the District assure that MTI-represented employees will not be subsidizing the District, if they are required to travel between locations for work.

Whether one is assigned to more than one work location, travels to another location because of work, or travels to a meeting or conference, MTI’s Contracts mandate reimbursement at the “rate recognized by the IRS as non-taxable reimbursement for business travel.” The 2015 reimbursement rate is 57.5¢ per mile.

Work-related travel, other than for one whose assignment requires regular travel, must be approved in advance by one’s supervisor.

Tuesday is Primary Election Day!
Please be sure to vote, and be sure your family, friends and colleagues vote also.
Ballots Sent for SEE-MTI Board Election; Nominations Needed for a Central Office Vacancy

Ballots have been sent out to those members of SEE-MTI who are assigned to Central Office for a Board of Directors’ position that became vacant due to Travis Grover being elected SEE-MTI President. Ballots must be returned to MTI by February 23, 2015.

Nominations are also being solicited for a Central Office vacancy on the SEE-MTI Board due to the retirement of Janet Wells. If you are a SEE-MTI member assigned to Central Office and interested in representing your co-workers on your Union’s Board of Directors, nominations are due March 2, 2015. Much important work needs to be done this year including work on the Joint Committee to develop the Employee Handbook, which will replace the Collective Bargaining Agreements when they expire in June, 2016. You have a voice, make it heard!

Substitute Organizing Workshops Resume February 26

The USO-MTI Board of Directors has scheduled a meeting for all members of the United Substitutes Organization (USO-MTI) for Thursday, February 26, 2015, at 4:30 p.m., at MTI Headquarters. This will be an opportunity to continue the work of addressing issues facing substitute teachers and professional staff which started last spring and continued through the successful recertification election in November, 2014.

Meetings will also be held on the fourth Thursday of each calendar month while school is in session. Stay tuned for more information being sent out to members of the USO-MTI Bargaining Unit (substitute teachers, nurses and other support staff, and off-campus program teachers). This is your Union. Get involved to lend your voice to shape the future of USO-MTI.

Contact MTI Assistant Director Jeff Knight (knightj@madisonteacherse.org) or any member of the USO-MTI Board of Directors (www.madisonteachers.org/bargaining-units/uso-mti/) with any questions, suggestions or concerns about USO-MTI meetings.

Attention EAs: Attend Your General Membership Meeting on March 11

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) will meet on Wednesday, March 11, commencing at 4:15 p.m., at MTI Headquarters. There are many issues of importance for EAs, NAs and SEAs to discuss, including the future of the EA bargaining unit.

Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 11 meeting. For those who cannot attend the meeting, members may also make nominations via the nomination form that has been sent to all EA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 11 meeting. Get involved in your Union!

SEE-MTI Member Needed for Reclassification Committee

Given the retirement of Jeannine Retelle, a vacancy exists on the SEE-MTI Reclassification Committee. The Reclassification Committee is composed of two District appointees and two Union appointees who review reclassification requests of clerical and technical employees covered by the SEE-MTI Collective Bargaining Agreement. Meetings take place during the workday, with the Committee meeting approximately 5 times per year. Those who serve on the Committee should have a general familiarity with clerical/technical positions throughout the District. Any member of SEE-MTI who would like to be considered for this appointment or who has questions, should contact MTI Assistant Director Doug Keillor (keillord@madisonteachers.org).

Calendar of Events

- Tuesday, February 17
  PRIMARY ELECTION-VOTE
- Tuesday, February 17, 4:15 p.m., SCFL Room 201C
  MTI Faculty Representative Council
- Thursday, February 26, 4:30 p.m., MTI Substitute Organizing Workshop
- Tuesday, March 3, 4:15 p.m., MTI MTI Special Education Sub-Committee
- Monday, March 9, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, March 10, 4:15 p.m., MTI EA-MTI Building Reps. & General Membership
- Wednesday, March 11, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Friday, March 13
  PROFESSIONAL DEVELOPMENT DAY
In negotiations for the 2015-16 Collective Bargaining Agreement, MTI and the District agreed to appoint a Joint Committee to create a Wellness Program for all District employees. The appointees to the Joint Committee have created a Frequently Asked Questions document to provide answers to many of the questions employees have about the Biometric Screenings and Health Risk Assessment. These processes will commence this week. The FAQ has been distributed to all MMSD employees via the MMSD Connect. It is also available via MTI’s webpage, www.madisonteachers.org.

MTI recommends that all employees participate in the Biometric Screenings and Health Risk Assessment as they: 1) may provide you with valuable information that could lead to improved health and 2) will result in reduced health insurance costs. Below are some of the highlights from the FAQ (employees are encouraged to read the entire document):

What is a Biometric Screening?
The InHealth BioScreen™ is a biometric test that is used in conjunction with one’s Health Risk Assessment to provide a snapshot of one’s overall health. Tests include blood pressure, percent body fat, waist circumference, Body Mass Index (BMI), height and weight. A blood sample is also collected to test total cholesterol, HDL, LDL, triglyceride, and glucose levels. Immediately following your screening, you will have the opportunity to review your results with an Interra Health trained and certified Health Screening Specialist.

Who should participate?
The Biometric Screening and Health Risk Assessments are for employees currently covered by a District health plan. Employees only will be tested initially. At a later date it is planned to offer the Biometric Screening and Health Risk Assessment to spouses and possibly retirees.

How do I benefit?
The Biometric screening is sort of a mini-exam, without the $20 office visit copay. This provides you with confidential results that will alert you to risk factors that could lead to future disease and will enable you to proactively address those risk factors. The Biometric Screening will also give you a baseline assessment against which you can measure in the future to monitor your health over time. Results of the biometric screenings will also be used in summary to help design the Wellness Program so that it is tailored to MMSD employees.

Do I have to participate?
No, the Biometric Screening and Health Risk Assessment are voluntary. However, employees who choose not to participate will pay a 3% premium contribution effective January 1, 2016; i.e. employees can avoid this 3% contribution by participating in the Biometric Screenings and Health Risk Assessments.

Is the Biometric Screening Confidential?
Yes. Interra is an outside company that will be performing the Biometric Screenings. At the time of the screening your Interra Health Screening Specialist will give you a summary of your results and a summary of your results will be sent to your health plan. The only information the District and the Wellness Committee will receive is an aggregate summary of the results. These results, prepared by Interra, will enable the committee to plan wellness programming that will assist all of us.

When will these be done?
Biometric Screenings will be starting February 24 and will continue at various locations until April. Within the next two weeks, Interra will be sending you an email with more information about Interra, their website, how to sign up for screenings and the times and locations of the screenings.

Again, answers to many other questions, as well as directions on how to sign-up for screenings, are provided in the Biometric Screenings and Health Risks Assessment FAQ info sent to you via MMSD Connect and available on the MTI webpage.

Fourth Circuit Court of Appeals Upholds MTI’s Act 21 Victory

Following passage of Act 21 in 2011, MTI challenged the legislation because it took away the State Superintendent’s unilateral authority to create Administrative Codes dealing with education. Governor Walker attempted to control education-related Administrative Codes by Act 21 by mandating that all Administrative Rules promulgated by the State Superintendent be subject to review and approval by the Governor. MTI claimed that the Act 21 violated the Wisconsin Constitution, because as Constitutional Officers, the Governor and the State Superintendent are equal. Walker’s Act 21 obviously would have made the Governor superior to the State Superintendent, a premise the Court rejected. The Court said that rule-making is included in “supervising authority”.

The Court of Appeals opined that indeed, in matters of education, the Superintendent of Public Instruction has “a superior role”. In doing so, the Court of Appeals sustained the Dane County Circuit Court ruling that Act 21 violates the Wisconsin Constitution.
Measles! Can You Find Your Vaccination/Immunization Records?

Last week the District sent an e-mail and letter to all employees concerning the potential for a measles outbreak in a Madison school. Measles are a significant concern and an outbreak can have major ramifications for the continuing operation of a school. In the event that even one case occurs all staff are exposed. The District is following the general recommendations of The Center for Disease Control, in ordering that all employees born in 1957 or later need to do one of the following:

- Provide medical or historical documentation of at least one dose of the MMR vaccination.
- Undergo a blood titer test to prove immunization.
- Obtain a vaccination booster shot from your health care provider.

Costs associated with bullets 2 and 3 above are covered by your MTI/MMSD Contract-provided health insurance plan. Employees who are unable or choose not to do one of the above will be required to remain off of work for a minimum of two weeks, if there is a case of measles at their school. This is consistent with Board of Education Policy. While there has been no known case of measles in Madison, as of this writing, there is little doubt that one will occur, given the extent of measles in other areas of the U.S. MTI will continue to work with the District on this issue. MTI encourages anyone born in 1957 or later to comply with the above District directives to avoid complications related to a measles outbreak.

More Anti-worker Legislation Being Proposed

Assembly Rep. Rob Hutton (R-Brookfield) is pushing a proposal to repeal the Prevailing Wage Law in Wisconsin; a law that has been in effect since 1931. Prevailing wage laws ensure that workers are paid a fair rate according to the prevailing wage in the industry or trade and are intended to prevent companies bidding on state and locally government funded projects by paying substandard wages to drive down the cost of their bids.

Studies have shown that repealing prevailing wage laws actually causes states to lose money due to lost tax revenue related to lower wages, project delays and cost overruns. After Kansas’ prevailing wage law was repealed, wages fell 11%, training programs declined 38%, job site injuries rose 19%, and employer contributions to pensions fell 17%, according to the study prepared for the Kansas Senate. Repealing the prevailing wage requirement is bad for workers and bad for the State the Wisconsin.

Killing prevailing wages laws and proposing Right to Work laws be enacted are both proposals of the Koch brothers funded American Legislative Exchange Council. Right to Work would negatively impact private sector unions similar to what Act 10 did to public sector unions. Even the Wisconsin Contractors’ Coalition opposes these proposals.
Right to Work is Not about Rights; it is Wrong for Wisconsin

Much like they did in enacting Act 10 a few years ago, Republican legislators once again adjourned the Committee hearing before all could be heard, and then voted to send the Right to Work Bill to the full Senate recommending that they adopt it. The Senate adopted it with all democrats and one republican (former Union member who values what the Union did for him) voting NO! The action by the Republican majority was an embarrassment to democracy. Sen. Hanson (Green Bay) said “Right to Work will destroy the middle class. That it has caused a reduction of wages and a loss of benefits in other states.”

