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# Solidarity!

## You Are the Union and Your Help is Needed for MTI's Recertification Election

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 4-24. Voting will be via telephone or on-line (details forthcoming).*

Again this year, MTI Faculty Representatives, EA Building Representatives and Member Organizers at every school/work location have been asked to assist in building awareness of the importance of the recertification election, and to assure that staff at their school/work location **VOTE** in the recertification elections. **MTI Member Organizers are essential to successful recertification.** *MTI needs Member Organizers from every bargaining unit (MTI, SEE-MTI, EA-MTI, SSA-MTI & USO-MTI). Retired union members are also assisting in organizing. Assuring that each and every person vote is of great importance, because Act 10 requires that to win recertification, a Union must win 51% of all eligible voters.*



**Reasons for Recertification #2: Preserving and Protecting Your Collective Bargaining Agreements** - MTI was successful in negotiating Collective Bargaining Agreements that preserve the vast majority of Contract rights and benefits for the 2015-16 school year. MTI recently concluded joint discussions with the District that have resulted in an Employee Handbook that will carry forward workplace rights and benefits in 2016-17. MTI has a special publication on this topic that will be distributed to all Union members September 21. It will have a link to the Handbook draft.

## Nominations Finalized

At the September 15 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 **Karen Vieth** (*Sherman*) and **Kira Fobbs** (*Falk*). A vacancy exists due to Andy Waity being elected MTI President. The remainder of his term in the at-large position is one-year. **Kerry Motoviloff** (*Doyle*) and **Kati Walsh** (*Randall*) were nominated.

Nominated for an at-large positions on the **MTI Cabinet on Personnel** was incumbent **Amy Noble** (*Lowell*). Two vacancies exist due to the retirement of Barbara Rogers and Peg Coyne. **Kerry Motoviloff** (*Doyle*) was nominated for the position vacated by Rogers. The term is for two years. **Cindy Ball** (*Jefferson*) was nominated for the position vacated by Coyne. The term is for one year.

Nominated for a position on the **MTI Finance Committee** was incumbent **Bruce Bobb** (*Spring Harbor*). Two vacancies exist due to the retirement of Karen Lee-Wahl and Andy Waity being elected as President. **Holly Hansen** (*Lapham*) and **Nichole Von Haden** (*Doyle*) were nominated. Terms for all positions are for one year

Nominated for four positions on the **MTI Political Action Committee, MTI VOTERS**, were incumbents **Lauren Mikol**

(*Lincoln*), **Kati Walsh** (*Randall*), and **Cindy Barbera** (*Hamilton*). Terms are for two years. A vacancy exists due to the retirement of Mike Lipp. **Kimi Ishikawa** (*Doyle TAG*) and **Carlene Bechen** (*Toki*) were nominated. The term is for two years.

Nominated for two positions on the **MTI Bargaining Committee** due to the retirement of Peg Coyne and Steve Pike were **Jessica Wahl** (*Whitehorse*) for the Middle School position vacated by Coyne. The term is for one year. **Amy Turkowski** (*Franklin*) was nominated for the At-Large position vacated by Pike. The term is for two years.

Nominated for a vacancy as an MTI Delegate to the SCFL was **Michele Ritt** (*Leopold*). The term expires March, 2017.

## SEE-MTI General Meeting Wednesday, September 30

Members of MTI's Supportive Educational Employees bargaining unit (SEE-MTI) are urged to attend the General Membership Meeting on **Wednesday, September 30, at 4:30 p.m.**, at the **Madison Labor Temple** (1602 S. Park Street). This is an important meeting to discuss the now completed Employee Handbook, the pending recertification election and the future of your Union. Parking is plentiful, snacks will be provided, and strength comes in numbers. We need to see you there. **Solidarity!**

## ELL Case Management in Oasys What You Need to Know

The process for establishing an Individual Plan of Service (IPS) for ELL Students is being converted to a more formalized online documentation system in Oasys for the 2015-16 school year. This will help bring the District into compliance with state and federal laws. Developing an IPS includes surveying parents and delivering a language assessment for all new students. The burden for completing these plans falls on ELL Case Managers who are typically BRT or ESL teachers. The deadline for completing these Individual Plans of Service (IPS) for all ELL students is October 16, 2015. Given the tight deadline and the significant workload increase, the Office of Multilingual and Global Education (OMGE) is offering additional support as follows:

- **ELL Case Managers can received up to ten (10) hours of extended employment compensation (\$11/hour) for time spent after Contract hours working on the IPSs.** If you are an ELL Case Manager who has worked outside of Contract time to complete this paperwork, contact your building principal to claim the available compensation.
- **ELL Case Managers can send signed IPS forms to the OMGE staff in room 216 of the Doyle Administration building to be scanned and archived.** The paper copies will then be returned to the school for each student's cumulative file. The deadline for sending signed IPS forms to OMGE is October 16, 2015. When sending these documents, please remember they are considered CONFIDENTIAL.

MTI has received numerous phone calls and e-mails regarding this change in practice as it has significantly increased the workload for those assigned as ELL Case Managers. If you have concerns or problems related to this change, please feel free to contact MTI Assistant Director Jeff Knight ([knightj@madisonteachers.org](mailto:knightj@madisonteachers.org)).

## Courage to Teach 2015-16 Retreat Series

Space is still available for the 2015-16 Courage to Teach retreat series, which begins November 5. **Applications are encouraged by October 15 and will be accepted until all available spaces are filled.** This year-long series of four sessions (Friday evening through Sunday afternoon) takes place at Bethel Horizons Retreat Center, near Governor Dodge State Park. The series 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 the values and passion that brought them into teaching. Dates for the retreats are: **November 6-8, 2015; January 15-17; March 11-13; and June 23-25, 2016.**

Based on evaluations gathered over the last 13 years, participants consistently report: renewed satisfaction and commitment to their profession; improved connections with students and classroom practice; and strengthened collegial relations at their school sites.

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 \$170 per credit.

For information and an application, check the CTT website (<https://sites.google.com/site/couragetoteachmadison/home>) or contact: Barb [bhummel@chorus.net](mailto:bhummel@chorus.net) or Bonnie [bkrudell@juno.com](mailto:bkrudell@juno.com).

## Seattle Strike Settled

Members of the Seattle Teachers Union went on strike September 9, delaying the opening of the school year. Issues in dispute include compensation, the number of standardized tests, teacher evaluation, the length of the school day and equity among the schools. Negotiators were able to reach tentative agreement early last week, with Union members scheduled to vote on the Contract ratification yesterday, September 20.

Union members, who had complained that they could no longer afford to live in the City, won an increase in wages of 14.3% over the next three years (9.5% to be paid by the Seattle Public Schools, with the additional 4.8% in cost-of-living adjustments contributed by the State). They had not received a cost-of-living increase in six years. (Remind you of Act 10?) Other new Contract provisions include a greater voice for teachers in standardized tests and a mandatory 30 minute recess.

The Union had broad support from city residents, including the Seattle City Council which passed a resolution of support for the Union and its striking members.

MTI President Andy Waity and Executive Director John Matthews signed a petition in support of the Seattle Union's action.

## Calendar of Events

- **Monday, September 21, 4:15 p.m., MTI**  
EA-MTI General Membership & Cookout
- **Monday, September 21, Doyle Room 103**  
BOE Operations Work Group (5:00 p.m.)  
BOE Special Meeting (6:00 p.m.)
- **Monday, September 28, Doyle McDaniels Auditorium**  
BOE Regular Meeting (6:00 p.m.)
- **Wednesday, September 30, 4:30 p.m., SCFL**  
SEE-MTI General Membership Meeting

## 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)