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Solidarity!

Vote YES to RECERTIFY MTI - November 4-24, 2015

Governor Walker's Act 10 requires public sector unions, except police & fire, to engage in annual **recertification elections** to retain their status as the representative of the employees who elected the Union to represent them. *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, Act 10 mandates that MTI participate in a recertification election each year. The election by all MTI represented District employees will be conducted between November 4 and November 24 via telephone or on-line balloting (more detailed information will be forthcoming).*

Why is recertification important? *The recertification election will determine whether MTI continues to be the legally recognized "certified representative" for District employees in MTI's five bargaining units. While there were processes available in prior law for a union's certification to be challenged by dissatisfied employees, Walker's Act 10 mandates 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 24 MTI 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 his/her profession and his/her 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 fair compensation, transfer rights, many different types of leaves, health and dental insurance, sufficient planning time, effective professional development, and a host of other work-related, professional, and economic issues.* **Standing together** gives us a stronger voice than we have as individual employees.



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.

Educator Effectiveness Evaluation System

Educator Effectiveness is the new educator evaluation tool required of all teachers and principals throughout Wisconsin. This new system is a 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 or not they are being formally evaluated in a given year, will be involved in parts of the process.

Educator Effectiveness has two main parts. It balances educator practice (using the Charlotte Danielson model) with student performance outcomes. Each year, *all teachers are to develop a Professional Practice Goal (PPG) and a Student Learning Objective (SLO)* which must be documented in the Teachscape Software module. One aligns their PPG with an area within the Danielson model framework that the teacher wishes to develop or focus upon. 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 must be completed by October*** (date uncertain). The District's website has resources relating to Educator Effectiveness <https://staffdevweb.madison.k12.wi.us/educatoreffectiveness>.

Anyone with questions regarding Educator Effectiveness should contact Peg Coyne at MTI headquarters (coynep@madisonteachers.org).

Attention EA-MTI Members: General Membership Meeting & Cookout September 21

Members of MTI's Educational Assistants bargaining unit (EA-MTI) are invited to a general membership meeting and cookout on **Monday, September 21, at 4:15 p.m., at MTI headquarters** (821 Williamson Street). Socialize with your fellow EAs and enjoy some grilled food! Topics for discussion: handbook, recertification, union involvement. Please RSVP to Eve Degen (degene@madisonteachers.org) so food and drinks can be planned.

Workplace Bullying

Board of Education Policy 4502A 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.*"

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 (\$10); polo-shirt (\$12); oxford button-down shirt (\$15); and sweatshirt (\$30). Show **SOLIDARITY** with your MTI Sisters & Brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards everyday!**

Calendar of Events

- **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**
Fighting Bob Fest 2015
- **Monday, September 21, 4:15 p.m., MTI**
EA-MTI General Membership & Cookout
- **Monday, September 21, 5:00 p.m., Doyle Room 103**
BOE Operations Work Group
- **Wednesday, September 30, 4:30 p.m., SCFL**
SEE-MTI General Membership Meeting

"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
MTI's email - MTI@madisonteachers.org