The Bill was pushed through the Senate by Republican Majority Leader Scott Fitzgerald (Juneau). The Bill is nearly identical to the model recommended by conservative policy developer American Legislative Exchange Council (ALEC). Fitzgerald, in speaking before the Committee hearing, said his proposal would “protect every worker” from being forced to join a union. The National Labor Relations Act already does that, and has for about 75 years. In some settings like MMSD, those who decide not to join the union at their workplace pay a representation fee, because they receive the wage increases, the fringe benefits, and the other rights which the union negotiates - and the union is obligated to represent them in things like discipline and dismissal. Fitzgerald’s claim of “forced unionism” is simply NOT TRUE.

It is interesting that a coalition of over 400 employers oppose the Bill, stating that they hire skilled workers through the union’s, apprenticeship program that they depend on and works well with the unions.

Right to Work provides no rights to working people. It will result in taking the guarantees of just cause and due process away from workers. At the peril of workers and their families, it will reduce income to line the pockets of corporate executives.

What is missing is the recognition that labor rights are human rights. Labor rights enable workers to have equal rights. It took a half-century for unions to develop methods to achieve balance at the bargaining table. U.S. Supreme Court Justice Holmes wrote many years ago that collective bargaining agreements provide employment security, as well as wage increases, (and) an effective voice for employees in the workplace. Right to Work will destroy what Justice Holmes praised as providing equality for working people.

No Child Left “Untested” (Behind) – Reauthorization on the Fast Track

When President Johnson signed into law in 1965 the Elementary & Secondary Education Act (ESEA), the purpose of ESEA was to help level the playing field for our nation’s most vulnerable students, including children living in poverty, students with disabilities, and English-language learners. When it was reauthorized by President Bush in 2001, it became known as No Child Left Behind to the public, and to teachers as “No Child Left Untested”! Congress is currently fast-tracking the reauthorization of ESEA. If educators want a voice in what ESEA looks like, the time to raise voices is now!

ESEA reauthorization is an opportunity to set a new vision of shared responsibility for a public education system that promotes opportunity, equity, and excellence for all students. At a time of rising childhood poverty, our inequitable systems of school finance at the state and local levels, combined with federal cuts, have exacerbated local schools’ ability to fill opportunity gaps for students most in need. More than 50% the nation’s public school students are now eligible for free- and reduced-priced meals. Nearly 16 million children in the United States – 20% of all children – live in families with incomes below the federal poverty level - $23,850 a year for a family of four. Increasing funding for public schools, as well as targeted investments like Early Childhood Education, English Language Learners (ELL), and efforts to make college more affordable, are essential to address the challenges.

Contact Congressman Mark Pocan (202-225-2906; www.pocan.house.gov) now and tell him it is time to help educators meet the challenges of our student population. Suggest the following changes to ESEA:
• Reduce high-stakes testing to allow time to learn.
• Remove the high-stakes decisions associated with assessments.
• Ensure educator voices are a part of the policy-making process.
• Help fund student opportunities to learn.

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Joint Handbook Committee Work Gets Underway; Union Meetings being Scheduled this Month

MTI-represented employees continue to be covered by Collective Bargaining Agreements through June 30, 2016. MTI’s Contracts will be the only Contracts in the State for school district employees. When those Collective Bargaining Agreements expire, the terms and conditions for District employees will be governed by the Act 10-mandated Employee Handbook. The Board of Education has approved a process for the development of the employee handbook which will include a joint Oversight Group composed of five (5) members appointed by MTI, two (2) members appointed by AFSCME, one (1) member appointed by the Building Trades Council, three (3) building principals and up to five (5) other administrators. It has been agreed that the Collective Bargaining Agreements will serve as the foundation of those discussions.

The goal of the Oversight Group is to develop consensus recommendations over the contents of the Employee Handbook and provide those recommendations to the Superintendent and to the MTI Board of Directors by the end of August, 2015. While the goal of the Oversight Group is to reach consensus on these recommendations, on any area where consensus is not reached, the Superintendent will make her recommendations to the Board of Education. The Unions can do likewise. The Board of Education retains final say on the Handbook.

The first step of the Employee Handbook process has begun. MTI is in the process of scheduling multiple Union membership meetings which will be held the week of March 23. These meetings will be to discuss the process and provide the opportunity for members to share ideas, suggestions and concerns they would like to see addressed in the Employee Handbook discussions. More information on these meetings (date/location/time) will be forthcoming.

Nominations for SCFL & MTI’s PAC

At its February meeting, MTI Faculty Representatives nominated David Fawcett (Allis) to another term as an MTI Delegate to the South Central Federation of Labor and Kati Walsh (Randall) to fill the remainder of a vacancy on MTI’s political action committee, MTI-VOTERS. The election will be held at the March 17 meeting of the Council.

Celebrate our Public Schools on Sunday, March 8!

Have you had enough of the seemingly endless stream of negativity around public schools? Let’s get together to celebrate the positives, and continue building community engagement. The East and La Follette Area Communities for Public Schools are hosting a family community event on Sunday, March 8, 2-5:00 p.m., at Callahan’s Sports Pub (1902 Bartillon Dr.), to celebrate the great work that our students and staff do every day in our schools. The organizers are asking that teachers and support staff attend because there will be student groups performing, and many parents, board members and public school advocates in attendance. Wear MTI Red to celebrate Public Ed and show your support and solidarity! These events are important and your attendance requires only that you be willing to be celebrated for the good that you do each day in your profession. Details are available on MTI’s website www.madisonteachers.org under Recent News.

Attention EAs: Attend Your General Membership Meeting on March 11

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) will meet on Wednesday, March 11, commencing at 4:15 p.m., at MTI Headquarters. There are many issues of importance for EAs, NAs and SEAs to discuss, including the future of the EA bargaining unit.

Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 11 meeting. For those who cannot attend the meeting, members may also make nominations via the nomination form that has been sent to all EA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 11 meeting. Get involved in your Union!

SEE-MTI Election Results

Election results for MTI’s Supportive Educational Employees bargaining unit (SEE-MTI) have been tabulated. Elected to the SEE-MTI Board of Director as a Central Office Representative is Ann Wersal.

Calendar of Events

- Monday, March 2, 5:00 p.m., Doyle, BOE Instruction Work Group
- Tuesday, March 3, 4:15 p.m., MTI MTI Special Education Sub-Committee
- Wednesday, March 4, 4:15 p.m., MTI MTI Finance Committee
- Monday, March 9, 4:30 p.m., MTI MTI Board of Directors
- Monday, March 9, 5:00 p.m., Doyle, Room 103 BOE Operations Work Group
- Monday, March 9, 6:00 p.m., MTI MTI Safety Committee
- Wednesday, March 11, 4:15 p.m., MTI EA-MTI Building Reps. & General Membership
- Friday, March 13 PROFESSIONAL DEVELOPMENT DAY
- 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
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 (matthewsi@madisonteachers.org/257-0491). The term of office for these positions is one year. As of this writing, seeking re-election are incumbent Art Canosy (Memorial) for Vice President; incumbent Liz Donnelly (Elvehjem) for Secretary; and incumbent Greg Vallee (Thorouge) 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/emailed 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/Clark/). 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 lastNovember 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 (knighti@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!

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MTI’s email - MTI@madisonteachers.org
MTI ALL-MEMBER MEETINGS

Plan now to attend one of the MTI ALL-MEMBER meetings scheduled for the week of March 23. Because of the importance of the Employee Handbook, MTI has scheduled meetings, hopefully one convenient to all members, on March 23, 24 and 26.

Governor Walker’s 2011 Act 10 eliminated all public employee collective bargaining agreements (except for police and firefighters) and mandated that terms and conditions of employment be placed in an “employee handbook.” Of 424 Wisconsin school districts, MTI members have the benefit of the only Contracts which run through the 2015-16 school year. It has been agreed that the various current Collective Bargaining Agreements will be the foundation of the handbook. A joint Union/District committee is now in the process of developing the handbook. Union committee members include five MTI appointees; two from AFSCME and one from the Building Trades Council. Three building principals and five other administrators round out the joint committee.

The handbook will replace the Collective Bargaining Agreements when they expire at the end of the 2015-16 school year. Come and learn about the handbook development process, and share your thoughts about what you believe the Union’s priorities should be.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
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<tbody>
<tr>
<td>Monday, March 23</td>
<td>4:00 p.m.</td>
<td>Memorial High School, WI Center</td>
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<tr>
<td>Tuesday, March 24</td>
<td>4:00 p.m.</td>
<td>Madison Labor Temple, Room 201B</td>
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<tr>
<td>Thursday, March 26</td>
<td>4:00 p.m.</td>
<td>La Follette High School, Room C-17</td>
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The Board of Education has approved a process for the development of the employee handbook, which includes a joint Union/District oversight group. MTI’s objective is to preserve the rights, benefits, and practices that have been developed through fifty years of negotiations. The meetings are also an opportunity for members to advance suggestions for possible modifications. Let your thoughts be known at one of the MTI ALL-MEMBER meetings.

Current membership card required. Those who are not currently a member may join at the meetings.

DPI Electronic Licensing - Start Early

The Department of Public Instruction receives 36,000 teacher license applications each year (initial and renewal applications). To help make this process more efficient, DPI created the Educator Licensing Online (ELO) System in December, 2013. DPI no longer accepts paper applications for license renewal; one must complete and submit the renewal application through this online system.

Don’t wait until the last minute to prepare for a license renewal. If your license is set to expire on June 30 of this year, start collecting the required documentation early. You will need to provide information about the certifications currently held (they can all be renewed), and where and when you completed your certification (you can provide multiple IHEs). If you were licensed in 2004 or after, you must have your PDP reviewed and approved. Once that is accomplished, the District will provide that information directly to DPI.

