



Solidarity!

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Building Awareness of Recertification Elections

Over 50 MTI members - teachers, educational assistants, clerical-technical employees, substitute teachers, and retirees - have stepped forward to serve as **MTI Member Organizers** for the upcoming recertification election. The Organizers will help act to ensure that everyone in their school building/work site understands the importance of the Act 10-mandated annual recertification elections which are scheduled for **November 4-24**. *Are you well-informed?* If not, see your MTI Faculty Representative or EA-MTI Building Representative to see how you can help. **It is crucial that every school/work site has a plan to build awareness and assure that every eligible person votes.** You can still volunteer to be a Member Organizer; call MTI (257-0491).

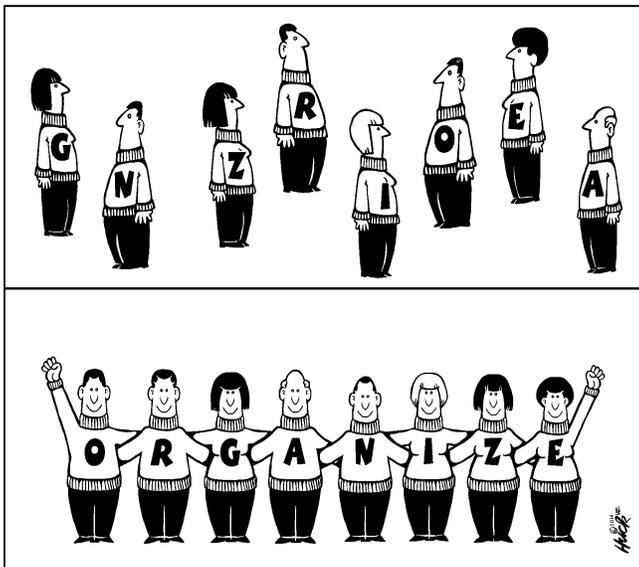


Each MTI bargaining unit (**MTI, EA-MTI, SEE-MTI, USO-MTI & SSA-MTI**) will have a separate election. Act 10 is designed to cause failure. Unlike any other election, it mandates that **51% of all ELIGIBLE voters must vote in favor of MTI to win recertification** to enable the Union to continue as the representative for those now in its various bargaining units. The election by all MTI-represented District employees will be **conducted between 12:00 Noon on November 4 and 12:00 Noon on November 24**. Voting will be via telephone or online balloting conducted by the American Arbitration Association. It is a simple and efficient process. Detailed information on how to vote will be provided by MTI, and will be available from MTI's Faculty Representatives, EA-MTI Building Representatives, Member Organizers and other elected leaders.

Reasons for Recertification #3: Inclusion of current employee rights and benefits in the Employee Handbook

As reported in the September 21 *MTI Solidarity!*, MTI has been successful in preserving, for those in all FIVE bargaining units, the Contract rights and benefits by them being moved to the Employee Handbook, which will replace the Collective Bargaining Agreements next July. MTI has also secured an agreement with the District to enable MTI to participate with the District in an annual review of the Handbook; and agreement that the Handbook cannot be modified by any other means.

We're ALL in This Together



Legislation and numerous other factors have produced challenges like never before for public education employees. Successfully meeting these challenges 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 Deans of Students, it is important that we remember that all MTI-represented staff 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. It is what has made MTI one of the most successful Unions in the country. Greater strength and more creativity surfaces when all work together, and in these challenging times, *we must not allow ourselves to be divided.* Simply because one's fellow MTI member works "downtown" or in an office, rather than a classroom, does not

make them any more or less "Union." *Success is achieved by setting aside differences and sticking together. It produces better results for Union members and for students.*

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!**

Educator Effectiveness/Teachscape

All educators who are evaluated using Educator Effectiveness (EE) need to have one SLO (Student Learning Objective) and one PPG (Professional Practice Goal) written by **October 30**. This year, interventionists and REACH teachers will be evaluated using EE. Currently, the Teachscape software is not fully functional. The District has developed Google document templates that can be used to prepare your PPG and SLO. These templates can be obtained from your principal, through the [MMSD Website](#) or on the [MTI Website](#) under [Licensing and Evaluation](#). They must be downloaded to your computer to enter and save your information. There is also a template for the Self-Review. Only those in a summary year *are required* to complete the self-review section and meet with their evaluator before **October 30**. The information you develop can be cut and pasted into Teachscape when the software becomes fully functional.

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 is a choice to switch health insurance providers, among the insurance carriers named in each of MTI's Contracts**. MTI members have their choice among the three insurers - GHC, Unity (UW) 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 among those available under MTI's Collective Bargaining Agreements*. Implementation of coverage is effective **January 1, 2016**.

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 coverage under this right is **January 1, 2016**.

Seattle Teachers' Demands Much Like MTI's

Last week's *MTI Solidarity!* contained an article about a teacher strike in Seattle. Among the issues were wages not keeping up with inflation, "no state increase in funding for health care," providing teachers with a greater voice regarding standardized tests, management's proposal for a longer workday without additional compensation, and other quality of education issues.

As more details become available, the Union's victories are obvious, including a 14.3% wage increase over three years (which includes a 4.8% cost-of-living adjustment paid by the State over two years). What a contrast to Wisconsin. The State of Washington will contribute to wages via a cost-of-living increase and contribute toward the cost of employees' health insurance.

Seattle City Council member **Kshama Sawant** criticized the legislature and its lack of support for education. She said, *"The educators' demands are completely reasonable....For too long the legislature has ignored the needs of the children and bent over backwards to give corporations handout after handout. Boeing executives got a special session. Where is the special session for education? Teachers are faced with stagnating salaries, overcrowded classrooms, too many standardized tests, and inadequate resources. It's high time the legislature did their job, stop ignoring the mandate by voters to lower class sizes and raise teachers' pay. Fully fund education now!"* **We need more legislators like Sawant in Wisconsin!**

Calendar of Events

- **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
- **Tuesday, October 6, 4:15 p.m., MTI**
MTI Cares
- **Thursday, October 8, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **Monday, October 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Tuesday, October 13, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee

Our Union Makes Us Strong!

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