



# Solidarity!

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## Every Member an Organizer: Renew by June 10

As the school year winds down, don't forget to take a few minutes to invest in yourself and your profession by renewing your MTI membership and encouraging your co-workers to do likewise. On-line renewal is quick and easy via the secure "RENEW" link at the MTI website [www.madisonteachers.org](http://www.madisonteachers.org). This week, in order to increase awareness, MTI will be distributing "I renewed" buttons to all members who have renewed.



Between now and the end of the school year, your Union will be working on some major issues including: 1) minimizing the *employee premium contribution* for health insurance and working to make sure that no employee experiences a reduction in take-home pay as a result; 2) preparing for the collaborative *Employee Handbook discussions* this summer to determine which employment policies will be reviewed and revised; 3) working to make sure that all surplus staff receive assignments in order to *minimize the likelihood of layoffs*; and 4) working to communicate employee concerns about *school safety and student behavior*. In order for your Union to continue to effectively advocate on these issues we need a united and engaged Union membership.

Stand together with your colleagues and renew your MTI membership before the school year ends. *If you have already renewed, reach out to three of your colleagues to tell them why you renewed and to encourage them to do likewise.*

**If you have not yet renewed your MTI membership, please do so now at [www.madisonteachers.org](http://www.madisonteachers.org).**

## Summer Updates for MTI Members

Communication is one of the most important functions of a Union. There is no "*collectively we decide*" or "*united we act*" without communication. During the school year, MTI-represented employees are fortunate to receive weekly *MTI Solidarity!* newsletter publications delivered to their school mail box with timely and important information. However, such print publications are suspended over the summer months. MTI members who have **renewed their MTI membership** (and provided MTI with their personal e-mail address) will receive *weekly Solidarity!* e-mail updates *throughout the summer*, updating them on the many important matters described above.

*opportunities during the summer recess be compensated*, either with Professional Advancement Credit (PAC), extended employment salary, or payment for graduate credits (if such is offered). This Addendum also requires that such communications "*clearly convey the fact that teachers will not be penalized or suffer harm for choosing not to volunteer.*"

Anyone with concerns about a memo or notice from administration that seems to indicate your attendance is compulsory on a non-contract or voluntary day should contact Jeff Knight ([knightj@madisonteachers.org](mailto:knightj@madisonteachers.org)) at MTL. MTI does not discourage voluntary participation; however, it is out of respect for MTI-represented individuals that the Contract and the Handbook are clear and direct regarding one's participation or lack thereof.

## Required Meetings or Training during Non-Contract Days

It's that time of year when Administrators send emails, memos, and letters outlining "*required*" trainings, professional development, and other meetings during the summer months. Often, staff are encouraged to attend meetings and trainings wherein administrators *use language that does not clearly indicate that any attendance during the summer or the voluntary day for returning staff is entirely voluntary.*

Addendum H of the Collective Bargaining Agreement (Add. A, Section 15.11 of the Handbook) is clear and provides *that attendance at any District offered staff development*

### For the 2016-17 School Year:

- New Teacher Days: August 23 & 24
- August 25, 26, 29, and 30 are *required workdays for all members of the Teacher Unit*
- August 31 is a voluntary day for all staff
- The first day of school with students is Thursday, September 1

Educational Assistants are *required to work August 25* (All Staff Day). EAs are also *required to work two (2) out of the remaining three (3) days between August 26-30*, which days will be determined by the principal/supervisor at each school or work site.

(Continued on reverse)

**Required Meetings & Trainings (con't)**

Educational Assistants will be notified, by worksite, by June 10 which two (2) days are required. All EAs are also *required to attend all inservice and professional development (PD) days.*

The MTI/MMSD Joint Committee consists of MTI appointees **Betsy Barnard** (West), **Matt Gray** (Jefferson), **Pamela Ferrill** (Chavez); and MMSD appointees **Karen Kepler**, **Jennifer Waldner**, and **Dan Keyser**.

Applications for the second semester of the 2016-17 school year are due September 1.

### **Important Reminder! Teacher Contract Deadline June 15**

Teacher contracts for the 2016-17 school year for all returning teachers must be signed & received in the District's HR office no later than **June 15** and MTI strongly recommends that teachers return their signed contracts **AS SOON AS POSSIBLE** to the HR office, in person. Take a copy with you, ask that it be stamped "received," and keep it for your personal records. **NOTE:** Failure to return a signed contract by June 15 may result in the District accepting such as one's resignation.

### **Earn Graduate Credits While Developing Curriculum over the Summer!**

This summer, earn graduate level semester credits/units from Dominican University of California as you prepare for the 2016-17 school year. Whether it is working with colleagues to create a blended learning course, integrating STEM-related lessons into the curriculum, taking the time to research and learn new software, or locating and reading student non-fiction books to meet CCSS, this course allows you to earn credit for time devoted to planning that benefits both teachers and students. This teacher-friendly course includes flexible time commitments, support from a regional instructor, opportunities for collaboration, and supportive face-to-face exit interviews.

The course is [EDUX 9930: Developing Curriculum to Engage All Learners for 2016-2017](#). Enroll on-line at [DominicanCAonline.com](#). Select Wisconsin on the regional map to enroll. Following enrollment, you will be contacted by a regional instructor who will answer questions and help ensure you receive guidance to earn the credits.

### **Back by Popular Demand: MTI/WEA Member Benefits Retirement Seminars July 11 and 28**

MTI and WEA Member Benefits are teaming up again to provide MTI members two free retirement planning seminars on July 11 and 28, 9:30-11:30 a.m., at the WEA Member Benefits Building. Similar seminars were conducted in March and April. Each seminar will include two parts. The first part, conducted by WEA, is understanding the Wisconsin Retirement System (WRS). The second part, conducted by MTI Executive Director Doug Keillor, is a Q&A on a variety of MTI/MMSD benefit topics. Learn how to read and understand your pension statement, annuity options, calculate your WRS benefit, and more. Watch your email and MTI web page for registration information. Attendance will be limited to MTI members!

**REGISTER BY JUNE 30, 2016.**

## **Calendar of Events**



- **Wednesday, June 1, 4:15 p.m., MTI**  
MTI-VOTERS Political Action Committee
- **Thursday, June 2, 4:30 p.m., MTI**  
MTI Building Corp. Board of Directors
- **Monday, June 6, 5:00 p.m., Doyle Room 103**  
BOE Special Meeting
- **Monday, June 6, 6:00 p.m., Doyle 103**  
BOE Instruction Work Group
- **Thursday, June 9, Last Day of School for Students**
  - **Friday, June 10, Staff Only Day**

### **Sabbatical Leave Applications Due September 1**

Under the terms of MTI's Collective Bargaining Agreement, the Board of Education budgets **\$45,000 for sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. The Handbook guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

## **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)