If you are renewing your license through the completion of 6 university credits, have electronic (scanned) verification available, so it can be uploaded during the application process. All applicants will need to complete a Conduct and Competency Questionnaire and will need to scan and upload an Employment Verification form (#1613) signed by MMSD Human Resources. Using the new system the first time can be confusing and frustrating. Having all the information and/or materials you need, will help to make the application process go more smoothly.

A one-time, one-year license extension is possible. Failure to renew one’s license can be considered a severance of one’s teaching contract, and will be considered a resignation by the District.

Contact MTI for assistance or questions about your license renewal. For more information visit DPI’s ELO website: http://tepdl.dpi.wi.gov/licensing/elo.
***Important Reminder***
Teacher Contracts Issued in May

Teacher contracts for the 2015-16 school year will be issued in MAY. Signed contracts of all returning teachers must be received in Human Resources not later than June 15. MTI strongly recommends that teachers return their signed contracts AS SOON AS POSSIBLE to the District Office of Human Resources, in person, to assure that it is received on time. Take a copy with you, ask that it be stamped “received,” and keep it for your personal records. Failure to return a signed contract by June 15 may result in the District accepting such as one’s resignation.

Substitute Organizing Workshop – March 26 – Need Your Input

On Thursday, March 26, 4:15 p.m., at MTI, there will be a second organizing workshop for substitute teachers represented by USO-MTI. At this meeting we’ll address how the employee handbook will impact substitute teachers. Act 10 mandates that an employee handbook replace the Collective Bargaining Agreements between public employers and their Unions. MTI and other Unions which represent employees of the District are participating in a joint committee with MMSD to move Contract terms from the eight Collective Bargaining Agreements into the Act 10-mandated handbook which will become effective July 1, 2016, following the expiration of those Agreements. This process is just getting underway. Your input and participation is encouraged to help identify issues affecting substitute and off-campus program teachers in the handbook development.

Sign Up Now for MTI Milwaukee Brewer Outing - July 8

Believe it or not, spring is coming and shortly thereafter summer and the annual MTI outing to Miller Park. This year’s MTI Day at Miller Park will take place on Wednesday, July 8, with the Milwaukee Brewers taking on the Atlanta Braves at 1:10 pm. Cost is $55 per person and includes charter bus, pre-game tailgate party and game ticket. Space is limited. Call MTI (257-0491) to reserve your spot.

Save the Date: Financial Seminars

April is National Financial Literacy Month. It was established in 2003 to bring awareness to financial literacy and to encourage learning to assist in making better financial decisions for you and your family. WEA Member Benefits will be presenting the following for MTI members in April:

- April 14, 4:30p.m. - Finances 101: Seven common financial mistakes and how to avoid them.
- April 16, 4:30p.m. - Understanding WRS: Your State Pension.
- April 23, 5-7:00p.m. - Don’t Be Jack! An interactive financial learning game. Pizza and sodas will be served. Minimum of 16 participants required.

Seminars will be held at WEA Member Benefits, 660 John Nolen Drive, Madison. For complete seminar descriptions and registration go to www.weabenefits.com.

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

Calendar of Events

- Monday, March 16, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, March 17, 4:15 p.m., SCFL MTI Faculty Representative Council
- Tuesday, March 17, 6:00 p.m. GreenPath Home Buyer Education Classes 1970 S. Stoughton Road
- Thursday, March 26, 4:30 p.m., MTI USO-MTI Organizing
- Friday, March 27, End of Third Quarter
- March 30 - April 6 SPRING BREAK
- Tuesday, April 7, ELECTION DAY - VOTE!
- Thursday, April 9, 4:15 p.m., MTI Special Education Sub-Committee

Our Union Makes Us Strong!

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Plan now to attend one of the MTI ALL-MEMBER meetings scheduled this week. Governor Walker’s 2011 Act 10 eliminated all public employee collective bargaining agreements (except for police and firefighters), and mandated that terms and conditions of employment be placed in an “employee handbook.” The handbook will replace all MTI/MMSD Collective Bargaining Agreements when they expire at the end of the 2015-16 school year. Come and learn about the handbook development process, and share your thoughts with your Union representatives. Your current MTI membership card is required for entry. Non-members may join prior to the commencement of the meeting.

### Nominations Finalized for MTI Officers & Bargaining Committee

At the March 17 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI Officers, as well as for the MTI Bargaining Committee relative to vacancies caused by terms ending in May, 2015. Nominated for President-Elect was Andrew Waity (Crestwood). Andy will serve as MTI President for the 2016-17 school year. He currently serves as an at-large member of the MTI Board of Directors and is also on the Bargaining Committee. In addition, others nominated were Art Camosy (incumbent-Memorial) for Vice-President; Liz Donnelly Wingert (incumbent - Elvehjem) for Secretary; and Greg Vallee (incumbent - Thoreau) for Treasurer. Peg Coyne (Black Hawk), who was elected last spring, will serve as President for the 2015-16 school year.

Nominated for the MTI Bargaining Committee were: High School Representative - Larry Iles (West); Middle School Representative - Michael Hay-Chapman (incumbent-Spring Harbor); Elementary School Representative - Emily Pease-Clem (incumbent - Schenk); and At-Large Representative - Susan Covarrubias (incumbent-Stephens). The Bargaining Committee, from which the Bargaining Team is selected and which is the body responsible for MTI’s Teacher Contract negotiations, consists of 15 members, of which five are elected each year. MTI’s general election will be held April 27-29.

### Nonrenewal of Contract

Sections IV-I and IV-J of MTI’s Teacher Collective Bargaining Agreement set forth the procedures which principals are required to use when management notifies a teacher that he/she is being considered for non-renewal of contract. By Contract, the District is obligated to advise a teacher before May 1, if they are considering non-renewal. Under Wisconsin State Statutes, such a notice must be delivered to the teacher on or before May 15. Such notice could also be on one's evaluation that must occur by April 15, per MTI’s Collective Bargaining Agreement.

MTI professional staff should be present at any and all meetings between the teacher and any administrator in this regard, given that the meeting may indeed affect the teacher's continued employment status. The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation. See the reverse side of your MTI membership card.

For probationary teachers, a request for a hearing before the Board of Education must be submitted within five (5) days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the teacher's contract. For non-probationary staff, a request for arbitration must be made within fifteen (15) days of a non-renewal notice. It is extremely important for any teacher receiving such a notice to immediately contact MTI.
EA-MTI Election Results

At its March 11 general membership meeting, members of MTI’s Educational Assistants (EA-MTI) collective bargaining unit re-elected President Erin Proctor (Cherokee); re-elected Vice-President Judy Ferwerda (Memorial); re-elected Secretary Nancee Killoran (Hawthorne); re-elected West Area Representative Jaclynn Olson (West); and elected Terry Mukrit (La Follette) for La Follette Area Chairperson.

Spring Break - Vote before Leaving

Whether you are visiting family, working in your garden, helping others, or heading to a tropical destination next week, enjoy the break. You have earned it! It has been a tough winter, a tough school year, and yet another challenging and demeaning legislative session. Thanks for all your hard work, dedication to Madison’s students and families, and for your work to make your Union the best in the country! Solidarity!

Election Day is April 7, the day school resumes after Spring Break. See MTI’s website (www.madisonteachers.org) for information about voting prior to Spring Break.

Wisconsin Labor History Conference
April 11

Topics of interest in this year’s Wisconsin Labor History Society Conference include: The New War on Collective Bargaining; Getting Movement into the Labor Movement; Life and the Workplace under Act 10 and the Open Shop; and Responding to Current Challenges/Strategies for Winning. The conference will be held on April 11, at the Madison Labor Temple (1602 S. Park St.). Registration information is available at www.wisconsinlaborhistory.org.

Vote NO on Changing the Way the Wisconsin Supreme Court Determines the Chief Justice

On April 7, Wisconsin voters will be faced with a referendum question that could amend the State Constitution as to how the Chief Justice is selected. This move is widely viewed as a partisan attempt to force current Chief Justice Shirley Abrahamson from that position. The conservative, conflict-of-corporate-interest laden majority on the current court wish to push Abrahamson out as Chief Justice. MTI urges member to vote NO on this referendum.

MTI Wear on Sale

The remaining supply of MTI wear has been discounted 50% or greater to achieve as many as possible MTI member participating in wearing MTI Red on Mondays, and other times they elect. Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. MTI wear will be available at this week’s MTI ALL-Member Meetings, at the April meeting of the MTI Faculty Representative Council, and at MTI Headquarters. The following prices now apply: t-shirt ($5); polo-shirt ($12); oxford button-down ($15); and sweatshirt ($15).

Bowl-A-Thon (and Silent Auction)
April 12; Sign-up Today!

The MTI Cares Briarpatch Bowl-A-Thon takes place Sunday, April 12, at Dream Lanes from 12-3:00 p.m. This year, we have reserved the entire bowling alley so we need to make sure we fill it! Teams of 5-6 will have one lane to bowl up to three games. All proceeds go to support the Briarpatch Teen Homeless Shelter. Organize a team at your work location and support the cause!

Visit the MTI website at www.madisonteachers.org/bowl-a-thon2015 for all the details and information about this fundraiser and the accompanying silent auction. See you after Spring Break! United we bowl!

Calendar of Events

- Monday, March 23, 4:00 p.m., Memorial MTI ALL-Member Meeting
- Monday, March 23, 6:00 p.m., Doyle BOE Regular Meeting
- Tuesday, March 24, 4:45 p.m., SCFL MTI ALL-Member Meeting
- Thursday, March 26, 4:00 p.m., La Follette C-17 MTI ALL-Member Meeting
- Thursday, March 26, 4:30 p.m., MTI USO-MTI Organizing
- Friday, March 27, End of Third Quarter
- Tuesday, March 31, 7:30-11:00 a.m., Doyle Wellness Biometric Screening Register at www.MyInterraHealth.com
- March 30 - April 6 SPRING BREAK
- Tuesday, April 7, ELECTION DAY - VOTE!
- Thursday, April 9, 4:15 p.m., MTI Special Education Sub-Committee & EA Building Reps.
- Saturday, April 11, 7:15-11:00 a.m., East High Wellness Biometric Screening Register at www.MyInterraHealth.com

Our Union Makes Us Strong!

