



Solidarity!

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MTI Wage Increase Bargaining Scheduled for April 6

Representatives from each of MTI's five (5) bargaining units will meet with District representatives on **April 6** to commence **bargaining** over "base-wage" increases for the 2016-17 school year. Wisconsin Act 10, passed in 2011, prohibits public employers from bargaining over any issue or condition of employment with municipal employees (including school district employees) *except for base wages*. While Act 10 allows for bargaining over base wages, it limits the allowable base wage increase to *no more than the increase in consumer prices* (as determined by the Department of Revenue) unless a greater amount is approved via referendum. The maximum allowable consumer price index increase for Contracts beginning July 1, 2016 has been determined by the Department of Revenue to be **0.12%**.

Given the limited scope of the base-wage bargain, the various MTI bargaining and negotiation teams have authorized their unit Presidents, along with MTI Executive Director **Doug Keillor**, to represent their respective bargaining units in these negotiations: **Andy Waity** (MTI), **Travis Grover** (SEE-MTI), **Judy Ferwerda** (EA-MTI), **David Mandehr** (USO-MTI) and **Jeff Kriese** (SSA-MTI).

Employee Handbook Discussions to Be Scheduled

While Act 10 limits bargaining to base wages only, all other issues and conditions of employment are addressed as part of the Employee Handbook development process. Last year, MTI worked with MMSD administration and the Board of Education to establish a new collaborative process for continued employee voice in the development of the **Employee Handbook**. That collaborative process commenced last summer and, after months of difficult discussions and eventual BOE approval, produced an Employee Handbook that *continues the pay, benefits, and working conditions most critical to employees*, while forging acceptable compromises in other areas. This summer, the joint **Oversight Group** of employee and management representatives will meet again to discuss, and possibly recommend, potential modifications to the Employee Handbook. Later this spring, MTI will be surveying MTI members to identify what changes they would like to see in the Employee Handbook.

EA-MTI Election Results

At its March 16 general membership meeting, members of MTI's Educational Assistants (EA-MTI) collective bargaining unit elected **Judy Ferwerda** (Memorial) as President; elected **Anne Hernandez** (Hawthorne) as Vice-President; re-elected Secretary **Nancee Killoran** (Hawthorne); re-elected East Area Chairperson **Cynthia Larson** (O'Keeffe); and re-elected

Memorial Area Chairperson **Kelli Lawler** (Memorial). Three-term President **Erin Proctor** will continue to serve as Past President on the EA-MTI Board.

Nominations Finalized for MTI Officers & Bargaining Committee

At the March 15 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, 2016. Nominated for President-Elect was **Kerry Motoviloff** (Doyle); **Karen Vieth** (Sherman) for Vice-President; **Cari Hauge** (Elvehjem) for Secretary; and **Greg Vallee** (incumbent - Thoreau) for Treasurer. Current President **Andy Waity** (Crestwood), who was elected last spring and replaced Peg Coyne due to her retirement, will serve again as President for the 2016-17 school year.

Nominated for the **MTI Bargaining Committee** were: High School Representative - **Andrew McCuaig** (incumbent-LaFollette); Middle School Representative - **Jessica Wahl** (incumbent-Whitehorse); Elementary School Representative - **Kerry Motoviloff** (incumbent-Doyle); At-Large Representative - **Andy Waity** (incumbent-Crestwood) and **Eric Hartz** (Campus Connect); and Educational Services-Elementary - **Holly Hansen** (Lapham). 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 25-27.



April 5 Election - Photo ID Required

Election Day is Tuesday, April 5. Additional information about the upcoming election, including MTI Voters' endorsed candidates, is available on the MTI Website (www.madisonteachers.org) under **Elections and Political Action**.

The website "**Bring It to the Ballot**" (bringit.wisconsin.gov) provides information about the new photo ID requirements. Please tell your friends, family, and colleagues about how important this election is and encourage them to take the time to be a voter in every election!

Professional Development Day April 15

As previously reported, the former WEAC and SWEIO convention days are now District Professional Development (PD) days and no students will be present on those days. **April 15 is a mandatory PD day for all employees in MTI's teacher and educational assistant bargaining units.**

Teachers: All teachers are required to attend PD during the morning, unless approved by District management to attend license-related conferences. Such requests go to Marggie Banker in the District's PD office. **Elementary teachers** have the remainder of the day for individual planning time. **Middle and high school teachers** will participate in whatever PD activities are planned in their schools during the afternoon. Secondary teachers who wish to attend conferences in their licensure area may get such approval from their principal.

EA-MTI: *Members of the EA-MTI bargaining unit also have various options for PD:* a seminar on multicultural practice; in some targeted schools, training regarding responsive classroom and developmental design; in middle and high schools, training regarding youth mental health first aid. SEAs also have the option of attending PD within their own schools, with the building principal determining the PD. Any EAs who have specific questions regarding the April 15 PD should contact Anna Park in the District's student services office.

SSA-MTI: April 15 is a **voluntary day** for employees in MTI's security assistant bargaining unit. Security assistants who have questions regarding PD should contact the District's coordinator of school security services, Luis Yudice.

Substitute and Off Campus Program Teachers - March 30 Meeting

Join your colleagues at the Labor Temple (1602 S. Park Street) on March 30 at 4:15 p.m. to meet and hear from MMSD Employment Manager Deetra Sallis. Ms. Sallis also supervises the substitute unit and oversees the substitute placement office. Following Ms. Sallis' presentation, we will discuss the transition to the Employee Handbook, MTI membership changes, and receive feedback regarding the upcoming Handbook discussions this summer. We hope to see you there!

Special Education Plan Feedback Sessions April 7 and 13

From MMSD: Join us for our second round of Special Education Plan feedback sessions on April 7 from 5:00-7:00 p.m. at Wright Middle School or April 13 from 5:00-7:00 p.m. at Allis Elementary School. To participate, contact [Mary Mitchell](#) at 663-8429. For more details on the feedback sessions, see [our flyer](#). If you cannot attend one of the feedback sessions, but would like to provide input on-line, please visit the [Special Education Plan webpage](#) to view [the draft plan](#) and respond to [our survey](#) by April 30, 2016.

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 for an extension of same must be made to the Department of Human Resources by **May 1, 2016** for the first semester or the entirety of the 2016-17 school year.

In discussions with MMSD Human Resources staff, MTI was able to gain clarification that the District will continue to honor the current Contract leave of absence language cited above for teachers who request leaves of absence for the 2016-17 school year.

After the Collective Bargaining Agreement expires on June 30, 2016, requests for leaves of absence will be governed by the provisions of the Employee Handbook which are substantively different and, in certain cases, more restrictive.

If you have questions on leave of absence options, MTI staff are available to assist at 257-0491.

April Calendar

- **Monday, April 4, 5:15 p.m., Doyle Room 103**
BOE Instruction Work Group
- **Tuesday, April 5, Election Day - VOTE**
 - **Monday, April 11, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, April 11, 5:15 p.m., Doyle Room 103**
BOE Operations Work Group
 - **Tuesday, April 12, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Friday, April 15 Professional Development Day**
 - **Tuesday, April 19, SCFL Room 201B**
MTI Faculty Representative Council (4:15 p.m.)
MTI Joint Fiscal Group (4:45 p.m.)

Important - Save the Date

- MTI Cares Bowl-a-thon - April 24
- MTI 50th /Strike 40th /EA Walk-out 20th /
2011 Protest 5th - May 7

Our Union Makes Us Strong!

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