



Solidarity!

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MTI Members: Share Your Ideas and Concerns and Hopes and Dreams - May 17



As MTI prepares to engage in this summer's annual Employee Handbook review process, we need to hear from MTI members. *What are those benefits and working/learning conditions most critical to protect and continue? What obstacles prevent you from "thriving" at work? What are the hopes and dreams that you would like to see your Union work to achieve?*

All MTI members with personal e-mail addresses on file with MTI have been sent a brief **MTI Membership Survey** asking these questions to inform our Handbook discussions, as well as more information on what MTI's agenda is for the 2016-17 school year. *Please e-mail MTI if you did not receive a survey.* Included in that message is a notice of an **all-unit MTI Membership Meeting on Tuesday, May 17, at 4:15 p.m., at the Madison Labor Temple** (1602 S. Park Street). The agenda for the meeting will include: 1) a ratification vote on the 2016-17 Collective Bargaining Agreements (*which were limited by law to a maximum base-wage increase*) and 2) a discussion about issues to address in the Employee Handbook review process this summer. All MTI members (*from all five bargaining units*) are invited to attend this membership meeting. You are the Union. MTI is your collective voice. Express yourself. **Note:** the May 17 meeting is a membership meeting; only members may attend and vote.

If you have not yet renewed your MTI membership for 2016-17, please do so now at www.madisonteachers.org.

Resignation

MTI-represented staff are requested, if they *plan to resign at the end of the current school year*, to submit notice to the Director of Human Resources, Deirdre Hargrove-Krieghoff (dlhargrovekr@madison.k12.wi.us), as early as possible to enable timely replacement.

For those in **MTI's teacher bargaining unit** the following sums *may be assessed* for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) resignation without providing at least 30 days written notice results in an additional \$100.

Educational Assistants who plan to resign must do so in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to provide written notice at least 2 weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees who plan to resign must do so in writing to the Director of Human Resources at least 4 weeks prior to the effective date of resignation. SEE-MTI employees who fail to provide written notice at least four (4) weeks prior to the effective date of

resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

Important Reminder! Teacher Contracts Issued

Teacher contracts for the 2016-17 school year have been issued. Signed contracts of all returning teachers must be received in the District's HR office not later than **June 15**. **MTI** strongly recommends that teachers return their signed contracts **AS SOON AS POSSIBLE** to the HR office, in person, to assure that it is received on time. Take a copy with you, ask that it be stamped "received," and keep it for your personal records. **Failure to return a signed contract by June 15 may result in the District accepting such as one's resignation.**

Our Union Makes Us Strong!

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

Extended Employment Compensation for Summer 2016

Teachers working in *pupil contact positions* that require the actual teaching of students, such as summer school, the school forest program, etc. will be compensated according to the following rates:

Base 2 rate = (\$486) per week, or \$16.20/hour
 Base 3 rate = (\$561) per week, or \$18.70/hour

Base 2 is the new entry level rate, given Base 1 has been eliminated. Base 3 is attained after eight years of service teaching in a *summer school program*. Hourly rates are based on a 30 hour workweek.

Extended employment compensation for staff working on curriculum, staff development, federal projects, and professional *non-pupil contact positions* during summer remains unchanged from the rates set forth previously in the CBA and are now set forth in Addendum A, Section 1.05 of the Employee Handbook.

Packing and Moving - Reminder!

For many years, MTI's representation assisted teachers in receiving additional compensation when they had to pack, move, and unpack their classrooms, due to construction or other physical necessity in their schools. *However, because the District became increasingly intransigent when it came to fairly compensating teachers for doing this work, MTI negotiated specific Contract terms.*

Under Section III-S of MTI's Teacher Collective Bargaining Agreement, and Addendum A, Section 15.04 of the Employee Handbook, teachers are **NOT REQUIRED** to pack/move, and/or unpack, teaching materials, either during the school year or during a school recess period due to [major] cleaning (defined as cleaning not regularly associated with annual and/or routine classroom cleaning), construction projects, repairs, electrical upgrades, etc.; due to their classroom being moved at management's request; *OR* when the District deems it necessary to utilize the teacher's classroom for classes or other activities during a school recess period. **The District will arrange for the teachers' materials to be moved to his/her newly assigned location.** If materials are relocated during a period when school is in recess, they will be returned by the District when school resumes.

Teachers may, *at their option*, use **Contract** time to complete packing and/or unpacking, related to routine classroom cleaning. *Teachers who are asked by their principal to pack, and/or unpack, teaching materials as set forth in paragraph 2 above, are to complete a form available from the principal to be submitted to and approved by the District Director of Human Resources (or his/her designee) prior to commencing said packing or unpacking.* The District will, upon receipt of such form and verification of said work falling within the parameters of paragraph 2, *inform the teacher that he/she will not be required to perform the work.*

Other than to accommodate employees under the Americans with Disabilities Act (ADA) or Wisconsin Fair Employment Act (WFEA) where their disability prohibits them from packing, unpacking and moving their materials, *teachers who request to move from one classroom to another in the same school may be required move their own teaching materials.*

Courage to Teach 2016-17 Professional Renewal Series

Interested in earning up to four graduate credits for taking time to slow down and reflect on your work as an educator? Interested in doing this in a beautiful natural setting, with home-cooked meals?

Applications are now being accepted for the **2016-17 Courage to Teach** retreat series (Nov. 11-13, 2016; Jan. 13-15, April 28-30, and June 23-25, 2017) which will be held at Bethel Horizons, near Governor Dodge State Park. This year-long series of four sessions (Friday evening through Sunday afternoon) is based on the work of noted educator, writer, and activist, **UW Professor Parker Palmer**.

Local educators pay \$890 (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 \$175 per credit.

Further information and an application are available at <http://www.couragerenewal.org/events/couragetoteach-series-2016-17-wi/>. Contact Barb Hummel (bhummel@chorus.net) or Bonnie Trudell (bktrudell@juno.com) with questions.

Substitute Teachers – Membership Q&A and Social Mixer, May 26

Substitute teachers, take some time on Thursday, May 26, to meet up with the USO-MTI Board of Directors and MTI Staff Representative Jeff Knight at the **Vintage Brewing Co.** (674 S. Whitney Way) from **4:30-7:00 p.m.** We will celebrate the end of the school year, receive input on the upcoming Employee Handbook discussions with the District, and answer any questions about the USO-MTI membership renewal process. USO-MTI represents all substitute and off-campus program teachers in the District. ***USO-MTI, Collectively We Decide, United We Act.***

Calendar

- **Monday, May 16, 5:00 p.m., Doyle Room 103**
BOE Special Meeting - BEP
- **Tuesday, May 17, 4:15 p.m., SCFL Room 201B&C**
ALL MTI Members' General Membership Meeting & 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