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MTI’s email - MTI@madisonteachers.org
Election Day
Your VOTE is Needed!

BE A VOTER TODAY! Turnout is typically low in Spring elections, making each vote critical. In Madison, there is a contested race for Mayor. Statewide, there is a contested race for Supreme Court. And, there are two important referenda. The best way to be a responsible voter is to vote in every election. On MTI’s web page, you can find resources about registering to vote, finding your polling location and reviewing a sample ballot based on your voter registration profile. MTI recommends:

- Paul Soglin for Mayor
- Ann Walsh Bradley for Supreme Court
- YES on MMSD referendum
- NO on referendum to change how the Chief Justice is selected.
- VOTE, your future depends on it!

MTI Budget for 2015-16

MTI’s Finance Committee, consisting of representatives from all five MTI bargaining units, has developed a no-dues increase budget, the 4th year in a row. There was even a dues decrease for the 2014-15 Budget.

The 2015-16 Budget was introduced at the March meeting of the MTI Faculty Representative Council. It will be acted upon at the April meeting of the MTI Joint Fiscal Group. The latter consists of MTI Faculty Representatives and proportionate representatives of the other four bargaining units. Members with questions may contact Executive Director John Matthews (matthewsj@madisonteachers.org).

TERP Deadline Extended to April 13

The District has announced that the Teacher Emeritus Retirement Program notification deadline has been extended to Monday, April 13. For those considering retirement at the end of the current (2014-15) school year, MTI strongly encourages contact with MMSD Benefits Manager, Sharon Hennessy (663-1795), to schedule an appointment to discuss that potential. One should also contact WRS (266-3285) to request a benefit estimate. Teachers who plan to retire at the end of the school year must meet with Ms. Hennessy on or before April 13.

Wellness Plan

The implementation of a Wellness Plan is being driven by declining school revenues and the increasing cost of health insurance. Rather than forcing all employees to pay a health insurance premium contribution during the current school year, MTI worked with the District to create the Wellness Plan which resulted in no employee premium contributions for 2015 in exchange for the Wellness Plan. See the MTI web page for information on the plan. The first step in the plan is conducting screenings and health risk assessments. The second step will be to design Wellness Programs. A joint MTI/MMSD Committee is in the process of accomplishing this.

Individual results from the screenings are shared only with you and your doctor. The Joint MTI/MMSD Wellness Committee will only receive aggregate data (e.g. % of district employees with high blood pressure, etc.). Your personal medical info is protected by HIPAA, a federal law.

Individual results are shared with the individual to provide information they may, or may not, be aware of with the intention of providing them and their doctor an opportunity to address any health concerns that may be present.

As noted above, only aggregate data is shared with the Joint MTI/MMSD Wellness Committee. Such can be used to identify wellness activities to help District employees to achieve improved health, if they so desire. Better health should help control healthcare costs and, therefore, control increases in health insurance premiums. No employees are required to participate in wellness activities.

If you have had recent screenings performed by your doctor, you can authorize your doctor to share the results with Interra. In such cases, no biometric tests are required. That, and the completion of the health risk assessment, would suffice to relieve you of the 3% employee health contribution scheduled to begin in January, 2016.

Unfortunately, the District’s roll-out of this initiative has suffered from poor planning and poor communication which has resulted in anxiety for many. The Union appointees to the Joint MTI/MMSD Wellness Committee are aware of that, and will continue to advocate for a program that will be beneficial for District employees.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
MTI Faculty Representative Elections

**Representation.** It is time, once again, to elect MTI teacher unit Faculty Representatives (FR) for each school or work location. MTI’s Teacher Bylaws, Article X, provides that faculty members in each school who are MTI members in good standing shall elect one Faculty Representative for each 15 members or majority fraction thereof. Terms are for two years. Where more than one Representative is elected, one shall serve as the Senior Faculty Representative.

**Duties.** The duties of the FR include not only representing his or her own unit at Faculty Representative Council (FRC) meetings, overseeing the enrollment of members and maintaining communications between that school’s/work site’s faculty and the Council, but also organizing and overseeing each year’s FR election.

**Election.** This year’s Faculty Representative election will take place April 27 - May 1. MTI teacher unit members in each building/work location vote by secret ballot. Within each school/work location, any member may nominate another member; members may also self-nominate. The Senior FR posts a nomination sheet on the MTI bulletin board in the staff lounge for individuals to nominate, or a name can be given to the Senior FR. Balloting, if needed, will be conducted by the Senior FR, who sends the results of the election to the Executive Director of MTI no later than May 4.

MTI members may vote for representative(s) at their work site according to the ratio above among the members who were nominated during the nomination period, per the above. Voting shall be by each member printing the name of their choice of the so-nominated EA on a small piece of paper before depositing it in the ballot box, which shall be labeled and in plain sight in the staff lounge. The BR shall secure the ballot box after work hours each day during the election. If any election is contested, all ballots must be retained and turned over to the EA-MTI Elections Committee, who will determine next steps. Newly-elected Building Representatives will be installed at the May 13 EA-MTI Board of Directors and Building Representatives meeting.

Sign Up Now for MTI Milwaukee Brewer Outing - July 8

Believe it or not, spring is coming and shortly thereafter summer and the annual MTI outing to Miller Park. This year’s **MTI Day at Miller Park** will take place on **Wednesday, July 8**, with the Milwaukee Brewers taking on the Atlanta Braves at 1:10 pm. Cost is $55 per person and includes charter bus, pre-game tailgate party and game ticket. Space is limited. Call MTI (257-0491) to reserve your spot.

**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 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 must be for a minimum of one semester. A request for an academic leave or 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.

EA-MTI members may vote for one EA (or SEA or NA) at their work site to be their BR, among the members who were nominated during the nomination period, per the above. Voting shall be accomplished by each member printing the name of their choice of the so-nominated EA on a small piece of paper before depositing it in the ballot box, which shall be labeled and in plain sight in the staff lounge. The BR shall secure the ballot box after work hours each day during the election. If any election is contested, all ballots must be retained and turned over to the EA-MTI Elections Committee, who will determine next steps.

Newly-elected Building Representatives will be installed at the May 13 EA-MTI Board of Directors and Building Representatives meeting.

**Calendar of Events**

- Thursday, April 9, 4:15 p.m., MTI Special Education Sub-Committee
- Wednesday, April 15, 4:15 p.m., MTI EA-MTI Building Representatives
- Monday, April 20, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, April 21, 4:15 p.m., SCFL MTI Faculty Representative Council
- Tuesday, April 21, 4:45 p.m., SCFL MTI Joint Fiscal Group
- Wednesday, April 22, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, April 29, 4:15 p.m., MTI SSA-MTI Board of Directors

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**ACADEMIC LEAVE OF ABSENCE**

**DEADLINE MAY 1**

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Newly-elected Building Representatives will be installed at the May 13 EA-MTI Board of Directors and Building Representatives meeting.
TERP Deadline Today, April 13

As was announced in MTI Solidarity! newsletter last week, the District reopened the Teacher Emeritus Retirement Program for members of MTI’s teacher bargaining unit who wish to retire at the end of the current (2014-15) school year. The deadline for applying is 5:00 p.m., today, April 13. Those considering retirement must immediately contact MMSD Benefits Manager, Sharon Hennessy (663-1795).

Changes in the Teacher Transfer Process

Attention is called to two significant changes regarding the transfer process for members of MTI’s teacher bargaining unit. While surplus can be declared up to July 1, this year the District acted early. Thus, reassignment from surplus is expected to be substantially completed before May 1. After that date, vacancies will be posted for internal transfer through July 15. New this year is a modification enabled by Governor Walker’s Act 10, i.e. all applicants for a vacant position will be considered equally, whether the applicant is internal or a new hire.

Positions will be filled on the basis of qualifications as determined by the District. Given that internal and external applicants will be considered at the same time, the District will require internal applicants to complete a pre-screening application in order to be considered for transfer. One must complete an online form and participate in a phone interview with a Human Resources Analyst before he/she can be referred to an interview for a specific vacancy. The pre-screening application only needs to be completed once per school year for any subsequent transfer opportunity.

The pre-screening process is focused on a set of eight “competencies” that have been developed by the District. Information about this process, including the list of “competencies,” has been sent to all members of MTI’s teacher bargaining unit and can be found on the MMSD website: https://hr.madison.k12.wi.us/files/hr/TEACHM adison.pdf.

The District Human Resources staff encourages those considering transfer to complete the pre-screening process prior to May 1. The results of this process are confidential to Human Resources and principals will not be made aware of those who have pre-screened. Failure to complete the process early will not disqualify one from applying for a transfer; however, it is required prior to an interview.

SSA-MTI General Membership Meeting Wednesday, April 29

MTI’s School Security Assistants (SSA-MTI) will hold its general membership meeting on Wednesday, April 29, at MTI Headquarters, beginning at 4:30 p.m. Join your colleagues to find out what your Union is doing to meet current challenges, and to help chart its course for the future. Nominations for positions on the SSA-MTI Board of Directors will also be received at the April 29 meeting. SSAs may also make nominations via the nomination form which has been sent out to all SSA-MTI bargaining unit members. Get involved in your Union!

Over 75% Have Completed Wellness Screenings; Still Time for You

Over 75% of District employees have completed the biometric screening and health risk assessment (HRA) components of the MMSD Wellness Program. Additional screening slots have been added through April 30, to accommodate those who have yet to complete the screening/HRA. The purpose of the screening/HRA is: 1) to provide individuals with information on their potential health risks (e.g., high blood pressure), and 2) to collect aggregate data for the Wellness Committee to use in designing voluntary wellness activities for District employees.

