



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

# Solidarity!

## Employee Voice Continues: MTI Handbook Committee Preparing for Handbook Discussions



Once the current Collective Bargaining Agreements expire on June 30, 2016, the terms of the collaboratively-developed MMSD Employee Handbook will take effect. Last summer, MTI and the MMSD set an example for other school districts to follow when they worked together to fashion an employee handbook that respects the work of District employees, continues the vast majority of the contractually negotiated provisions, and provides employee representatives with a continued voice in matters of importance.

**One of the most important provisions of the Employee Handbook is Section 18 which commits to continuing the collaborative process for handbook revision and review.** Under this policy, a Review Committee of 8 District and 8 employee representatives are charged with meeting annually to review any proposed Handbook revisions and *to work to reach consensus on recommendations to advance to the Board of Education for approval.* The MTI Handbook Committee met on May 3 to discuss preparations for this summer's Handbook review process and concluded to start by distributing a survey to all MTI members in the coming weeks to help identify member concerns and priorities. The brief survey will be distributed via e-mail to all MTI members with a personal e-mail address on file from MTI.

Unlike most other public employees in the State of Wisconsin, ***MTI-represented employees continue to have a seat at the table and a voice in important decisions.*** In order to maintain a seat at the table, we need to maintain our membership. If you have not done so already, **please RENEW your MTI membership today** at [www.madisonteachers.org](http://www.madisonteachers.org). And please also take time to share your thoughts and concerns with your Union via the MTI membership survey being distributed soon.

## TERP Deadline Extended to May 13

Teachers considering retirement: **The TERP window has re-opened until Friday, May 13**, allowing eligible teachers the opportunity to retire on June 10, 2016.

A small number of elementary teachers have been given preliminary notice of layoff due to allocation cuts and an insufficient number of vacancies at this time. While we anticipate that additional teacher resignations will eventually free up sufficient vacancies for these surplus staff, in an effort to further reduce the likelihood of layoffs, MTI has requested that TERP be re-opened to allow for additional teacher retirements. The Superintendent has agreed.

***Due to the short timeline and limited availability of MMSD Benefits staff, only teachers who are seriously interested in pursuing retirement in June 2016*** should contact MMSD Benefits Manager Sharon Hennessy at 663-1795/[shennessy@madison.k12.wi.us](mailto:shennessy@madison.k12.wi.us) to discuss applying for TERP this year. To be eligible for TERP, teachers need to be at least age 55 with age plus years worked in the MMSD equal to 75 or greater (e.g. age 55 plus 20 years worked in the MMSD = 75). MTI staff are available to assist those interested as well.

## MTI Election Results

MTI's Election Committee has tallied the ballots cast in last week's *MTI teacher bargaining unit general election* and has *certified the election of MTI officers.* **Kerry Motoviloff** (Doyle) as President Elect (serves as President in 2017-18); and the election of **Karen Vieth** (Sherman) as Vice-President; **Greg Vallee** (incumbent-Thoreau) as Treasurer; and **Cari Hauge** (Elvehjem) as Secretary. Current President **Andy Waity** (Crestwood), who was elected last spring and replaced Peg Coyne due to her retirement, will continue to serve as President for the 2016-17 school year. Officers will be installed at the May 17 meeting of the MTI Faculty Representative Council. The MTI Board of Directors consists of ten members - six officers who are elected by the general membership and four at-large representatives elected by the MTI Faculty Representative Council.

**Elected to the MTI Bargaining/Handbook Committee** are: 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 Educational Services-Elementary - **Holly Hansen** (incumbent-Lapham).

**Reminder - GHC Election: VOTE**

MTI members who have selected Group Health Cooperative as their health insurance carrier are reminded of the importance of voting in the **upcoming election for GHC Board members**. *Information on how to obtain an absentee ballot was mailed to all MTI members who are insured by GHC.* Ballots by absentee voting must be received by GHC by noon, May 11, 2016. Please act quickly to obtain your ballot. Anyone age 18 and over can vote. **Vote to assure Board members who will work to save GHC.** Make your vote count.

**Personal and Professional Development for Educators through Exploration and Adventure**

Exploration-U is a collaborative of Madison area educators in partnership with Camp Manito-wish YMCA that is offering several unique and exciting professional development opportunities this spring and summer. These include a pre-trip outdoor living skills course, a backpacking trip to the Bighorn Mountains in Wyoming, and another to Pictured Rocks National Lakeshore in Michigan. The content for each course will focus on group process, social emotional learning and community building in the classroom, as well as the outdoor living skills needed for this to be a fun and engaging adventure! All of the courses can be taken for graduate credit through University of Wisconsin-LaCrosse. For more information or to register for one of these exciting courses visit the Exploration-U website: [www.exploration-U.org](http://www.exploration-U.org) or [info@exploration-u.org](mailto:info@exploration-u.org). Join us for the learning adventure of a lifetime!

**SCFL Annual “Picnic” May 25**

The South Central Federation of Labor’s Committee on Political Education will hold its **54<sup>th</sup> annual COPE Bean Feed**, hosting Madison and Dane County elected officials, legislators and union members and their families, on **Wednesday, May 25, at 6:00 p.m., at the Madison Labor Temple**, 1602 S. Park Street. *One may have all the beans, hot dogs and potato salad one wishes, plus one free soda or beer.* The meal will be served from 6:00 to 7:15 p.m. **The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists** in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties. Any MTI-represented District employee can receive tickets (first come, first served) by calling MTI.

**UW-Madison Masters Program Tuition Incentive for MMSD Teachers**

The Master of Science for Professional Educators (MSPE) program at UW-Madison is launching a pilot program for MMSD teachers. Teachers who enroll in groups of two or more will receive a tuition remission. **MSPE is offering a tuition incentive of 10% for two MMSD teachers or 20% for three or more MMSD teachers who enroll together.** This incentive applies to tuition in both years of the two-year program, starting in summer 2016 only. MSPE can help link up teachers so they can form a team.

MSPE is a uniquely blended masters program for practicing teachers. Courses are online in fall, spring, and summer, and teachers come to the Madison campus for two weeks each summer. In just two years, teachers can earn a UW-Madison master's degree while teaching from the #1 ranked Department of Educational Psychology in the #1 ranked public School of Education. The MSPE program blends course work in teacher leadership, collaborative teamwork, diverse learners, technology integration, educational measurement, legal considerations, classroom management, and professional learning communities, and leads to a Master of Science in Educational Psychology.

**The application deadline is May 22.** Classes begin online on June 13, so time is short! See the MSPE website for more information at [mspe@education.wisc.edu](mailto:mspe@education.wisc.edu)

**EA-MTI Board of Directors and Building Representatives Meeting  
May 18**

The EA-MTI Board and Building Representatives will meet on **Wednesday, May 18, at 4:15 p.m., at MTI.** All Building Reps should plan to attend this meeting. We will discuss EA issues relative to the May 24 Handbook discussions with the District. We will also discuss EA membership renewal and the future of EA-MTI.



- **Monday, May 9, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, May 9, 5:45 p.m., Doyle Room 103**  
BOE Operations Work Group
- **Tuesday, May 17, 4:15 p.m., SCFL Room 201B**  
MTI Faculty Representative Council
- **Wednesday, May 18, 4:15 p.m., MTI**  
EA-MTI Board of Directors & Building Reps
- **Monday, May 23, 6:00 p.m., Doyle Auditorium**  
BOE Regular Meeting
- **Monday, May 30, Memorial Day**
- **Wednesday, June 1, 4:15 p.m., MTI**  
MTI-VOTERS Political Action Committee

***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)