



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

Solidarity!

WELCOME BACK!

To each and every one of the nearly 5,000 District employees who are represented by **MTI**, welcome, as the 2015-16 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 has been the Union's mission to negotiate the best possible Collective Bargaining Agreements over the last 50 years and now, given the impact of Act 10, to work in concert with the District to create the best possible Handbook.** That is critical to assure that the Madison Metropolitan School District is a great place to work, and to enable the District to attract and retain the best staff. **It is the Union's mission to provide the best representation and service possible, when assisting members.** 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.*

A Message from MTI President Andrew Waity

The only guarantees in life are death, taxes and MTI's powerful advocacy for Union members, public schools and education. That amended saying is one that holds true as much now as it ever has. We know that we are facing a year filled with many challenges, but with all the change comes the potential for MTI to emerge even stronger and more united. Challenges include another recertification election, and a Handbook to become effective next July.

Even after the passage of Act 10, which was designed to kill union representation, **MTI is still here and still strong.** MTI staff and elected leadership will continue to provide the **high level of service and strong advocacy for Union members that it has provided over the last 50 years.**

MTI and other public sector unions continue to face political and economic attacks designed to destroy us and public education. *These attacks have been crafted by those interested in expanding their own political, social and economic power.* MTI has resisted these attacks and continues to thrive. The success of our ongoing efforts rests on each of us. Each of us are the "I" in MTI. As we begin the new school year, MTI staff and leadership will continue to assist and support all members. **We look forward to working with you to strengthen and build MTI for the future.**

MTI Leaders Greet New Hires

Members of MTI's Board of Directors and Union staff greeted all of the District's newly hired teachers at New Teacher Orientation, dozens of whom have already

joined their Union. Teachers and other newly hired staff are encouraged to fill out their MTI membership form and return them to MTI or to their Faculty/Building Representatives. Join the thousands before you who have made MTI the best Union possible.



Continue Wearing Your MTI Red

Wear your MTI RED at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs and sweatshirts for sale. Show **SOLIDARITY** with your MTI Sisters & Brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** everyday!

Peg Coyne Joins MTI Staff

MTI Past President and newly retired Black Hawk CC teacher Peg Coyne has joined the MTI professional staff, following the retirement of **Sara Bringman.** *Peg brings skills to assist MTI members with special education, Educator Effectiveness, and classroom issues.* Peg has also represented the Union in various areas over many years, including service on the MTI Board and Bargaining Committee. She was also a member of the Union-Management Memorial Dispute Resolution Project. Welcome Peg and feel free to call or email her at MTI (coynep@madisonteachers.org). **And, if you see Sara, thank her for her tireless advocacy for MTI members in so many different ways over many years.**

Religious Holidays/Observances

MTI encourages District employees not to *schedule school events on the evening before or day of religious holidays and/or observances*. Similarly, teachers are requested not to *schedule major exams or field trips on such days* inasmuch as some students may not be able to attend school on that day. A link for a listing of holidays/observances can be found on the MTI webpage (www.madisonteachers.org) under "Important Information."

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.

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.*"

MTI/MMSD Contract Provides for Sabbatical Leave

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 years of service following the sabbatical leave, or repay the compensation received for the leave. MTI's Contract guarantees that one who receives a sabbatical leave returns to the position s/he 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. Applications for the 2016-17 school year or the first semester are due February 1, 2016. An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI's webpage.

Memorial High School English teacher Chris Vander Ark who received a sabbatical leave for the 2014-15 school year is returning to Memorial this fall. He studied "**Course Writing Expectations.**" A copy of his report is on MTI's webpage

(www.madisonteachers.org). He recently discussed his study and the benefit of the MTI/MMSD Contract-provided sabbatical leave with Assistant Superintendent Mike Hertting and MTI Executive Director John Matthews

Willy Street Fair September 20

MTI is participating in the *2015 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 marching together in the (in)famous Willy Street Fair parade.* This event takes place on **Sunday, September 20**, from 11:00 a.m. to 7:00 p.m. The parade begins at 11:00 a.m. Members who will be marching 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, between noon and 4:00 p.m. Contact Jeff Knight (knightj@madisonteachers.org / 257-0491) with questions or to volunteer!

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

"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.

Calendar of Events



- **September 1 - Semester Begins**
- **Monday, September 7, LABOR DAY**
- **Thursday, September 10, 4:30 p.m., SCFL**
SEE-MTI Board & Bargaining Team
- **Monday, September 14, 5:00 p.m., Doyle Room 103**
BOE Instruction Work Group
- **Tuesday, September 15, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Saturday, September 19, 9:00 a.m. Breese Stevens Field**
FightingBob Fest 2015
- **Monday, September 21, 5:00 p.m., Doyle Room 103**
BOE Operations Work Group
- **Monday, September 28, 6:00 p.m., McDaniels Auditorium**
BOE Regular Meeting

Our Union Makes Us Strong!

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