The Wellness Committee is a joint MTI/MMSD committee. While participation in the screenings/HRA are voluntary, those who elect not to participate will commence paying 3% of their monthly health insurance premium beginning January, 2016 (i.e. those who complete the screening/HRA avoid the 3% premium contribution). MTI encourages all members to participate. A schedule of available screening slots, as well as additional information on the Wellness Program, is available via the “Wellness” link on the MTI webpage www.madisonteachers.org.
**The Fight for $15**

The fight to achieve $15/hour as the minimum wage continues this **Wednesday, April 15**, when **Fast Food Workers at several locations throughout Madison and Milwaukee will go on strike to protest against low wages and poor working conditions**. Activities include a rally in support of these courageous workers. Encourage those who can attend to do so. The rally will begin at 11:30 a.m., at the McDonald’s on the corner of East Washington and Oak Street. Details are available on MTI’s website.

**EA-MTI: Know Your Rights: Assignment to and Transfer from the Surplus Pool; Layoff**

For the last several years, the District has declared as surplus at least one educational assistant in most schools. Section IV-I-4 of the EA-MTI Collective Bargaining Agreement provides that **EAs who have had part or all of their hours reduced at their school are placed in the EA surplus pool**. Such EAs are then reassigned, in order of seniority and in accordance with their preference, to vacant positions for which they are qualified and/or certified.

A **Union victory in a grievance arbitration case mandates that the District is obligated to make every reasonable effort to reassign EAs to positions of at least the same number of hours they currently work. The District is not obligated to create hours in the school from which the EA was surplussed. Given this, EAs need to assert their right to retain their same number of hours, even if it results in their being moved to a different school. All too often, EAs give up their hard-earned right to the economic security when they accept an assignment for fewer hours in order to remain at their current school.**

MTI’s Contract also provides transfer rights for EAs. When transfer opportunities become available, the District is obligated to consult the list of EAs who have been declared surplus. This provides that a more senior EA in the surplus pool has rights to a posted position over a less senior EA who has also applied for the same position, so long as the EA in surplus is qualified and/or certified for the position. **Vacancies are exempt from posting and transfer from August 1 through the first four weeks of school.**

Finally, if a layoff is enacted by the District, Contract Section IV-K mandates that EAs are laid off in inverse order of seniority. A layoff could include EAs who were not previously declared surplus from their school, as layoffs are based on District-wide seniority, rather than on a school basis. If layoffs occur, MTI will provide assistance to EAs regarding unemployment insurance benefits.

Contact Eve Degen (degene@madisonteachers.org) at MTI for clarification of your rights, or for assistance.

**Financial Seminars**

April is National Financial Literacy Month. It was established in 2003 to bring awareness to financial literacy and to encourage learning to assist in making better financial decisions for you and your family. WEA Member Benefits will be hosting seminars for MTI members as noted below. Seminars will be held at WEA Member Benefits, 660 John Nolen Drive, Madison. For complete seminar descriptions and registration go to www.weabenefits.com.

- **April 14**, 4:30p.m. - **Finances 101**: Seven common financial mistakes and how to avoid them.
- **April 16**, 4:30p.m. - **Understanding WRS**: Your State Pension.
- **April 23**, 5-7:00p.m. - **Don't Be Jack!** An interactive financial learning game. Pizza and sodas will be served. Minimum of 16 participants required.

**Calendar of Events**

- **Monday, April 13**, 5:00 p.m., Doyle BOE Operations Work Group
- **Monday, April 20**, 4:30 p.m., MTI MTI Board of Directors
- **Tuesday, April 21**, 4:15 p.m., SCFL MTI Faculty Representative Council
- **Tuesday, April 21**, 4:45 p.m., SCFL MTI Joint Fiscal Group
- **Wednesday, April 22**, 4:15 p.m., MTI USO-MTI Board of Directors
- **Wednesday, April 29**, 4:15 p.m., MTI SSA-MTI General Membership

**Our Union Makes Us Strong!**

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MTI’s email - MTI@madisonteachers.org
MTI General Election

Voting, by members of MTI’s Teacher Collective Bargaining Unit, for MTI Officers and Bargaining Committee, will occur April 27-May 1. MTI Faculty Representatives will provide members with information regarding balloting procedures and the voting location at each work site. Return completed ballots to your MTI Faculty Representative, in accordance with his/her instructions. To be included in the official tally, ballots for Officers and the Bargaining Committee must be turned in to MTI headquarters by 4:30 p.m., Monday, May 4.

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.

MTI’s 2nd Annual Bowl-A-Thon for Homeless Teens a Success!

A big thanks to all who attended, donated, volunteered or provided items for the silent auction for the 2nd Annual MTI Cares Bowl-A-Thon, which again this year benefits Briarpatch Youth Services Shelter for homeless and unaccompanied teens. With the help of friends, family, and community sponsors from labor and local businesses, MTI members and other participants collectively raised over $10,300 for the shelter, and had a great time doing it!

Dream Lanes was thundering with MTI red as MTI members brought family and friends to bowl a few games for a good cause. The silent auction was a huge addition this year as talented MTI members and local artists donated beautiful, original handmade items to auction off to lucky attendees. High bidders walked away with original art work, jewelry, gift cards and other gift packages donated by local businesses. Sponsors of the event are posted on MTI’s website under “Bowl-A-Thon 2015.”

Over 133 bowlers attended this year’s event, including State Representatives Melissa Sargent and Chris Taylor, Board of Education members Dean Loumos, Arlene Silveira, and Ed Hughes, former Board member Marj Passman, District Administration and dozens of MTI members, friends and family. Honorable mention goes to Rep. Melissa Sargent, whose team generated $1,100 for the cause, and MTI member/activist Lora Schmid-Dolan who worked with Columbus Middle School to raise $1,000 for the event. Way to go, MTI!

MTI & District Working to Freeze Health Insurance Premiums

MTI Executive Director John Matthews and MMSD Asst. Superintendent for Finance Mike Barry, along with District HR Director Deirdre Hargrove-Krieghoff and Benefits Manager Sharon Hennessy, have met with representatives of the three firms (Unity, GHC and Dean Health) which provide health insurance for District employees, to plead the case that premiums should be frozen for the ensuing fiscal year. Contract renewals for the insurers are effective July 1.

In the meetings, Matthews & Barry stressed that because of the impact of State revenue controls on school boards and Governor Walker’s proposed budget, the District and its employees face severe financial problems. One way to provide relief to employees, they told insurers, is to hold health insurance premiums at their current levels. The firms pledged to respond by the end of April. While Matthews talked about the large negative impact of Act 10 on wages, Barry told the firms that Walker’s proposed Budget would cause the District a shortfall of $12.5 million and he said District management would not recommend its employees contribute to the health insurance premium.

The Nation Magazine Celebrates 150 Years

Capitol Times Associate Editor and longtime MTI supporter John Nichols is also the political correspondent for The Nation. In celebration of their 150th anniversary, The Nation has scheduled several events in Madison which are of interest to MTI members.

4/29, 7:00 p.m., Midwestern premier of Oscar-winner Barbara Kopple’s documentary, Hot Type: 150 Years of The Nation. Madison’s own John Nichols stars in the film, and will answer questions after the screening. Tickets and more information at www.hottype150yearsotthenation.eventbrite.com.

4/30, 4:00 p.m., Civil Rights in an Age of Extremism: a discussion about race, policing, immigration, and other modern-day civil rights issues with Gary Younge, Representative Mandela Barnes, Christine Neumann-Ortiz, M Adams, and John Nichols. Admission is free. More information at www.thenation.com/events.

SSA-MTI General Membership Meeting Wednesday, April 29

MTI’s School Security Assistants (SSA-MTI) will hold its general membership meeting on Wednesday, April 29, at MTI Headquarters, beginning at 4:30 p.m. Join your colleagues to find out what your Union is doing to meet current challenges, and to help chart its course for the future. Nominations for positions on the SSA-MTI Board of Directors will also be received at the April 29 meeting. SSAs may also make nominations via the nomination form which has been sent out to all SSA-MTI bargaining unit members. Get involved in your Union!

Administrative Professionals Day April 22

Administrative Professionals Week is April 19-25, with Wednesday of that week being designated Administrative Professionals Day. Administrative Professionals Day recognizes and celebrates the work of secretaries, administrative assistants, and other office professionals for their growing and diverse contributions to the workplace.

Administrative Professionals Week was formerly ”National Secretaries Week”. In 2000, Professional Secretaries International changed its name to the “International Association of Administrative Professionals” to reflect the expanding role of office staff. Take time to say “thanks” to those who perform this important role.

Ready Set Goal Compensation Deadline May 1

Pursuant to the MTI/MMSD agreed-upon Memorandum of Understanding elementary teachers who have completed Ready, Set, Goal (RSG) Conferences, and whose request for compensatory time cannot be accommodated due to the unavailability of a substitute teacher, may, upon written notice to their principal by May 1, choose among the following options: (1) request to be compensated for RSG conferences, travel time, and up to 15 minutes per conference for any reasonable administrative time associated with each conference; or (2) have said day(s) added to the teacher’s Personal Sick Leave Account (PSLA) or, if the teacher has the maximum amount in that account, the day(s) may be added to the teacher’s Retirement Insurance Account (RIA) [any such days accumulated to one’s RIA from RSG services are not subject to the PSLA or RIA maximum]; or (3) carryover one (1) paid RSG leave day into the following school year; or (4) a combination of items 1-3 above.

Contact MTI Assistant Director Eve Degen (degene@madisonteachers.org) with questions regarding RSG compensation.

Help with Financial Issues

For many years, MTI has worked with and made referrals to GreenPath of members seeking guidance with financial matters. Services are without charge to individuals. Upcoming workshops & webinars include:

April 20, 6-8:00 p.m. “Couples and Money: How to Talk about Money without Fighting” at Dane County UW-Extension, 5201 Fen Oak Court Madison. Register here: http://couplesandmoney4-20-15.eventbrite.com

April 21, 6-8:00 p.m. “Estate Planning 101: Powers of Attorneys, Wills, Trusts, Probate and Other End of Life Documents” at Dane County UW-Extension, 5201 Fen Oak Court Madison. Register here: http://wills2015.eventbrite.com

April 22, 6-8:00 p.m. “Increasing Income: How To Find The Extra Money You Need To Stay Afloat And Get Ahead” at Dane County UW-Extension 5201, Fen Oak Court Madison. Register here: http://increasingincome.eventbrite.com

Webinars: (go to www.greenpath.com)
• April 20, 11:00 a.m. - “10 Ways to Save Hundreds of Dollars in 2015”.
• April 21, 12:00 p.m. - “12 Money Mistakes You Cannot Afford to Make”.
• April 22, 6:00 p.m. - “10 Meaningful Ways to Put Your Tax Refund to Work”.
• April 23, 2:00 p.m. - “Unlocking the Secret to your Credit Report and Score”.

Calendar of Events

- Monday, April 20, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, April 21, 4:15 p.m., SCFL MTI Faculty Representative Council
- Tuesday, April 21, 4:45 p.m., SCFL MTI Joint Fiscal Group
- Wednesday, April 22, 4:15 p.m., MTI USO-MTI Board of Directors
- Monday, April 27, Doyle BOE Operations Work Group (5:00 p.m.) 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

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***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**

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**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.

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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 day movement. 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
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 uncleanliness.

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), 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). 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.

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 53rd 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!
MTI Election Results

MTI’s Election Committee has tallied the ballots cast in last week’s MTI teacher bargaining unit general election and has certified the election of MTI officers: Andrew Waity (Crestwood) as President Elect; and the re-election of incumbents Art Camosy (Memorial) as Vice-President; Greg Vallee (Thoreau) as Treasurer; and Elizabeth Donnelly (Elvehjem) as Secretary. Officers will be installed at the May 19 meeting of the MTI Faculty Representative Council. The MTI Board of Directors consists of ten members - six officers who are elected by the general membership and four at-large representatives elected by the MTI Faculty Representative Council.

Elected to the MTI Bargaining Committee are: 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 Educational Services Representative-High School - Karyn Chacon (East). The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

Important 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. Anyone age 18 and over can vote. Vote to assure Board members who will work to save GHC. Make your vote count.

GHC’s Board President/Acting CEO recently challenged the $17 million loss projected by several Union leaders in letters encouraging their members to vote in the election of new GHC Board members. The projection was based on GHC’s losses of the last two years and their 2015 loss as of the date of their letter. This is but one reason MTI urges its GHC participants to vote. GHC provides valued services. Preserve GHC by voting for Union-recommended candidates. A recent election in Chicago was won with 50.14% of the vote.

Renew Your License

MTI reminds those in its teacher bargaining unit that Wisconsin Statutes require one to have a current license to teach. Not having a current license could invalidate one’s individual contract. Each teacher receives a notice from the District’s HR department regarding the timeline for license renewal. A person licensed before 2004 may renew the license by successfully completing 6 university credits during the previous 5-year license period. But, a person who received a license after 2004 must develop and complete a Professional Development Plan over at least a 3-year period. (Teachers who were licensed before 2004 can also complete a PDP rather than taking university credits – and it’s a free alternative to taking academic credits.) Important: the license renewal process is now online only. Have the necessary documentation (employment verification form and documentation of completion of university classes or your PDP) and budget sufficient time to navigate the system. Contact Sara Bringman (bringmans@madisonteachers.org) with questions.

MTI Wear on Sale

MTI wear has been discounted 50% or greater to achieve as many as possible MTI members participating in wearing MTI Red on Mondays, and other times as they elect. Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($5); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($15). Show SOLIDARITY with your MTI Sisters & Brothers. Wear MTI RED on MONDAYS and MTI lanyards everyday!

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Extended Employment Compensation for Summer 2015

Effective July 1, 2011, the District began to assume full discretion in setting pay rates for summer extended employment described in Section III-I of the MTI Teacher Collective Bargaining Agreement. Below are the changes in extended employment rates for summer 2015 as established by MMSD. Act 10 enables the District to act unilaterally.

Teachers working in pupil contact positions that require the actual teaching of students, such as summer school, the school forest program, etc. will be compensated according to the following rates:

- Base 2 rate = ($486) per week, or $16.20/hour
- Base 3 rate = ($561) per week, or $18.70/hour

Base 2 is the new entry level rate, given Base 1 has been eliminated. Base 3 is attained after eight years of service teaching in a summer school program. Hourly rates are based on a 30 hour workweek.

Extended employment compensation for staff working on curriculum, staff development, federal projects, and professional non-pupil contact positions during summer remains unchanged from the rates set forth in Section III-I.

Packing and Moving - Reminder!

For many years, MTI’s representation assisted teachers in receiving additional compensation when they had to pack, move, and unpack their classrooms, due to construction or other physical necessity in their schools. However, because the District became increasingly intransigent when it came to fairly compensating teachers for doing this work, MTI negotiated specific Contract terms.

Under Section III-S of MTI’s Teacher Collective Bargaining Agreement, teachers are NO LONGER REQUIRED to pack/move, and/or unpack, teaching materials, either during the school year or during a school recess period due to [major] cleaning (defined as cleaning not regularly associated with annual and/or routine classroom cleaning), construction projects, repairs, electrical upgrades, etc.; due to their classroom being moved at management’s request; OR when the District deems it necessary to utilize the teacher’s classroom for classes or other activities during a school recess period. The District will arrange for the teachers’ materials to be moved to his/her newly assigned location by a person not represented by MTI (i.e. an EA/SEA cannot be required to pack/move materials). If materials are relocated during a period when school is in recess, they will be returned by the District when school resumes.

Teachers may, at their option, use Contract time to complete packing and/or unpacking, related to routine classroom cleaning. Teachers who are asked by their principal to pack, and/or unpack, teaching materials as set forth in paragraph 2 above, are to complete a form available from the principal to be submitted to and approved by the District Director of Human Resources (or his/her designee) prior to commencing said packing or unpacking. The District will, upon receipt of such form and verification of said work falling within the parameters of paragraph 2, inform the teacher that he/she will not be required to perform the work.

Other than to accommodate employees under the Americans with Disabilities Act (ADA) or Wisconsin Fair Employment Act (WFEA) where their disability prohibits them from packing, unpacking and moving their materials, teachers who request to move from one classroom to another in the same school may be required move their own teaching materials.

Advocate for and advance your rights by following the procedures in Section III-S of MTI’s Teacher Collective Bargaining Agreement.

Reminder - Resignation

MTI-represented staff who plan to resign at the end of the current school year are asked to provide notice to the Director of Human Resources as early as possible to enable timely replacement.

For those in MTI’s teacher bargaining unit the following may be assessed for late resignation: a) after the last day of the school year - $200; b) after July 1 - $250; c) after August 1 through the subsequent school year - $300; and d) without providing at least 30 days written notice, 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 failure to give such notice.

MAY Calendar of Events

- Monday, May 11, 4:30 p.m., MTI MTI Board of Directors
- Monday, May 11, 5:30 p.m., Doyle BOE Operations Work Group
- 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
- Monday, May 25 - Memorial Day
- Thursday, May 28, 4:30 p.m., TBA USO-MTI Social
- Thursday, June 11 - Semester Ends
MTI-MMSD Joint Safety Committee Releases Report on Behavior Education Plan (BEP)

The Joint MTI/MMSD Safety Committee is charged with evaluating the “implementation of and compliance with the District’s Behavior Education Plan(s) (BEP)” and periodically reporting to the Superintendent and MTI Board of Directors. Over the course of the 2014-15 school year, the Committee met multiple times and designed, conducted and analyzed a Survey of all school-based District staff. 1,589 employees (42% of District employees) completed the Survey, and over 600 took the time to add personal comments. A summary of the Survey findings, as well as policy recommendations (not comments), are included in the Joint Committee’s Report which can be reviewed on MTI’s website (www.madisonteachers.org).

In summary, the Report highlights significant challenges with the BEP. While a majority of respondents (78%) understand the approach to behavior set forth in the BEP, only 18% agreed that the practices aligned with it have had a positive impact on student behavior. These results are even more pronounced among teachers at the secondary level where only 10% of middle school teachers and 9% of high school teachers agree that it has had a positive impact on student behavior. Also of major concern is that only 17% of respondents agreed that “when a student is returned to class following a behavior incident, he or she is ready to re-engage in learning”. Only 40% of respondents agreed that their school has a clear behavior support system when a student is struggling. The Survey findings reinforce employee concerns that there is insufficient staffing to support students with significant behavioral needs, and there is insufficient behavioral consequences, and insufficient training to ensure that ALL staff provide a consistent and coherent application of the BEP. Survey results also indicate that District staff believe safety in school and student behavior is at a critical stage.

The Joint Safety Report advances a number of recommendations, including revisiting behavior resolution strategies, including consequences, during policy revisions. In fact, numerous specific policy revisions recommended by the Joint Committee were sent to the Board of Education for consideration at today’s Board meeting. Another recommendation is that the Board “target allocation” to support students with significant behavior needs. In order for behavioral intervention to be successful, support staff working with a student must have adequate time with the student, as opposed to being called to respond to other emergencies or provide playground supervision. Professional development and support for school principals in implementing the BEP is also recommended to ensure consistent implementation. Also recommended is innovative and responsive teacher professional development relative to BEP implementation.

The Joint Committee Report, along with the Survey results and analysis, can be found on MTI’s website (www.madisonteachers.org). MTI issued a press release in this regard last Friday. That, too, is on MTI’s website. MTI Faculty Representatives, EA-MTI Building Representatives, members of MTI’s Boards of Directors and Bargaining Committees have hard copies of all referenced materials in this regard.

In addition to School Board members receiving the referenced information from MTI, they have received Supt. Cheatham’s recommendations to revise the BEP. The Board will begin consideration of the recommendations at tonight’s meeting. The Joint MTI/MMSD Committee on Safety and Discipline is an on-going committee that will continue to meet regularly and report periodically on school safety and BEP implementation.

MTI is represented on the Joint Committee by Chair and MTI Treasurer Greg Vallee (Thoreau); MTI Vice President Art Camosy (Memorial); MTI Bargaining Committee Chair Steve Pike (West); MTI Board member Karen Vieth (Sherman); Language Arts teacher Cheryl Olson (Black Hawk); 2nd Grade teacher Katrina Ladopoulos (Crestwood); Sara Bringman, MTI Executive Assistant for Labor Relations, and Doug Keillor, Assistant to the MTI Executive Director.
***Important Reminder***

Teacher Contracts

Teacher contracts for the 2015-16 school year have been issued by the District. 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 they are received on time, and that it be done soon after receipt of the contract offer. Take along a copy and 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.

Thanks for Supporting the MTI Cares Second Harvest Food Drive!

MTI Cares sends a heartfelt thank you to all members of MTI, AFSCME and MMSD administration who helped organize and promote a food drive at their respective work locations and to those who contributed to this important cause. Second Harvest will use donations from our drive to serve families in need during the summer months. Together we can fight hunger and help build a better community.

Reminder: Election of EA-MTI Building Representatives

Bylaws for MTI’s Educational Assistants bargaining unit provide that EA-MTI members at each school/work site are entitled to a Building Representative. EA-MTI Building Representatives were to have been elected during the week of April 28-May 2. EA-MTI Building Representatives were provided information to complete and return to MTI indicating who was elected to be the EA-MTI Building Representative for the 2015-16 school year. Contact MTI Assistant Director Eve Degen at MTI (degene@madisonteachers.org / 257-0491) with questions.

Help for Financial Challenges

Costs go up, wages aren’t. We tighten our belts and sharpen our pencils but sometimes we also use credit cards, fall behind on bills or just struggle to get through from paycheck to paycheck. We’ve always paid our bills, on time and in full. It’s sometimes hard to let another know we need help.

MTI has partnered with GreenPath Financial Wellness to provide members needed guidance and assistance. GreenPath is a nationwide, 501(c)3 not-for-profit organization that has been providing financial counseling, debt management and financial education since 1961. They help people pay down debt more quickly, reduce fees and interest, resolve housing issues, and manage money more effectively.

GreenPath has over 60 locations in 16 states, including several in Wisconsin. The Madison office is located at 725 Heartland Trail, Suite 203.

Information can be gathered at GreenPath’s website www.greenpath.org and initial contact made with a counselor by calling 888-776-6735. Callers will be asked for contact information and offered one of three options: 1) to speak with a counselor immediately or as soon as one is available; 2) set up an in-person appointment; or 3) set up a telephone appointment. Telephone counseling hours are: Monday-Thursday - 7:00 a.m. - 9:00 p.m.; Friday - 7:00 a.m. - 6:00 p.m.; and Saturday - 8:00 a.m. - 5:00 p.m.

Sabbatical Leave Applications Due September 1

Under the terms of MTI’s Collective Bargaining Agreement, the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s “teacher” bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. MTI’s Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

Applications for the second semester of the 2015-16 school year are due at MTI Headquarters by September 1, 2015. An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI’s web page.

MAY Calendar of Events

- 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
- Monday, May 25 - Memorial Day
- Thursday, May 28, 4:30 p.m., TBA USO-MTI Social
- Thursday, June 11 - Semester Ends

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
MTI Officers Installed

At last Tuesday’s meeting of the MTI Faculty Representative Council, Peg Coyne (Black Hawk) was installed as MTI President. Andy Waity (Crestwood) was installed as MTI President-Elect. He will serve as President for 2016-17. Outgoing President Mike Lipp is retiring at the end of the school year. Other MTI officers elected in MTI’s April general election and installed at the Faculty Representative Council meeting were: incumbent Art Camosy (Memorial) as Vice President; incumbent Greg Vallee (Thoreau) as Treasurer; and incumbent Liz Donnelly (Elvehjem) as Secretary. The MTI Board of Directors consists of ten members - the six above-referenced officers, who are elected by the general membership, and four at-large representatives elected by the MTI Faculty Representative Council.

Installed on the MTI Bargaining Committee were: 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 Educational Services Representative-High School - Karyn Chacon (East). The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

3,883 Years of Service

Combined service of 3,883 years are departing the District, as 165 employees retire. Their pending June retirement was cause for celebration at the annual joint MTI-MMSD reception at Olbrich Gardens on May 20. Topping the list of MTI-represented employees in years of service to Madison’s children are:

Teachers (MTI): Bruce Szudy (43); Nancy Peterson (41); Mike Lipp (39); Pamela Timm (39); and Katharine Goray (38).

Educational Assistants (EA-MTI): Margo Mitchell (36); Vivian Beckwith (31); Patricia Rogeberg (29); Joan Halpin (28); Jean Penshorn (25); and Tracie Tudor (25).

Supportive Educational Employees (SEE-MTI): Fakhrudean Aini (33); Faye Hackbarth (30); Melenia Bolser (26); Delories Nicolai (26); and Carol Borland (25).

Security Assistant (SSA-MTI): Gary Harris (13).

Know your Rights! Required Meetings on Non-Contract Days?
Wait, What?

It’s that time of year when Administrators send emails, memos and letters outlining “required” trainings, professional development, and other meetings during the summer months. Often, staff are encouraged to attend meetings and trainings wherein administrators use language that does not clearly indicate that any attendance during the summer or the voluntary days for returning staff is entirely voluntary.

Addendum G of the Collective Bargaining Agreement is clear and provides that attendance at any District offered staff development opportunities during the summer recess be compensated, either with Professional Advancement Credit (PAC), extended employment salary, or payment for graduate credits (if such is offered). Addendum G also requires that such communications “clearly convey the fact that teachers will not be penalized or suffer harm for choosing not to volunteer.”

Anyone with concerns about a memo or notice from administration that seems to indicate your attendance is compulsory on a non-contract or voluntary day should contact Jeff Knight (knightj@madisonteachers.org) at MTI. MTI does not discourage voluntary participation; however, it is out of respect for MTI-represented individuals that the Collective Bargaining Agreement is clear and direct regarding one’s participation or lack thereof.

For the 2015-16 School Year:

• August 25, 26 and 27 are required workdays for all members of the Teacher Unit.

• New Teacher Days are Friday, August 28 and Monday, August 31. New Teacher Days are VOLUNTARY for returning staff.

• The first day of school with students is Tuesday, September 1.
***Important Reminder***  
Teacher Contracts

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Failure to return a signed contract by June 15 may result in the District accepting such as one’s resignation.

Bike Ride for Boys and Girls Club  
July 18 - Join Team MTI Cares

Following up on last year’s success, MTI Cares is participating in the annual Bike Ride for Boys and Girls Club on July 18. Join the team from a link on the MTI website and select a ride distance of 8, 25 or 50 miles. Each rider is asked to raise $250. Last year, Team MTI Cares raised over $2,000 for this event and had a wonderful time biking through Dane County on a beautiful summer day. Pledges raised support the ongoing mission of the Boys & Girls Club of Dane County to provide programs that inspire and enable our youth to realize their full potential. Contact MTI Cares Team Captain, Jeff Knight, (knightj@madisonteachers.org) for any questions related to this event.

Rockwell Awards

At its annual Partners in Education Banquet, the UW’s School of Education recognized the strong support of several Madison teachers for its teacher education program. Cindy Desjardins (Muir), Libby Mackman (Olson), Carmen Rasmussen (Emerson) and Susan Zwart (Marquette) all received a Commitment to Field Experience Award for having mentored more than 30 UW-Madison students. Brenda Fujikawa (Emerson), Mary Lau (Midvale) Mika Oriedo (Sennett) and Greg Vallee (Thoreau) received the Rockwell Award for Outstanding Cooperating Teacher. The Rockwell Award is a competitive award requiring nominations from student teachers, UW faculty and colleagues. Congratulations!

No Health Insurance Co-Pay for MTI-Represented Employees

Meetings held by MTI Executive Director John Matthews, District Assistant Superintendent for Business Mike Barry, and District Benefits Manager Sharon Hennessy with representatives of the three District health insurance providers produced significant results. Dean Health Plan, Group Health Coop and Unity have all agreed to continue the current benefit plan with NO increase in premium. This means that all MTI-represented District employees will continue to enjoy having to make no contribution toward health insurance premiums. MTI-represented District employees are the ONLY public employees in Wisconsin who are not obligated to pay toward health insurance premiums. The agreement also covers District employees represented by AFSCME and those represented by the Building Trades Council.

GHC Effort Successful

Given GHC’s major financial losses, discussion of potential sale of GHC to Unity, and the probable impact on such a sale on MTI members, MTI joined with the Madison Firefighters and Police Officers Unions, AFSCME, Building Trades Council, and the International Brotherhood of Electrical Workers (IBEW 2304/ MG&E) in support of three candidates for the GHC Board of Directors. The Unions organized their members who have selected GHC as their health insurance provider to vote by absentee in the GHC election, and all overwhelmingly prevailed in the election. The three new Board members have pledged to reverse the downward financial trend and install new leadership in GHC.

Calendar of Events

- Thursday, May 28, 4:30 p.m., Brink Lounge  
  USO-MTI Social
- Thursday, June 11- Semester Ends
- Wednesday, July 8 - Brewer Game

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Walker’s Budget the Worst of the Worst for Public Schools

Governor Walker’s proposed Budget and the gamesmanship being played in the legislature has been compared to the game “whack-a-mole”. Representative Melissa Sargent, a champion for public education, teachers and progressive causes, said of the Budget proposals, “Just when you think we’ve averted one crisis, another initiative is introduced to threaten the progressive traditions of our state.” Sargent added, “The Budget process provides a look inside the corporate-driven policy agenda of the Republican party. Their goal is comprehensive privatization.”

That concept came through loud and clear last week, when the Republican majority on the Joint Finance Committee introduced a proposal which would enable even more funds to be diverted from money-starved public schools to private schools, by expanding the number of parents who can use a State-issued voucher to pay the cost of sending their child to a private school. The funds would come from that child’s area public school system. An investigation by One Wisconsin Now illustrates that a pro-voucher front group donated $122,000 to the campaigns of the Republicans on the Joint Finance Committee.

Senate Democratic Leader Jennifer Shilling said education must be the top Budget priority, that “the needs of children and schools must be addressed before tax breaks for the wealthy and giveaways to special interests (voucher supporters).” Shilling continued, “To fully restore the cuts our schools have seen over the past four years, we need to invest an additional $200 per student above what Walker has proposed.” While the Republican majority brags that they are adding $208 million in school aids, it amounts to only ½ of 1% over the two-year Budget, and more than 50% of that will not go to schools, but to reducing property taxes.

The Walker Budget would also enable State takeover of the Milwaukee Public Schools, and perhaps the Madison Metropolitan School District. The Budget proposal would enable a “commissioner to convert these schools to charter or voucher schools.” The “commissioner” would have the authority to fire all teachers and administrators in a school district taken over, given the provisions of the proposed law.

A recent amendment would enable anyone with any BA degree to teach English, social studies, math or science, and enable anyone - even without a degree - to teach business, art, music, agriculture or special education.

The Budget will be acted upon this month. It is time to let your objections be heard regarding the school funding crisis being created by the proposed Budget. Contact majority party members of the Joint Finance Committee:

**Senators:**
- Alberta Darling 266-5830 Sen.Darling@legis.wisconsin.gov
- Luther Olsen 266-0751 Sen.Olsen@legis.wisconsin.gov
- Sheila Harsdorf 266-7745 Sen.Harsdorf@legis.wisconsin.gov
- Leah Vukmir 266-2512 Sen.Vukmir@legis.wisconsin.gov
- Tom Tiffany 266-2509 Sen.Tiffany@legis.wisconsin.gov
- Howard Marklein 266-0703 Sen.Marklein@legis.wisconsin.gov

**Representatives:**
- John Nygren 266-2343 Rep.Nygren@legis.wisconsin.gov
- Dale Kooyenga 266-9180 Rep.Kooyenga@legis.wisconsin.gov
- Amy Loudenbeck 266-9967 Rep.Loudenbeck@legis.wisconsin.gov
- Dean Knudson 266-1526 Rep.Knudson@legis.wisconsin.gov
- Michael Schraa 267-7990 Rep.Schraa@legis.wisconsin.gov
- Mary Czaja 266-7694 Rep.Czaja@legis.wisconsin.gov

***Important Reminder - Teacher Contract Deadline June 15***

Teacher’s individual contracts for the 2015-16 school year have been issued by the District. 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 they are received on time, and that it be done soon after receipt of the contract offer. Take along a copy and 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.
Sabbatical Leave Applications
Due September 1

Under the terms of MTI’s Collective Bargaining Agreement, the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. MTI’s Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

Applications for the second semester of the 2015-16 school year are due at MTI Headquarters by September 1, 2015. An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI’s web page.

SEA License Renewal

Many SEAs received notice from the District’s Human Resources Office that their Special Education Program Aide license will expire on June 30. By law, all SEAs must hold a current DPI license in order to work in their field. As of January 1, 2014, all DPI licensing is done via DPI’s online application process. SEAs must pay the $75 license renewal fee to DPI, but MTI has negotiated the reimbursement of said fee. Under the terms of MTI’s Collective Bargaining Agreement, SEAs will be reimbursed after sending their receipt to the HR office. MTI suggests that one keep a copy of the receipt.

Any SEA having difficulty with the DPI online application process is encouraged to call Susan Harris in the District’s HR office (663-1696) or visit DPI’s help-line for further assistance: elo.help@dpi.wi.gov. The District advises that they are working with DPI to create a better system for SEAs to renew their license.

Bike Ride for Boys and Girls Club
July 18 - Join Team MTI Cares

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Beware! It’s Not Your Computer

When the District installed its computer system, management told staff, “Use it as your own!” Most District employees did so. However, MTI WARNS, USE IT AS YOUR OWN NO MORE! One must assume that District management will review everything one writes or accesses on a District owned computer. The District has forensic software which enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day. This includes what you access on your home computer, if you access it using a District computer. As a result of requests by the public, under Wisconsin’s Open Records Law, MMSD archives ALL emails and research (websites accessed) performed on District computers.

Calendar of Events

- Monday, June 8, 4:30 p.m., MTI MTI Board of Directors
- Thursday, June 11 - Semester Ends
- Wednesday, July 8 - MTI Brewer Game
- August 25, 26 and 27 are required workdays for all members of the Teacher Unit.
- Friday, August 28 and Monday, August 31 are New Teacher Days. New Teacher Days are VOLUNTARY for returning staff.
- Tuesday, September 1, is the first day of school with students.

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Failure to return a signed contract by June 15 may result in the District accepting such as one’s resignation.

MTI President Peg Coyne Retires; President-elect Andy Waity Assumes Presidency

Longtime MTI activist Peg Coyne (Black Hawk), who was elected a year ago to her third term as MTI President, has decided to retire at the conclusion of the school year. Coyne also served as Union President for the 2011-12 and 2013-14 school years, was on the Union’s Bargaining Committee for 12 years (2003-2015), and on the Union’s Board of Directors for five years (2010-2015). She has taught in the District for 42 years.

As a result of her leadership during the Act 10 protests, she spoke several times around the United States, including before the Chicago Teachers Union, at an international labor conference in Minneapolis, and at a social issues conference in Osaka, Japan.

Andy Waity (Crestwood), MTI’s President-elect, will assume the Union’s Presidency at the conclusion of the school year. Given Coyne’s retirement, Waity will serve for two years. Nominations for the remainder of Waity’s At-Large position on the MTI Board will be received at the September 15 meeting of the MTI Faculty Representative Council, or can be made by contacting MTI Executive Director John Matthews (matthewsj@madisonteachers.org 608-257-0491). The election will be held at the October Council meeting. The term expires September, 2016.

Also retiring this year are longtime MTI leaders Mike Lipp, Steve Pike and Barbara Rogers. Lipp and Pike each served two terms as MTI President, 12 and 6 years respectively on the Bargaining Committee, and 6 and 14 years respectively on the MTI Board of Directors. Rogers served 8 years on the MTI Cabinet on Personnel.

Insurance Changes During Summer

MTI-represented District employees are advised to call the District’s Benefits Office (663-1795) regarding insurance benefits which are available via MTI’s various Collective Bargaining Agreements, if any of the following events occur during the summer: one gets married, changes address, changes name, retires, resigns, takes a leave of absence, has or adopts a child, and/or if one’s dependent and/or spouse becomes ineligible/eligible for health or dental insurance coverage. (See the health or dental insurance provision in the appropriate MTI Collective Bargaining Agreement; call MTI with questions.) One must add a new eligible person (e.g. child, including a newborn, or spouse) within 30 days of eligibility.

Dependents: Under the revised state law regarding dependent coverage, adult children are eligible to remain on a parent’s health and dental plan until the end of the year in which the child turns 26.

Spouse/DFP: A spouse becomes eligible upon marriage, termination of his/her employment, or loss of insurance with his/her employer; and becomes ineligible due to divorce. If one gets married, his/her spouse is not automatically covered by health or dental insurance. One must contact the District’s Benefits Office to enroll his/her spouse or domestic family partner.

Remember the above-referenced 30 day rule. Waiting until fall to act, may render one’s spouse, DFP, or other dependents ineligible. Acting promptly assures your right to MTI-negotiated insurance.

Attention Educational Assistants: Mandatory Training & Development

Section III-K of the EA-MTI Collective Bargaining Agreement provides that, “On teacher professional development days educational assistants shall attend staff training provided by the District when the District deems attendance to be mandatory.” August 26 and 27 are teacher professional development days. The District has advised MTI that these two days are mandatory staff training days for all EAs. In addition, August 25 is the All Staff Day, which is a mandatory day for all EAs. August 28 and 31 are not mandatory days for anyone in the EA bargaining unit. Anyone with questions may contact MTI Assistant Director Eve Degen (degene@madisonteachers.org).
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Due September 1

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MTI Cares Joint Food Drive Results!

MTI’s joint effort with MMSD, AFSCME and Second Harvest Foodbank of Southern Wisconsin successfully collected nearly 4,000 pounds of food and raised additional funds to provide at total of 4,286 meals to families and children in southwestern Wisconsin. Thirty-one work sites participated this year and the top five sites were all elementary schools: Randall, Chavez, Stephens, Franklin and, in the top spot, Elvehjem. What a great way to show that MTI Cares! Thanks to all who participated and helped promote this food drive. Feedback on this effort can be sent to Jeff Knight (knightj@madisonteachers.org / 257-0491).

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MTI Wear on Sale

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($5); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($15). Show SOLIDARITY with your MTI Sisters & Brothers.

Wellness Program: Last Opportunity to Participate in Biometric Screenings

Based on requests from employees who were unable to participate in previously scheduled biometric screenings, the District has scheduled screenings on the following dates: Saturday, June 6; Friday, June 12; and Monday, June 15. Each of the screenings will be held at West High School from 6:45a.m. -11:00 a.m. Employees who wish to sign-up for one of the remaining screenings should log into myinterrahealth.com to register for an appointment.

Last Issue of MTI Solidarity for 2014-15 School Year

MTI Solidarity! and its predecessor, The MTI Reporter, have been keeping the members of MTI’s bargaining units apprised of current Union issues, information relative to bargaining and member Contract rights and benefits, for 49 years. It is published for delivery each Monday of the school year. This is the last issue of MTI Solidarity! for the 2014-15 school year. MTI staff wish all Union members a safe and enjoyable summer. MTI’s office remains open during the summer to serve its members. Summer hours are 7:30 a.m. - 5:00 p.m., Monday through Thursday, and 7:30 a.m. - Noon on Fridays. Note: The MTI office will be closed July 2 & 3 for the July 4 Holiday.

Keep MTI Posted on Changes

Please call (608-257-0491), write or email MTI (mti@madisonteachers.org) if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

Calendar of Events

- Monday, June 8, 4:30 p.m., MTI MTI Board of Directors
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